



24 October 2025

1. **DIBEN AC ARGYMHELLIAD | PURPOSE AND RECOMMENDATION**

- 1.1. The purpose of this report is for decision – we are required to publish the 24/25 Welsh Language Annual Report on our website by 30 September 2025.
- 1.2. The purpose of this report is for information – the 24/25 Welsh Language Annual Report provides information on progress made in 24/25 and outlines the Gwent Police (GP) priorities for 25/26.

2. **CYFLWYNIAD A CHEFNDIR | INTRODUCTION AND BACKGROUND**

- 2.1. GP received a **Compliance Notice** from the **Welsh Language Commissioner** on 30/09/16.

The Compliance Notice outlines the **Welsh Language Standards** that GP is legally required to comply with.

Welsh Language Standard **155** states that:

- (1) *You must produce a report (an “annual report”), in Welsh, in relation to each financial year, which deals with the way in which you have complied with the service delivery standards with which you were under a duty to comply during that year.*
- (2) *The annual report must include the number of complaints that you received during that year which related to your compliance with the service delivery standards with which you were under a duty to comply.*
- (3) *You must publish the annual report no later than 6 months following the end of the financial year to which the report relates.*
- (4) *You must publicise the fact that you have published an annual report.*
- (5) *You must ensure that a current copy of your annual report is available:*
 - (a) *on your website, and*
 - (b) *in each of your offices that are open to the public.*

- 2.2. Gwent Police (GP) remain committed to investing in the development and provision of a bilingual public service and I am proud of the continued and sustained progress made by GP in relation to the Welsh Language.

Our Welsh Language strategic aim remains:

“To work in partnership towards a policing service which treats the Welsh and English languages equally and support our staff and communities who wish to communicate and engage with us through the medium of Welsh.”

I strongly believe that supporting the Welsh language not only enhances our ability to provide a fully bilingual policing service but also plays a crucial role in building trust and confidence within our communities.



The GP commitment to bilingualism aligns with our overarching goals of enhancing community engagement, improving service accessibility and fostering an inclusive culture.

GP covers an area of 600 square miles encompassing and providing a direct service to the five local authority areas of Blaenau Gwent, Caerphilly, Monmouthshire, Newport and Torfaen.

Welsh is for everyone - regardless of role, rank, personal or professional background, I strongly believe that it is essential that everyone training to join, working for or in connection with GP understands our Welsh language commitment.

The force's Welsh Language Policy Lead (WLPL) continues to raise awareness and understanding whilst providing advice, guidance and support, informing the continual development of our bilingual service to meet the needs of our communities in Southeast Wales.

I would like to take this opportunity to thank the GP officers, staff, special officers, volunteers and third parties who we work with and who continue to support us on our Welsh language journey.

I sincerely hope that this annual monitoring report demonstrates our dedication to the Welsh Language Standards and look forward to reporting on our continued efforts in 2025/26 with you.

Please remember – Everyone has the right to access and receive a Welsh medium service.” - Chief Constable Mark Hobrough

2.3. Executive summary

The GP Welsh language standards annual report forms part of the self-regulative work completed by the force.

The report highlights key activities and events and outlines the sustained progress made by GP between 1 April 2024 – 31 March 2025 against the 10 identified actions Welsh language actions set for 24/25.

A real highlight in 24/25 has been the development of a Welsh language strategy: ‘Delivering Bilingual Service Excellence 2025 – 2028’.

Other Welsh language highlights include Iaith ‘Welsh Language Rights Day Input’, our partnership with Learn Welsh and increased opportunities to see, hear and use the language both internally and externally when conducting our business.

Actions highlighted within this report, mirror those within the GP Welsh language strategy. Focusing on delivering Bilingual Service Excellence for our public and our people.



2.4. Background / context

The **Welsh Language (Wales) Measure 2011** (WLWM) was passed by the National Assembly for Wales in December 2010 and received royal assessment from Her Majesty the Queen in February 2011.

The WLWM modernised the existing legal framework in relation to the use of the Welsh language in the delivery of public services in Wales. The measure includes provision about the official status of the Welsh language in Wales and created the Welsh Language Commissioner post to act as the regulatory body for the Welsh language standards in Wales.

The aim of the WLWM is to promote and facilitate the use of the Welsh language, ensuring that the Welsh language is treated no less favourably than the English language in Wales.

The **Welsh Language Standards** set out by the **Welsh Government** under Section 44 of the WLWM provide a set of legally binding requirements that aim to improve the bilingual service that the people of Wales can expect to receive from a number of public and statutory bodies including GP.

GP received their compliance notice from the **Welsh Language Commissioner** on 30 September 2016.

The compliance notice includes the full list of Welsh language standards that GP must comply with.

The Welsh language standards are broken down into four categories: service delivery, policy making, operational and supplementary.

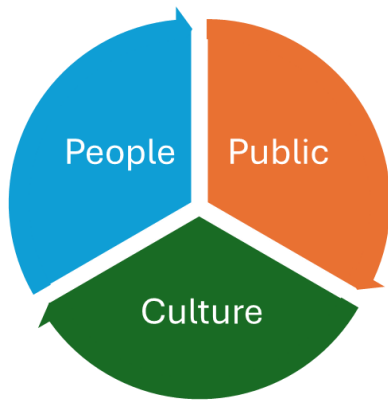
The standards clearly set out what the GP responsibilities are in terms of providing bilingual services, ensuring the Welsh language is not treated less favourably than the English language.

Welsh 2050: we recognise the importance of our role in providing opportunities for individuals to develop their Welsh language skills within the public sector in Wales and aim to fully support the Welsh Government target of reaching one million Welsh speakers in Wales by 2050.

We acknowledge and commend the Welsh language data and findings, which has shown us that the number of Welsh speakers aged 3 and over in Wales and more specifically within the GP area is increasing and recognise that population migration is a key consideration for the force when planning at a strategic level.

We therefore set out to produce and publish a **Welsh Language Strategy** which focuses on 'Delivering Bilingual Service Excellence 2025 – 2028'. The GP priorities and objectives are to focus on our People, our Public and our Culture.





For our People

We will, over the next three years:

- Increase the number of Welsh speakers and learners employed
- Ensure our people (staff, officers, special constables, and volunteers) have the right Welsh language skill set, tools and resources to use the Welsh they have and develop these skills further.
- Increase opportunities to see, hear and use the language when conducting our business.

For the Public

We will, over the next three years:

- Improve the range of Welsh language services offered.
- Treat Welsh and English equally in terms of language preference and provision.
- Increase opportunities to see, hear and use the language when conducting engaging with / accessing the services provided by GP.

For the Culture

We will, over the next three years:

- Use information obtained from monitoring and tracking to identify areas for improvement
- Address internal cultures and attitudes towards the Welsh language.
- Address external cultures and attitudes towards the Welsh language.

For more information on the Welsh language standards please visit our website, where you will find a copy of our Compliance notice, standards, self-

regulatory work including our previous annual reports and force contact details. Website link [Welsh language standards | Gwent Police](#) (English).

2.5. Accountability

GP has two dedicated Welsh language staff members.

Welsh language policy lead (WLPL) who is responsible implementing the standards and acts as the main point of contact for the Welsh Language.

Welsh language translator who is responsible for translating the force's English to Welsh translation requests.

We also have a total of **133** (Level 4 & 5) Welsh speaking Staff, Officers, Specials & volunteers who support us to provide a bilingual policing service.

To ensure that the Welsh language is a key consideration GP also has:

Welsh Language Strategic Meeting (WLSM): the strategic forum in which overarching strategies, policies and practices are considered as well as other related language initiatives. The WLSM is jointly chaired by a Welsh speaking Chief Superintendent and the WLPL. Meetings take place quarterly and membership is made up of representatives from senior management.

Welsh Language Tactical Meeting (WLTm): this is chaired by the WLPL and supports the work of the WLSM by looking at the detailed practical work being undertaken to support the Welsh Language Strategy and to deal with any specific issues. In 2023/24 all heads of department were asked to nominate a departmental Welsh language leader to attend meetings, disseminate information and action changes. Meetings take place every six weeks. Attendees are supported by the WLPL to implementing policy and practice to promote and improve Welsh language compliance.

Welsh Learners and Speakers Network (WL&SN): the aim of the network is to ensure that there is a platform / space for all voices to be heard in relation to the Welsh language. We value and recognise the importance in offering opportunities and support to our staff.

Annual Report: The WLPL is responsible for generating the Welsh language annual report. The WLPL works closely with heads of department to gather data and information which is used to inform the report. Once drafted, the report is sent to senior management to review, presented at relevant senior boards and finally signed off by the chief constable before being published both internally and externally.

Getting in contact: If you would like to get in contact to discuss the Welsh language standards, Welsh language report or the Welsh language generally you can do so by visiting Thanks and Complaints section on the GP website. [Home | Gwent Police](#) (English)



3. **MATERION I'W HYSTYRIED | ISSUES FOR CONSIDERATION**

3.1. **Matters arising during the reporting period**

The reporting period 1 April 2024 – 31 March 2025 was another busy year for the force as we focussed on delivery on key priority areas. Please see key Welsh language highlights from the reporting year below.

Welsh language actions for the reporting period 2024/25 were as follows:

1: Ensure all staff / departments across the force attend Welsh language awareness and understanding sessions to ensure that all staff are clear about their roles and responsibilities in relation to the Welsh language standards and that all staff have the confidence to carry out their roles / take the appropriate steps necessary to support the force to offer a fully bilingual policing service.

2: Celebrate other key Welsh dates / events in 2024/25.

3: As a part of the internal auditing process, carry out a full review of compliance against Welsh language standards.

4: Continue to explore and invest in the development of Welsh internal systems, making every effort to make sure staff who wish to work in Welsh can do so.

5: Review, update and republish the forces Welsh language policy.

6: Continue to work on internal systems to update records kept in relation to employee's Welsh language skills levels to reflect the level when they join and the levels they achieve. This will ensure we can capture data on the Welsh language skills level including distance travelled by employees.

7: Promote Learn Welsh courses. Support staff to sign up to / attend Learn Welsh courses at Gwent college.

8: Research and promote other Welsh language external training opportunities to support staff on their Welsh language journeys

9: Review and update the MS form and supporting guidance to ensure that we are increasing the number of Welsh essential / need to learn (training provided) new and vacant posts advertised by the force.

10: Explore ways in which to increase the number of Welsh speaking staff employed / trained by the force. Research alternative recruitment platforms, opportunities and events to increase the number of applications received from individuals with Welsh language skill

The following information highlights the progress made by GP against these actions during the 2024/25 reporting period.



Welsh Language Commissioner (WLC): Promoting Compliance Programme – GP have attended all events organised by the WLC as a part of their Promoting Compliance programme. These national events are extremely informative and support the force on their continued Welsh language journey.

Iaith (Customer Care Training) – On 2 May 2024 Iaith joined GP to deliver Welsh Language Customer Care training customer facing staff and officers including representation from reception teams, the force control room and station desk enquiry teams. The training focussed on raising awareness and understanding of the importance of providing a bilingual service and provided those in attendance with an opportunity to develop their linguistic abilities and confidence.

Urdd National Eisteddfod – The WLPL along with other members of the GP team attended the Urdd National Eisteddfod in Pontypridd between 3-10 August 2024. This was an invaluable opportunity to engage with Welsh speaking communities and partners. Attending key events held at the Eisteddfod throughout the week provided valuable insights into the work being undertaken nationally in relation to increasing the accessibility and visibility of the Welsh language.

The Association of Welsh Translators and Interpreters: To support the GP translators continued professional development and training the force supported them to attend events hosted by the association. In 2024/25 this has included Creative Translation, Edit & Checking and Clear Welsh.

Welsh Language Visibility: Further ways in which to increase opportunities to see, hear and ability to use the language were explored. This included translating all standard GP governance templates used by the force and chairing our Welsh Language Strategic meeting through the medium of Welsh. This continues to support work undertaken to raise awareness and understanding, normalising the use of the Welsh language whilst supporting our staff and officers to provide a considered internal and external service.

Sumae Day: To encourage GP to celebrate Sumae Day on 15 October 2024 the infographic below was created and shared digitally and physically.





Mae **Diwrnod Shwmae Sumae**, a sefydlwyd yn 2013, yn ddathliad o'r Gymraeg sy'n rhoi cyfle i ni hybu'r iaith ac annog pawb i ddefnyddio eu Cymraeg.

Mae'r Gymraeg yn un o drysorau Cymru. Mae'n rhan o'r hyn sy'n ein diffinio fel pobl ac fel cenedl. Byddwch yn rhan o uchelgais miliwn o siaradwyr Cymraeg erbyn 2050

Founded in 2013, **Shwmae Sumae Day** is a celebration of the Welsh language which provides an opportunity for us to promote the language and encourage everyone to use their Welsh.

The Welsh language is one of the treasures of Wales. It is part of what defines us as people and as a nation. Be a part of the million Welsh speakers ambition by 2050.



Welsh Language Rights Day: To encourage GP to celebrate Welsh Language Rights Day, the infographic below was created and shared digitally and physically. Iaith delivered a 'Mae Gen I Hawl' input for staff and officers at Headquarters and also at our Team Gwent event in December 2024. This was well received by attendees and helped raise greater awareness and understanding at a strategic level.

Diwrnod Hawliau'r Gymraeg



HEDDLU
GWENT
POLICE



HEDDLU
DE CYMRU
SOUTH WALES
POLICE

Beth yw Diwrnod Hawliau'r Gymraeg a phryd mae ef?

7 Rhagfyr 2024

Mae **Diwrnod Hawliau'r Gymraeg** yn gyfle i godi ymwybyddiaeth o hawliau'r cyhoedd i ddefnyddio'r iaith Gymraeg.

Gwnaeth Mesur y Gymraeg (Cymru) 2011 foderneiddio'r fframwaith cyfreithiol sy'n ymwneud â defnyddio'r Gymraeg wrth ddarparu gwasanaethau cyhoeddus yng Nghymru.

O 2016 ymlaen, mae'n ofynnol i ni wneud y canlynol

- **Trin y Gymraeg a'r Saesneg yn gyfartal**
- **Darparu gwasanaeth plismona dwyieithog sy'n galluogi unigolion i ymgysylltu â ni drwy gyfrwng y Gymraeg**

Rydym am gynyddu'r cyfleoedd i weld, clywed a defnyddio'r Gymraeg, gan gefnogi unigolion i fyw, gweithio, astudio ac ymgysylltu â ni yn Gymraeg.

Sut allwch chi hyrwyddo Diwrnod Hawliau'r Gymraeg

- **Codi ymwybyddiaeth o hawliau'r Gymraeg gyda'ch cydweithwyr, teulu a ffrindiau**
- **Hyrwyddo ein gwasanaethau dwyieithog**
- **Defnyddio eich Cymraeg**
- **Mynychu ein digwyddiad Cymraeg: Mae Gen i Hawl**

Cyflwynir gan IAITH
Dydd Gwener 6 Rhagfyr
Pencadlys Heddlu De Cymru
10-11 | Ystafell Ddarlithio
Pencadlys Heddlu Gwent
1-2pm | Ywen
Casnewydd
3-4pm | Tîm Gwent

Welsh Language Rights Day



HEDDLU
GWENT
POLICE



HEDDLU
DE CYMRU
SOUTH WALES
POLICE

When and what is Welsh Language Rights Day?

7 December 2024

Welsh Language Rights Day is an opportunity to raise awareness of everyone's rights to use the Welsh language.

The Welsh Language (Wales) Measure 2011 modernised the legal framework regarding the use of the Welsh language in the delivery of public services in Wales.

Since 2016, we are required to

- **treat the Welsh and English languages equally**
- **provide a bilingual policing service which enables individuals to engage with us through the medium of Welsh.**

We want to increase the opportunities to see, hear and use the Welsh language, supporting individuals to live, work, study and engage with us in Welsh.

How you can promote Welsh Language Rights Day?

- **Raise awareness of Welsh language rights with your colleagues, family and friends.**
- **Promote our bilingual services.**
- **Use your Welsh.**
- **Attend our Welsh: MaeGenIHawl event.**

Delivered by IAITH
Friday 6 December
South Wales HQ | 10-11
Lecture Theatre
Gwent HQ | 1-2pm
Yew
Newport | 3-4pm
Team Gwent

laith (Train the Trainer): In January 2025 the WLP attended a 'Train the Trainer – Four-day Welsh Language Awareness' course with laith. This was a beneficial and informative learning opportunity which has better informed the WLPL delivery.

St Davids Day celebrations – On 27 February 2024 we celebrated St Davids Day. Welsh cakes and cards were delivered to stations, and an event was held in the headquarters in Cwmbran for staff to pop along for a Welsh cake, tea / coffee and a chat. There was a well-received networking and promotional opportunity to celebrate St Davids Day and to discuss Welsh language standards including internal and external opportunities.

National Work: Continuing to explore ways in which to share best practice and develop national approaches to developing the Welsh language offer for the Police forces in Wales remains a key priority for the National Welsh working group and translation networks established in early 2024.

3.2. **General arrangements**

The WLPL, in place since December 2023, is responsible for promoting and facilitating the Welsh language in GP.

The WLPL informs and leads on actions taken in relation to the Welsh language standards in the following areas.

Service delivery

Standards 1-7 relating to written correspondence

Standards 8 – 22 relating to telephone correspondence

Standards 24 – 34 relating to meetings, interviews and events

Standards 35 – 48B relating to forms, documents and display materials

Standards 49 – 56 relating to website and social media

Standards 58 – 67 relating to signs and displays

Standards 73 – 77 relating to tenders

Standards 78 – 80 relating to promotion of services and corporate identity

Standard 81 relating to educational courses open to the public

Policy making

Standards 85 – 94 relating to policies, consultation documents and equality impact assessments

Operational

Standards 95 – 133A relating to internal use of Welsh policies and employees

Standard 134 – 138 relating to new and vacant posts

Standards 139 – 142 relating to signs and announcements

Standards 143 – 151 relating to record keeping

Supplementary



Standards 151 – 171 supplementary standards.

In December 2024 work began on a force-wide Welsh Language Standards Self-Assessment. Identifying areas of low, medium and high compliance and subsequent short-, medium- and longer-term actions for every department and team across the force. Work connected to the Welsh Language Standards Self-Assessment will continue into 25/26 and beyond.

Service delivery standards

Staffing arrangements

As previously mentioned in section three, GP has two dedicated Welsh language staff members.

Welsh language policy lead who is responsible implementing the standards and acts as the main point of contact for the Welsh Language in force.

Welsh language translator who is responsible for English to Welsh translation requests.

Both members of staff work within the force's Human Resource (HR) department.

In addition, we now also have nominated departmental Welsh language leaders who represent every department across the force at the tactical meetings. Developing our internal structure has proved successful in enabling us to share and disseminate Welsh language updates and action changes as / when necessary.

Technical systems

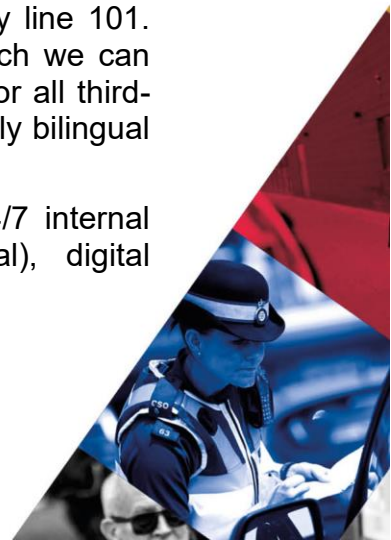
Internal; all internal information / systems available to staff are accessible via our staff intranet pages. Internal pages and communications remain predominantly English only. We recognise that this is an area that requires continued attention and investment in 2025/26 and beyond to develop quality bilingual systems and content that enable staff to work in Welsh and do not treat the Welsh language less favourably.

Staff and officers' complete annual appraisals, these can be completed in Welsh or in English.

In 2024/25 GP have continued to work with a third-party provider to develop a Welsh interface for our internal rota, absence management, leave and timesheet record system which is scheduled to be launched in late 2025.

External: We continue to work with several third-party providers who offer the national policing service and platforms including our emergency line 101. Staff, supported by the WLPL continue to explore ways in which we can ensure that the Welsh language option is a key consideration for all third-party providers to enable us to continue our journey to offer a fully bilingual policing service.

The Corporate Communications team continued to provide 24/7 internal communications, strategic campaigns (internal and external), digital



communications, graphic design, multi-media, and events. Both social media and general media content in Welsh is provided in a timely manner.

Social media and digital data captured shows that there has been an increase in the number of followers on all Welsh language social media channels (see table below)

Account	Followers	Acc. Reach	Post Reach	Acc. Impressions	Post Impressions	Link Clicks	Published Posts	Post Engagement
 Gwent Police	179,313	101.9k	80.8m	92.7m	86.5m	231.6k	2.1k	0.8%
	 12,122	 9.9k	 21.8m	 27.6m	 22.7m	38.2k 	 290	0.08% 
 Heddlu Gwent	604	69.19	51.5k	56.8k	52.8k	166	1.5k	1.18%
	 37	139.23 	59.8k 	58.3k 	61k 	198 	 111	 0.6%
 Gwent Police	88,939	N/A	N/A	N/A	3.3m	28.7k	1.3k	1.19%
	 821	N/A	N/A	N/A	2.4m 	10.8k 	 39	 0.23%
 Heddlu Gwent	578	N/A	N/A	N/A	39.8k	320	1.1k	1.73%
	11 	N/A	N/A	N/A	18k 	282 	 6	0.02% 
 Gwent Police	24,248	11.6k	2.6m	5.9m	2.3m	N/A	333	3%
	 3,332	 7.8k	 928.1k	 3.5m	 399.7k	N/A	 15	 0.29%

Key			
	Increase on previous period		Decrease on previous period

Key Welsh dates were actively promoted on our internal and external platforms throughout the year.

Sumae Day and Welsh Language Rights Day posts were well received on our external Social Media platforms (see tables below)

Diwrnod Shwmae					
	Reach	Impressions	Likes	Comments	Shares
Gwent Police [Facebook]	19.7k	21k	28	11	3
Heddlu Gwent [Facebook]	45	48	1	1	0
Gwent Police [X]	N/A	1.6k	3	1	2
Heddlu Gwent [X]	N/A	48	1	1	0
Gwent Police [LinkedIn]	249	380	3	0	1

Welsh Language Rights Day					
	Reach	Impressions	Likes	Comments	Shares
Gwent Police [Facebook]	23.9k	25.3k	80	21	6
Heddlu Gwent [Facebook]	27	29	0	0	0
Gwent Police [X]	N/A	2.3k	7	1	2
Heddlu Gwent [X]	N/A	96	1	1	1

Operational standards

In 2024/25 the GP Welsh Language Standards Policy and supporting EIA were updated.

The Welsh Language Standards Policy aims to promote and facilitate the use of the Welsh language, ensuring that the Welsh language is treated no less favourably than the English language.

This policy outlines the responsibilities and processes for complying with the Welsh Language Standards as set out by the Welsh Government under Section 44 of the Welsh Language (Wales) Measure 2011.



Complaints

We are pleased to note that no complaints in relation to the Welsh language were received by GP during this reporting period.

There are two ways to access our complaints procedure online. You can access the complaints section directly from the Welsh language standards page [Complaints | Gwent Police](#) (English) alternatively you can visit the Thanks and Complaints section on the general GP website. [Home | Gwent Police](#) (English).

Employee Welsh language skills

We employ over 3,300 employees in a variety of police staff and officer roles.

Recruiting and appointing employees with Welsh language skills to fill our police staff and officer roles continues to prove challenging. As we approach 2025/2026, we plan on continuing to explore ways in which we attract and incentivise individuals with Welsh language skills to apply and join.

Exploring alternative recruitment events and platforms has and will continue to be a primary focus for our Recruitment teams.

Employee Welsh language skills data captured / recorded in the table below.

Data is closely monitored and updated regularly by the forces Human Resource (HR) Learning and Development (L&D) teams.

1 st April 2024 – 31 st March 2025	
Level	Number of staff
1	2317
2	207
3	53
4	59
5	74

The number of employees with Welsh language skill level 2, 3 & 5 has increased during this reporting period. There has been a slight decrease in the number of employees with level 4 Welsh language skills.

Despite ongoing data collection work undertaken we still have a total of 657 employees recorded who have not stated their Welsh language skill or stated that they have no Welsh language skills.

4. **CYDWEITHIO | COLLABORATION**

4.1. Welsh Language Commissioner [Welsh Language Commissioner](#)

4.2. **Policy making standards**

GWP have a dedicated Governance, Policy and Risk team (GPRT) which sits within the Governance and Assurance department.

The GPRT consists of the chief inspector of governance and assurance, a governance, policy and risk manager, a risk and governance supervisor, two governance, policy and risk officers and two part-time administrators.

The GPRT oversee policies and procedures and keep records of correspondence in relation to all Policies and Equality Impact Assessments (EIA) formulated, revised, reviewed and published internally.

GP employees can access Policy and EIA Guidance, templates and key points of contact details on the staff intranet pages. Intranet pages are updated regularly to ensure that staff have access to the most up to date information and guidance.

Staff are required to conduct research and investigative work as a part of the internal policy and EIA process.

In addition to the Governance, Policy and Risk management team, GP has a policy consultation list which consists over forty (+) members of staff who are responsible for advising and supporting the force to ensure that all policies and EIA are comprehensive, robust and that they take key priority areas including the Welsh Language Standards into consideration.

The WLPL advises and supports staff when formulating, revising and reviewing policies and EIA in relation to Welsh Language Standards.

The EIA contains specific provisions requiring the potential effects of the proposal in question on the Welsh Language to be considered, and specifically for consideration of how it could have more positive (as well as adverse) impact(s). Noting also that the Welsh Language is to have no less favourable treatment than the English language

Due to the operationally sensitive nature of our work, our policies / documentation only go through an internal consultation process. Policies and documents are typically not entered into the public domain.

We ensure work relating to policy and documents are considered by the consultation list and strategic members as / when appropriate to ensure the potential effects on the Welsh language are considered.

Through emerging community engagement work including our Independent Advisory Group (IAG) we foresee there being an increase in our external engagement over the coming months / years, exploring ways to proactively seek external views as / when applicable and appropriate.

For more information you can visit the policies and procedures section on the GP website [Policies and procedures | Gwent Police](#) (English)

4.3. **Training**



Internal

GP has a dedicated Learning and Development (L&D) team.

L&D is committed to the provision of effective learning and development opportunities to enable all members of the workforce to enhance their knowledge and skills and in doing so improve the service we provide to the community.

In addition to the L&D internal offer the WLPL has developed a Welsh language awareness and understanding package which is being delivered to new staff, officers and students during their induction days / weeks. This is proving to be a successful way of raising Welsh language awareness, understanding and most importantly confidence to undertake their roles and provide a bilingual service where necessary.

Throughout 24/25 the WLPL has continued to deliver tailored Welsh language awareness and understating sessions to individuals, teams and / or departments across the force.

External

We have continued to attend events and engage with third parties to better inform our Welsh language abilities, awareness and understanding, supporting GP to remain abreast with national developments and better inform our bilingual service delivery. Below are some highlights of our external engagement in 24/25.

Learn Welsh @ Gwent College – GP have continued to work with Coleg Gwent and fully support staff to register, and attend Learn Welsh courses delivered at the college.

In comparison to previous years there has been a healthy uptake, with a total of 11 staff / officers signing up to Learn Welsh at Coleg Gwent in September 2024.

Over the course of the year the force has also attended a number of Welsh language related courses and events hosted by third parties including, Welsh Language Commissioner, The Association of Welsh Translators and Interpreters, Iaith, Centre for Digital Public Services and Academi Wales.

Information, guidelines and best practice obtained at external engagement events is proactively shared via the GP Welsh Language Strategic, Tactical and Network meetings, including dissemination and actioning changes force wide as / when necessary, in line with national best practice.

General

Our police officer training packages are developed by the College of Policing. The Welsh forces continue to work with the College of Policing to ensure that the Welsh language offer is considered during the initial planning, development and implementation stages.

4.4. New and vacant posts



The WLPL works within the Human Resource (HR) department and has been working closely with colleagues in HR since December 2023 to offer advice and support in relation to the Welsh language requirements for new and vacant posts.

The HR department has a page on the staff intranet which all staff can access.

This page includes all relevant information, guidelines and point of contact details relating to planning, recruitment and selection process, posting job adverts, evaluating the performance of employees, organising resumes and job applications, scheduling interviews and assisting in the process and ensuring background checks.

GP staff use the Talent Acquisition Recruitment Platform (OLEEO) to generate new and vacant posts.

As a part of this process staff are required to complete a Welsh Language MS Form, which supports staff to identify Welsh language desirable and / or essential roles including appropriate Welsh language skills level.

We continue to explore ways in which to improve our recruitment process, to ensure that the Welsh Language and appropriate Welsh Language skill levels for new and vacant posts are fully considered.

In January 2024 we moved from a Welsh language skill level 1 to level 2 force which has been reflected in the new and vacant posts advertised during this reporting period.

A total of 238 posts were advertised between 01.04.24 – 31.03.25.

Welsh Language Skill Level: 232 posts Level 2 or above and 6 posts Level 4 or above.

100% of posts advertised during the reporting period included 'Welsh Language Skills Desirable'.

External: A Welsh speaking recruitment officer has joined the Human Resources team and will play an active role in supporting our Welsh language recruitment efforts.

Internal: A Welsh speaking schools liaison officer has been appointed who is working closely with local schools to raise awareness of Welsh medium opportunities within GP.

The force are now regular advertising posts on Lleol.Cymru [Jobs Board Wales - Lleol.cymru](#)

5. **CAMAU NESAF | NEXT STEPS**

The progress made in integrating Welsh language skills within the recruitment process has been positive. The move from level 1 to 2 has been successfully reflected in the advertised posts, indicating a robust implementation strategy.



The appointment of a Welsh-speaking recruitment officer will significantly increase our abilities to engage with our Welsh speaking communities and bolster our efforts to promote Welsh language within the force.

Looking ahead, it is vital to sustain and enhance efforts to ensure continuous improvements. By doing so, we can foster a more inclusive environment that values bilingualism and better serves our communities.

The following three actions will inform our Welsh language journey into 2025/2026 and beyond.

1. Ensure compliance with the Welsh Language Standards to meet our legal compliance and support the provision of a bilingual public service and enabling our communities to engage with us in both Welsh and English.
2. Improve the range of Welsh Language Services offered to support equal treatment of Welsh and English, enhancing accessibility, and fostering a bilingual environment.
3. Increase the number of Welsh speakers or learners to support enhancing service quality, reflecting linguistic diversity, promoting bilingualism, aligning with the Welsh Government's Cymraeg 2050 Strategy, improving accessibility, and fostering cultural integration.

6. YSTYRIAETHAU ARIANNOL | FINANCIAL CONSIDERATIONS

- 6.1. Welsh Language Annual Report – None
- 6.2. Welsh Language Standards & Identified Welsh Language Actions – Financial Considerations needed.

7. YSTYRIAETHAU PERSONEL | PERSONNEL CONSIDERATIONS

- 7.1. Welsh Language Annual Report – None
- 7.2. Welsh Language Standards & Identified Welsh Language Actions – Personnel Considerations needed.

8. YSTYRIAETHAU CYFREITHIOL | LEGAL CONSIDERATIONS

- 8.1. Welsh Language Annual Report – None
- 8.2. Welsh Language Standards & Identified Welsh Language Actions – Legal Considerations needed.



9. YSTYRIAETHAU CYDRADDOLDEB A HAWLIAU DYNOL | EQUALITIES & HUMAN RIGHTS CONSIDERATIONS

- 9.1. This report 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.
- 9.2. In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998.

10. RISG | RISK

- 10.1. Failure to publish / comply – Risk: substantial.

11. BUDD Y CYHOEDD | PUBLIC INTEREST

- 11.1. In producing this report, has consideration been given to ‘public confidence’?
Yes
- 11.2. Are the contents of this report, observations and appendices necessary and suitable for the public domain? **Yes**
- 11.3. If you consider this report to be exempt from the public domain, please state the reasons: **N/A.**

12. AWDUR YR ADRODDIAD | REPORT AUTHOR

- 12.1. Saron Jones-Hughes

13. PRIF SWYDDOG ARWEINIOL | LEAD CHIEF OFFICER

- 13.1. Nia Brennan | Alisa Quartermaine.

14. ATODIADAU | ANNEXES

- 14.1. Appendix A – Welsh Language Standards



15. CYMERADWYAETH LLYWODRAETHU A BRIF SWYDDOG | GOVERNANCE BOARD AND CHIEF OFFICER APPROVAL



15.1. This report has been presented to the following oversight board: **People Board**

Meeting chaired by: **ACC McLain**

Meeting date: **22/07/2025**

Actions or amendments arising from meeting: **None**

This report has been presented to the **Scrutiny Executive Board**

Meeting chaired by: **DCC Nicola Brain**

Meeting date: **5 August 2025**

Actions or amendments arising from meeting: **None**

15.2. I confirm this report has been discussed and approved at a formal Chief Officers' meeting.

Signature:

A handwritten signature in black ink, appearing to be 'M. McLain', written over a light blue grid background.

Date: 14 August 2025

