



**RHONDDA CYNON TAF**

**RHONDDA CYNON TAF COUNCIL  
WELSH LANGUAGE CABINET SUB COMMITTEE**

Minutes of the virtual meeting of the Welsh Language Cabinet Sub Committee held on Tuesday, 17 October 2023 at 10.30 am.

This meeting was recorded, details of which can be accessed [here](#)

**County Borough Councillors – The following Councillors were present:**

Councillor R Lewis (Chair)

Councillor C Leyshon    Councillor M Webber  
Councillor G Caple

**Officers in attendance**

Ms L Davies, Director, Public Health, Protection and Community Services  
Ms N Lewis, Head of Community and Welsh Language Services  
Mr S Gealy, Welsh Language Services Manager  
Mr S Thomas, Eisteddfod Project Officer  
Mr O Rowlands, Menter Iaitth

**Apologies for absence**

Councillor M Norris

**1 Welcome and Apology**

The Chair welcomed attendees to the meeting and an apology for absence was received from County Borough Councillor M Norris.

**2 Declaration of Interest**

In accordance with the Council's Code of Conduct, there were no declarations made pertaining to the agenda.

**3 Minutes**

It was **RESOLVED** to approve the minutes of the 9<sup>th</sup> May 2023 as an accurate reflection of the meeting.

**4 Welsh Language Cabinet Sub-Committee Work Programme 2023-2024**

The Senior Executive and Regulatory Business Officer provided Members with the proposed list of matters requiring consideration by the Welsh Language Cabinet Sub-Committee during the 2023-24 Municipal Year.

Members' attention was drawn to Appendix 1 of the report, which detailed the key reports for consideration during the Municipal Year. Furthermore, it was advised that to monitor the promotion of the Welsh Language across Council

services, the Sub-Committee would receive information updates, when applicable, from various service areas.

It was proposed that the Welsh Language Cabinet Sub-Committee formally meet on two occasions during the 2023-2024 Municipal Year, with further meetings convened when deemed appropriate, at the request of the Chair.

Members were content with the work programme and acknowledged that its content was flexible and could change to reflect business needs.

The Welsh Language Cabinet Sub-Committee **RESOLVED:**

1. To approve the Welsh Language Cabinet Sub-Committee Work Programme for the 2023-2024 Municipal Year.

## **5 Improving the Council's Recruitment Process on attracting Welsh Speakers 2022-2027**

The Service Manager for Welsh Language Services presented the report, which sought approval from the Welsh Language Cabinet Sub-committee for Human Resources staff and Welsh Language Services staff to start work on drafting an achievable and reasonable guaranteed interview scheme for Welsh-speakers Level 3 and above if they meet the vacancy essential criteria.

The Service Manager noted that the introduction of a guaranteed interview scheme was noted as an action in the Council's statutory 5-year strategy for promoting the Welsh language and its supporting action plan, as agreed by the Sub-Committee at meetings held on 25 October 2022 and 9 May 2023 respectively.

The Service Manager advised that the introduction of a Guaranteed Interview Scheme would strengthen the Council's position regarding the statutory requirements regarding the Welsh language and delivery of services through the medium of Welsh and lower the risk with regards to any potential litigation. In addition, the scheme would also benefit the Council as an employer through a potential wider selection of candidates who meet the essential criteria.

The Service Manager emphasised that, if approved by the Sub-Committee, the guaranteed interview scheme would only provide the guarantee of an interview to those who meet the essential criteria set out in any job pack; and would not guarantee employment, as selection procedures would ensure the best candidate for the job is appointed.

The Chair thanked the officer for the comprehensive presentation and was in favour of the recommendations contained within the report. The Chair spoke of the importance of broadening the Welsh Language skills amongst staff across a wide range of departments to enhance the services provided by the Local Authority. The Chair spoke positive of the opportunity to review the scheme following a 12-month period.

The Deputy Leader was also supportive of the recommendations and praised the Local Authority for introducing such an initiative. The Deputy Leader compared to the proposed initiative to the positive scheme introduced by RCT for veterans.

The Deputy Leader sought further information from the Director of Human Resources as to what an 'achievable and reasonable guaranteed interview scheme for Welsh-speakers Level 3 and above' would entail; and questioned if there would be an opportunity for the Sub-Committee to have sight of the final policy. The Director assured the Sub-Committee that the scheme would be fit for purpose and would seek to achieve the Council's longer-term objectives in relation to the Welsh Language 5 Year Strategy and Workforce Planning Strategy. The Director noted that the Trade Unions would be involved as part of the process and confirmed that the Sub-Committee could have sight of the final draft of the policy.

The Chair agreed with the comments of the Deputy Leader and confirmed that he would be content with arranging an additional meeting of the Sub-Committee in advance of the meeting scheduled for May 2024, for Members to consider the draft policy.

The Welsh Language Cabinet Sub-Committee **RESOLVED:**

1. To delegate to the Director of Human Resources and Welsh Language Service's Manager authority to draft an achievable and reasonable guaranteed interview scheme for Welsh-speakers Level 3 and above, subject to applicants meeting the vacancy essential criteria, in line with an agreed action noted in the Council's statutory strategy for the promotion of the Welsh language;
2. To delegate implementation decision to Service Directors for HR, PHP and Community Services, in consultation with the relevant Cabinet Members for Human Resources and Welsh Language Service;
3. That once the scheme is operational, to include a strapline on job advertisements highlighting the guaranteed interview scheme; and
4. That once the scheme has been operational for a period of 12 months, a review is undertaken to measure the scheme's success.

**This meeting closed at 10.52 am**

**Councillor R Lewis  
Chair.**