

# Public Document Pack

## Cabinet

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Meeting Venue  
**Hybrid meeting - Zoom - County Hall**

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Meeting date  
**Tuesday, 28 June 2022**

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Meeting time  
**10.00 am**

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For further information please contact  
**Stephen Boyd**  
01597 826374  
steve.boyd@powys.gov.uk



County Hall  
Llandrindod Wells  
Powys  
LD1 5LG

22/06/2022

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Mae croeso i chi siarad yn Gymraeg neu yn Saesneg yn y cyfarfod.  
Rhowch wybod pa iaith rydych am ei defnyddio erbyn hanner dydd, ddau ddiwrnod  
gwaith cyn y cyfarfod.  
You are welcome to speak Welsh or English in the meeting.  
Please inform us of which language you wish to use by noon, two working days  
before the meeting.

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### AGENDA

<b>1.</b>	<b>APOLOGIES</b>
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To receive apologies for absence.

<b>2.</b>	<b>MINUTES</b>
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To authorise the Chair to sign the minutes of the meetings held on 8<sup>th</sup> March and 11<sup>th</sup> March 2022 as correct records.

(Pages 3 - 16)

<b>3.</b>	<b>DECLARATIONS OF INTEREST</b>
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To receive any declarations of interest from Members relating to items to be considered on the agenda.

<b>4.</b>	<b>DRAFT WELSH LANGUAGE STANDARDS ANNUAL REPORT 2021-2022</b>
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To consider a report by County Councillors Susan McNicholas & Sandra Davies, Cabinet Members for Future Generations.

(Pages 17 - 82)

<b>5.</b>	<b>PROPOSAL TO INCREASE HACKNEY CARRIAGE FARE TARIFFS</b>
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To consider a report by County Councillor Richard Church, Cabinet Member for a Safer Powys.

(Pages 83 - 106)

<b>6.</b>	<b>LOCAL DEVELOPMENT PLAN WORKING GROUP</b>
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To appoint three Cabinet members to the LDP Working Group. The group is chaired by the Cabinet member with responsibility for Planning and in the past three Cabinet members have come from each of the old Shires.

<b>7.</b>	<b>DELEGATED DECISIONS TAKEN SINCE THE LAST MEETING</b>
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To note the delegated decisions taken since the last meeting.

(Pages 107 - 108)

<b>8.</b>	<b>FORWARD WORK PROGRAMME</b>
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To consider the Cabinet forward work programme.

(Pages 109 - 110)

**MINUTES OF A MEETING OF THE CABINET HELD BY TEAMS ON TUESDAY, 8  
MARCH 2022**

**PRESENT**

County Councillor M R Harris (Chair)

County Councillors MC Alexander, B Baynham, P Davies, A W Davies, H Hulme and R Powell

In attendance: County Councillor J Morris

<b>1.</b>	<b>APOLOGIES</b>
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There were no apologies for absence.

<b>2.</b>	<b>DECLARATIONS OF INTEREST</b>
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County Councillor Rosemarie Harris declared an interest in item 4 Llanbedr Church in Wales School as the governor of a potential receiving school.

County Councillor Myfanwy Alexander declared an interest in item 6 Llanfyllin Schools Transformation Update as the relative of a teacher at a school in the area.

<b>3.</b>	<b>LLANBEDR OBJECTION REPORT</b>
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The Leader left the meeting whilst this item was being considered. The Deputy Leader took the chair for this item. He thanked the school for the warm welcome the Cabinet had received when they had visited.

Cabinet considered the responses received during the statutory objection period to the proposal to close Llanbedr C. in W. School from the 31<sup>st</sup> August 2022, with pupils to attend their nearest alternative schools. 349 objections had been received during the statutory objection period. A summary of the objections received were included in an appendix to the report along with the Council's response to the issues raised in the objections.

Having considered the objections received, it was recommended that the Council proceed with implementation of the proposal to close Llanbedr C. in W. School from the 31<sup>st</sup> August 2022, as outlined in the Statutory Notice for the reasons outlined in the report.

County Councillor John Morris spoke as the local member and said that it would be a mistake to close a successful, high achieving and happy school that was full. He argued that the figures in the report on the number of the pupils were out of date and that the additional costs of transporting children did not reflect the recent rise in the cost of fuel. He said that the average cost per pupil which was around the Powys average and was well below that of other areas where schools were being kept open. He challenged the idea that pupils would be better off in larger schools or that the new curriculum could not be delivered at the school.

Officers provided Cabinet with the pupil numbers as of January 2022 and explained that the average cost per pupil was based on the number of pupils in classes from Reception to Year 6 which was funded by the delegated budget. This calculation was applied consistently across the county. Officers advised that Llanbedr was the closest school for 38% of the pupils attending. If the school was closed Crickhowell Primary School would be the closest school for 61% of pupils. It was also confirmed that there were places available at schools within 10 miles including at Church in Wales schools and that journey times would be less than 45 minutes.

Cabinet was reminded that, in respect of the religious character of the school, the School Organisation Code, stated that alternative provision of the same nature should wherever possible remain available and accessible to pupils. However, the Code went on to say that in some areas it may not be compatible with the cost effectiveness provision of education to continue to maintain access to schools of the same nature. The points made in the case for change reflected the broader surplus capacity in the area.

Officers were asked about the nurturing environment provided in small schools and the Director of Education advised that the nurturing provision in larger schools was as just as strong with more staff available to provide support. With respect to the new curriculum, the Director noted that it would place an increased burden on head teachers in smaller schools were they often had teaching responsibilities. She advised the Cabinet that of the pioneer schools that had tested it, only one was under a 100 pupils and the average size was 342 pupils.

Cabinet was advised that as a voluntary aided school, Llanbedr was responsible for its own admission arrangements and that if the recommendation was accepted provision for nursery age pupils would not be the same as was currently available but that it would be in line with the provision available elsewhere in the county.

Having considered the objections and the comments made at the meeting it was

**RESOLVED**

- 1. To receive the Objection Report in respect of closing Llanbedr C. in W. School.**
- 2. To approve the proposal to close Llanbedr C. in W. School from the 31<sup>st</sup> August 2022, with pupils to attend their nearest alternative schools.**
- 3. In accordance with the Scheme for Financing Schools, to introduce the following restrictions on Llanbedr C. in W. School:**
  - Spend at the school is restricted to that included in its approved budget plan and no virement of funds between budget headings is permitted unless approved by the Authority;**
  - Any staffing changes are subject to approval by the Authority;**

- **Any contracts awarded for the supply of goods or services are subject to approval by the Authority.**

The Leader returned to the meeting.

<b>4. SENNYBRIDGE C.P. SCHOOL STRATEGIC OUTLINE CASE (SOC)</b>
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Cabinet was asked to give its approval to submit a Strategic Outline Case (SOC) to the Welsh Government's Sustainable Communities for Learning Programme (formerly the 21<sup>st</sup> Century Schools Programme) for investment to develop a new 150 place dual stream primary school to replace Sennybridge C.P. School's current building.

The estimated cost was £10,254,582 which included 8% Risk and 24% Optimism Bias, which was acceptable at SOC stage, and which would be mitigated as the business case process continued into the next stages. The project would be 65% funded by Welsh Government and 35% funded by the County Council. The funding for the project was allocated in the Council's Band B 21<sup>st</sup> C Schools Programme.

Officers responded to questions received in emails from the independent member of the Governance and Audit Committee, Mr John Brautigam, and County Councillor Pete Roberts, Chair of the Learning and Skills Scrutiny Committee querying why the costs of the project were significantly higher than Welsh Government guidance. The costs had been estimated against tender price index projections, published indices and fluctuations in the cost of materials. They reflected the costs of delivering a major building project in rural Mid Wales. The business case process had considered the needs and the solutions to address the needs and had concluded that the preferred way forward was a new build school for Sennybridge. It was confirmed that the HoWPS design development team would remain on the project when they transferred back to the Council.

Cabinet noted the comments of the local member, County Councillor Edwin Roderick, who was very supportive of the proposal.

**RESOLVED to approve submission of a Strategic Outline Case (SOC) to the Welsh Government's 21<sup>st</sup> Century Schools Programme for investment to develop a new 150 place dual stream primary school to replace Sennybridge C.P. School's current building.**

<b>5. TRANSFORMING EDUCATION PROGRAMME - LLANFYLLIN SCHOOLS TRANSFORMATION PROGRESS UPDATE</b>
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County Councillor Alexander left the meeting while this item was being considered.

Cabinet was advised that it had not been possible to bring any new proposals to Cabinet by March as requested, due to officers' workload and the need to focus on other proposals that are further progressed.

Initial informal discussions had started with schools in the area to gain a greater understanding of local issues and pressures on the schools, as well as to begin to consider possible options that may address challenges faced by the schools as they are three very small schools located within a relatively geographic area, with two of the schools already operating as a formal federation. It was expected that proposals will be brought back to Cabinet later in the year.

Cabinet noted the comments of County Councillor Arwel Jones who had reminded Cabinet that an area primary school was due to be considered at Four Crosses. Officers confirmed that this remained in the work programme for the schools transformation team as was the commitment given to look at cross border issues.

**RESOLVED that Cabinet notes the update and requests officers to move forward at pace.**

County Councillor Alexander returned to the meeting.

<b>6. NORTH POWYS PROJECT STRATEGIC OUTLINE CASE</b>
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Cabinet considered the Strategic Outline Case for the North Powys Wellbeing Programme to establish a multi-agency wellbeing campus in Newtown and the supporting Memorandum of Understanding ready for submission to Welsh Government. The Strategic Outline Case set out the Strategic Case, the Economic Case, the Commercial Case, the Financial Case and the Management Case.

A core aim of the programme was to provide significantly improved and enhanced local integrated services, delivered from a single location within sustainable and fit-for-purpose accommodation. The strategic case demonstrated the campus was fully aligned and would deliver against a number of national and local policies and strategies. It would significantly contribute to the decarbonisation agenda and Programme for Government through development of the hub, focus on wellbeing and integration of primary and community care services with pharmacy, education, housing, third sector and other community-based services.

The multi-agency wellbeing campus would include

- A Rural Regional Diagnostics and Treatment Centre
- An Integrated Health and Care
- A Learning, Innovation and Community Hub
- Supported Living Accommodation

Cabinet welcomed this major development for Newtown.

**RESOLVED**

- 1. To note the current position and progress made in relation to the programme.**
- 2. To note the outputs of the demand, capacity and financial modelling.**

3. To approve the draft **Strategic Outline Case in Appendix one in readiness for submission to Welsh Government following endorsement of the Programme Business Case.**
4. To approve the **Memorandum of Understanding between Powys Teaching Health Board and Powys County Council (Appendix E of the Strategic Outline Case).**

<b>7.</b>	<b>POWYS HOUSING SUPPORT PROGRAMME (HSP) STRATEGY 2022-2026</b>
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Cabinet was asked to adopt the Housing Support Programme (HSP) Strategy 2022-2026, as the key strategic framework for delivering the Council's Housing priorities and Homelessness prevention objectives in Powys.

The HSP Strategy provided a strategic overview of the Council's approach to homelessness prevention and housing support services. It included both statutory homelessness functions, funded through the Council's General Fund, and non-statutory preventative services funded through Housing Support Grant (HSG), and the roles to be played by the Council and other housing and support providers working in Powys.

Adoption of the HSP Strategy 2022-2026 would ensure that the Council complied with its statutory obligations in respect of homelessness and housing support. It would also underpin the importance of strengthening working relationships between statutory and non-statutory providers of support and accommodation to both prevent and reduce homelessness across Powys.

**RESOLVED to adopt the Powys HSP Strategy 2022-2026.**

<b>8.</b>	<b>HOUSING REVENUE ACCOUNT (HRA) THIRTY YEAR FINANCIAL BUSINESS PLAN STARTING 2022-2023</b>
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Cabinet considered the Housing Revenue Account (HRA) Thirty Year Financial Business Plan Starting 2022-2023. The HRA Thirty Year Business Plan would:

- Make sure the HRA treasury management strategy is prudent and complies with the Council's approach to borrowing.
- Set a balanced budget with minimum reserve of £1,000,000 (or 3% of expenditure).
- Allow the Council to maintain WHQS for current homes.
- Support the development of at least 250 new homes by 2025.
- Balance the need to keep rents affordable with making sure that homes are maintained and kept in good condition.
- Maximise revenue and expenditure efficiencies.
- Comply with the Prudential Code

Cabinet was pleased to note that provision had been made in the HRA Business Plan to fund a potential increase to 529 homes both newly built (509) and acquired (20) (subject to land and development opportunities and any planning, regulatory and environmental consents being secured) by 2026.

**RESOLVED to approve the Housing Revenue Account (HRA) Thirty Year Business Plan 2022-2023, as set out in the HRA Business Plan Narrative.**

<b>9.</b>	<b>STAR SURVEY OF POWYS COUNTY COUNCIL HOUSING TENANTS</b>
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Cabinet noted the results of the STAR survey of the Council's housing tenants, undertaken in November 2021. The results show an improvement over the 2019 results with overall satisfaction rising from 65% to 71%, except for the overall quality of the home measure, which showed a decrease in satisfaction of 4%. Housing officers were studying the detail behind the headline data to highlight those areas where further work was needed to understand both the causes and possible solutions to the areas of work where performance could be improved.

**RESOLVED to receive the report for information.**

<b>10.</b>	<b>COMMUNITY AND ECONOMIC BENEFITS FROM THE COUNCIL HOUSING DEVELOPMENT PROGRAMME</b>
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Cabinet received the six monthly report from community and economic benefits from the Council's Housing Development Programme. 32 units had been completed in Brecon, 7 in Sarn, and further units were due to be completed in March in Newtown, Llanidloes and Clyro. These homes would help address the rising demand across the county for affordable homes. The report also noted the appointment of local sub-contractors and the number of job and training opportunities created.

**RESOLVED to note the contribution the Council's Housing Development Programme is making to Vision 2025 and the social and economic wellbeing of communities in Powys.**

<b>11.</b>	<b>CORPORATE SAFEGUARDING UPDATE</b>
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Cabinet received the six monthly report from the Corporate Safeguarding Group.

**RESOLVED that the report be received.**

<b>12.</b>	<b>DELEGATED DECISIONS</b>
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Cabinet noted the delegated decisions taken by Portfolio Holders.

**County Councillor M R Harris (Chair)**



**MINUTES OF A MEETING OF THE CABINET HELD AT BY TEAMS ON FRIDAY, 11 MARCH 2022**

PRESENT

County Councillor M R Harris (Chair)

County Councillors MC Alexander, B Baynham, P Davies, A W Davies, H Hulme and R Powell

In attendance: County Councillors A Jenner, I McIntosh, L Rijnenberg and R Williams

<b>1. APOLOGIES</b>
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There were no apologies for absence.

<b>2. MINUTES</b>
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The Leader was authorised to sign the minutes of the meetings held on 22<sup>nd</sup> February and 1<sup>st</sup> March 2022 as correct records.

<b>3. DECLARATIONS OF INTEREST</b>
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There were no declarations of interest reported.

<b>4. MOUNT STREET INFANT SCHOOL, MOUNT STREET JUNIOR SCHOOL AND CRADOC CP SCHOOL</b>
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Cabinet considered objections received during the statutory objection period to the proposals to:

Phase 1

From 31 August 2023:

To discontinue the following three schools which are maintained by Powys County Council:

- Mount Street C.P. Infants School, Rhosferig Road, Brecon, Powys, LD3 7NG (“Mount Street Infants School”);
- Mount Street C.P. Junior School, Brecon, Powys, LD3 7LU (“Mount Street Junior School”);
- Cradoc Community Primary School, Cradoc, Brecon, Powys, LD3 9LR (“Cradoc C.P. School”).

From 1 September 2023:

To establish a new English-medium community school maintained by Powys County Council for boys and girls aged 4-11 years old (“the New School”), that will operate on the current sites of Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School.

## Phase 2

From 2025/2026:

The Council proposes to make a regulated alteration to transfer the New School to a new building on the former Brecon High School site, Penlan, Brecon, Powys, LD3 9SR.

During the statutory notice period 113 objections had been received. A summary of the objections received were included in an appendix to the report along with the Council's response to the issues raised in the objections.

Having considered the objections received, it was recommended that the Council proceeds with implementation of the proposals in respect of Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School, as outlined in the Statutory Notice for the reasons outlined in the report.

County Councillor Liz Rijnenberg spoke as the local member for Mount Street Infants and Mount Street Junior Schools. She argued that things had changed significantly since the plans had first been put forward and that with labour shortages and increasing costs the Council should concentrate on delivering the school transformation projects already committed to. She said that feeling in the community was that the consultation process had been inadequate and that suggestions from governors, staff and the wider community had not been taken on board. She argued that the long transition period would lead to unacceptable disruption to pupils and staff at a time when stability was needed. She said that there was no evidence that learning outcomes would be improved and that it made no sense to amalgamate the schools for limited cost savings. She reported that concerns had been expressed about the siting of the new school on the periphery of the town would lead to increased distance to travel, increase use of cars, loss of green space and impact on the economy of town. She urged the Cabinet to vote against the proposal.

County Councillor Roger Williams spoke as governor of Mount Street Juniors and as a Councillor for part of the Cradoc C.P. School catchment area. He argued that emphasis of the transformation programme should have been on the secondary rather than the primary sector and he asked the Cabinet to reflect on the recent vote in Council. He asked the Cabinet to withdraw the closure notice for Cradoc. He spoke about the exceptional quality of teaching at Mount Street Juniors and the need for a new school.

County Councillor Iain McIntosh spoke as the local member for Cradoc CP School. He argued that the proposal was in breach of the Welsh Government's School Organisation Code by seeking to merge a rural school with two urban schools. He questioned whether the school's capacity was 175 pupils and said that by his calculations it could only hold 143 pupils. He further argued that the proposals had not been correctly scrutinised and he questioned why the Chair of the Learning and Skills Scrutiny Committee had not declared a party whip or predetermination. He noted that the number of pupils had increased to 104. He challenged the idea that small schools would struggle to deliver the new curriculum whilst Welsh Government had said it had been designed for and with

the assistance of small schools. He urged the Cabinet not to proceed with the proposal.

Officers addressed the points made by the local members. In respect of the phasing of the proposal, it was confirmed that phase one was in respect of leadership of the head teacher and governing body with children continuing to attend their existing school site. The second phase would see the construction of a new school on the Penlan site which would represent an investment of £10 million to £15 million.

Officers confirmed that consultation had been carried out in accordance with the school organisation code with everyone having the opportunity to put forward their views. Cabinet was reminded of the most recent Estyn inspection which had endorsed the Council's school transformation strategy. The requirements of the School Organisation Code had been met at every stage and the suggestion that officers had misled anyone was refuted. In respect of the capacity of Cradoc CP School site, the figure of 175 had been agreed by the head teacher in September 2019.

The Head of Transformation and Communications then addressed each of the factors of the School Organisation Code and having done so recommended proceeding with the proposals for the following reasons:

- To offer enhanced opportunities for pupils from attending one new, larger, school.
- To enable staff expertise and good practice to be shared across the entire primary age range.
- To ensure that all staff at the three current schools have the opportunity to secure positions in the new school.
- To provide more flexibility and personal development opportunities for staff.
- To provide improved transition arrangements for pupils currently attending Mount Street Infants School and Mount Street Junior School between the Foundation Phase and Key Stage 2.
- To provide access to 21st Century Schools Funding in order to provide a new building.
- To reduce the Council's surplus places in primary schools.
- To rationalise the primary school estate.
- To realise a financial saving.
- Meets all the Critical Success Factors.

The Director of Education addressed the points raised by local members about the new curriculum and transition. She accepted the importance of continuity and she noted the provision of nurture that would be available. On the new curriculum, there would be support from the local authority for all schools to help deliver it, but it would add significantly to the workload for head teachers particularly in small schools.

On pupil numbers at Cradoc CP School, Cabinet was advised that there were 93 pupils in classes from Reception to Year 6. It was these classes which were funded by the delegated budget that were used to calculate pupil numbers. It was acknowledged that some concerns expressed in the consultation about the

new school, it was hoped that these could be addressed in the design phase. The Monitoring Officer advised that issue raised by Councillor McIntosh about potential predetermination by some members of the Scrutiny Committee was a Code of Conduct issue that was not a matter for Cabinet.

The Leader and Portfolio Holder thanked the local members for their contributions. The schools were thanked the warm welcome they had given to the Cabinet on their visit. The Leader also noted that the Cabinet had received and read a large amount of correspondence.

Having considered the objections and the comments made at the meeting it was

## **RESOLVED**

- 1. To receive the Objection Report in respect of the proposals for Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School.**
- 2. To approve the following proposals in respect of Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School:**

### ***Phase 1***

***From 31 August 2023:***

***To discontinue the following three schools which are maintained by Powys County Council:***

- Mount Street C.P. Infants School, Rhosferig Road, Brecon, Powys, LD3 7NG (“Mount Street Infants School”);***
- Mount Street C.P. Junior School, Brecon, Powys, LD3 7LU (“Mount Street Junior School”);***
- Cradoc Community Primary School, Cradoc, Brecon, Powys, LD3 9LR (“Cradoc C.P. School”).***

***From 1 September 2023:***

***To establish a new English-medium community school maintained by Powys County Council for boys and girls aged 4-11 years old (“the New School”), that will operate on the current sites of Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School.***

### ***Phase 2***

***From 2025/2026:***

***The Council proposes to make a regulated alteration to transfer the New School to a new building on the former Brecon High School site, Penlan, Brecon, Powys, LD3 9SR.’***

**3. In accordance with the Scheme for Financing Schools, to introduce the following restrictions on Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School:**

- Spend at the three schools is restricted to that included in its approved budget plan and no virement of funds between budget headings is permitted unless approved by the Authority;
- Any staffing changes are subject to approval by the Authority;
- Any contracts awarded for the supply of goods or services are subject to approval by the Authority.

**4. To proceed with implementation of Phase 1 of the proposals by establishing a temporary governing body to work with the Council to establish the new school.**

**5. To prepare for implementation of Phase 2 by commissioning feasibility works on the Penlan site and developing a Strategic Outline Case (SOC) for consideration by Cabinet.**

The Portfolio Holder for Education and Property thanked Cabinet colleagues for their support and the Schools Transformation team for all of their work. He also thanked the Leader for the opportunity she had given him to serve in her Cabinet.

<b>5. WCCIS REPLACEMENT PROPOSAL</b>
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Cabinet considered a proposal to replace the WCCIS system used by Social Care and which despite recent systems and server upgrades continued to have significant and ongoing challenges.

The preferred option was to develop a new system which would require the purchase cost of a new system developed estimated at £1.17million, and associated implementation revenue costs of £1.2million. The Head of Legal and Democratic Services advised that the main contract was with Bridgend County Borough Council but that Powys County Council could terminate the contract through fault.

Cabinet had received the comments of the Health and Care Scrutiny Committee and the Chair of the Committee, County Councillor Amanda Jenner, expanded on them at the meeting.

**RESOLVED**

- 1. To note the requirement for a replacement social care system.**
- 2. To approve the re-focus of digital transformation for Social Care to align resource to ensure the most effective procurement of a replacement system for WCCIS.**

**3. To approve the provision of capital expenditure of £1.2m in 2023/24 from the digital transformation provision, subject to further investigation.**

<b>6.</b>	<b>VISION 2025 TRANSFORMATION PROGRAMME 2017-2022 - ADMINISTRATION: PROGRAMME AND SELF-EVALUATION REPORT</b>
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Cabinet noted the key achievements for the Vision 2025 Transformation Programme, which included:

- Mid Wales Growth Deal - securing a deal with a ground-breaking partnership bringing a combined investment of £110m from UK and Welsh Government. This is expected to lever in additional investment from other public and private sources.
- A new strategy developed and implemented for Transforming Education in the county. Since it was approved, the council has established all age schools, introduced a new structure to oversee post-16 schools' provision, approved the Welsh in Education Strategic Plan and established a satellite provision in the middle of the county so that learners with additional learning needs are as near to home as possible.
- 118 new affordable homes in the county (79 of these currently under construction). An additional 109 houses awaiting appropriate consent.
- Building work underway for two new Extra Care sites to provide additional housing for older people. A proposal for a third site being prepared for planning, with other locations also being identified.
- A Strategic Outline Case prepared for the North Powys Wellbeing Project in readiness for Welsh Government approval.
- Over 100 processes redesigned and launched on the website, enabling easier customer interaction and 24/7 accessibility.
- Improvements to business planning and budgeting processes.

The Leader thanked her Cabinet colleagues and officers who had helped to achieve so much during the five year term of the Administration.

**RESOLVED that the report be accepted.**

<b>7.</b>	<b>FORECAST OUTTURN UPDATE FOR REVENUE AND CAPITAL</b>
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**Financial Forecast for the year ended 31st March 2022 (as at 28<sup>th</sup> February 2022)**

Cabinet considered the financial forecast for the year ended 31<sup>st</sup> March 2022 as at 28<sup>th</sup> February 2022. The forecast was projected at an overall surplus of £6.85 million including the Housing Revenue Account (HRA) and delegated schools. The surplus excluding delegated schools and the HRA was projected to be £3.79 million.

The report set out details of grants received from Welsh Government since December 2021 to support council services. Most of this funding had to be utilised to deliver services in the current financial year, whilst some could be carried forward and utilised in 2022/23.

**RESOLVED**

1. To note the current budget position and the projected full year forecast to the end of March 2022.
2. To note the grants set out in section 3 and Appendix A of the report.
3. That the Chief Executive (in consultation with the Head of Finance (Section 151 Officer)) be given delegated authority to approve any virements or adjustments up to £500k during the pre-election period. Any such virements or year-end amendments will be retrospectively reported to Cabinet in June.

**Capital Forecast as at 28<sup>th</sup> February 2022**

Cabinet noted that the Capital programme at the 28th February 2022 was budgeted at £96.03 million following the successful award of additional grants and the reprofiling of budgets between financial years. Actual spend amounted to £51.50 million, representing 54% of the total budget.

The report set out details of capital grants received from Welsh Government and requests for two virements:

- An additional £200,000 from the unallocated budget of the Council's 21st Century Schools Capital Programme to fund additional highways works at Welshpool Church in Wales School due to asbestos remedial investigations, additional drainage issues, FAWL system, fencing not in original schedule and additional surveying work.
- An allocation of £0.10 million in the capital programme to help defend the council against cyber-attacks and enhance cyber security.

**RESOLVED**

1. To note the contents of the report.
2. That Cabinet approves the virements proposed in section 4.

<b>8.</b>	<b>GLOBAL CENTRE OF RAIL EXCELLENCE</b>
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This report was withdrawn.

<b>9.</b>	<b>LEADER'S ANNOUNCEMENTS</b>
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The Leader reported that she had received an email from County Councillor Stephen Hayes highlighting the plight of Ukrainian refugees trying to get to the UK and asking her to make representations to the Home Office to make the process easier for them. She advised that following the meeting of Council she

had drafted a letter to be sent to the Government and that she would amend it to incorporate the points made by Councillor Hayes.

The Leader also reported the disappointing news that the Welsh Government had decided to withdraw top-up grants for Community broadband schemes. Officers would be contacting communities to see what could be done to mitigate this. She advised that consideration would be given to making a bid to the Mid Wales Growth Deal.

The Leader closed the meeting by thanking her Cabinet colleagues, the Chief Executive and the Executive Management Team, the Senior Leadership Team and all the officers for their assistance. The Deputy Leader paid tribute to the Leader for leaving the Council in a much stronger position than when she came to office.

**County Councillor Rosemarie Harris  
Chair**



## CYNGOR SIR POWYS

## CABINET GWEITHREDOL

28 Mehefin 2022

**AWDUR YR ADRODDIAD:** Susan McNicholas a Sandra Davies  
Aelodau'r Cabinet ar faterion Cenedlaethau'r Dyfodol

**TEITL YR ADRODDIAD:** Adroddiad Blynyddol Safonau'r Gymraeg 2022 Drafft

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**ADRODDIAD AR GYFER:** Penderfyniad

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**1. Diben**

1.1 Diben yr adroddiad yw cyflwyno Adroddiad Blynyddol Safonau'r Gymraeg Drafft i'w ystyried a'i gymeradwyo. Mae'r Adroddiad yn amlinellu'r gwaith a wnaed yn ystod 2021-22 i sicrhau cydymffurfedd â Safonau'r Gymraeg o dan Fesur y Gymraeg (Cymru) 2011, a pherfformiad y Cyngor yn erbyn gofynion y Safonau.

**2. Cefndir**

2.1 Yn unol â Safonau'r Gymraeg, rhaid i'r Cyngor gyhoeddi adroddiad blynyddol sy'n amlinellu'r gwaith a wnaed i gydymffurfio â gofynion y Safonau yn ystod y flwyddyn ariannol flaenorol.

2.2 Mae Adroddiad Blynyddol Safonau'r Gymraeg Drafft (wedi'i atodi fel Atodiad A) yn cyfeirio at y gwaith a wnaed i gydymffurfio â'r Safonau canlynol:

- Safonau Cyflenwi Gwasanaethau – sy'n nodi sut mae gofyn i'r Cyngor ddarparu gwasanaethau i'r cyhoedd, e.e. dros y ffôn, mewn cyfarfodydd, trwy ohebiaeth, mewn dogfennau a thrwy lwyfannau digidol
- Safonau Llunio Polisi – mae'r rhain yn nodi sut mae gofyn i'r Cyngor ystyried effaith ei benderfyniadau a'i wasanaethau ar yr iaith Gymraeg
- Safonau Gweithredu – gwybodaeth, cefnogaeth a gweithdrefnau y mae'n rhaid i'r Cyngor eu darparu ar gyfer ei weithlu yn Gymraeg i'w galluogi i weithio mwy trwy gyfrwng y Gymraeg
- Safonau Hybu – sut mae'r Cyngor yn hyrwyddo a chynyddu cyfleoedd i ddefnyddio'r iaith Gymraeg ym Mhowys.

2.3 Mae'r adroddiad hefyd yn cyflwyno'r gwaith i'w gyflawni yn ystod 2022-23 i wella sut rydym yn darparu gwasanaethau i'n trigolion, ein hymwelwyr a'n gweithlu sy'n siarad ac yn dysgu Cymraeg.

Mae'n sicrhau ein bod yn ystyried effeithiau ar gyfleoedd i ddefnyddio'r iaith Gymraeg, a pheidio â thrin y Gymraeg yn llai ffafriol na'r Saesneg, trwy ein prosesau gwneud penderfyniadau. Mae hyn yn cynnwys sut y gallwn addasu cynigion i sicrhau effaith fwy cadarnhaol neu lai andwyol. Mae'r adroddiad hefyd yn nodi'r gwaith a wnaethom fel Cyngor i hyrwyddo'r iaith a'r diwylliant Cymraeg.

2.4 Mae adrannau 3, 4, 5 a 6 yr Adroddiad yn cynnwys y data y mae'n rhaid i ni ei gofnodi o dan y Safonau Cadw Cofnodion. Mae'r rhain yn cynnwys:

- Adran 3: Cwynion a dderbyniasom yn ymwneud â'n cydymffurfedd â Safonau'r Gymraeg, ynghyd ag Ymchwiliadau Safonau'r Gymraeg a gynhaliwyd gan Gomisiynydd y Gymraeg yn ystod blwyddyn ariannol 2021-22
- Adran 4: Data ar sgiliau iaith Gymraeg gweithlu'r Cyngor
- Adran 5: Nifer y staff sy'n gwneud cyrsiau hyfforddiant y mae'r Cyngor yn eu darparu trwy gyfrwng y Gymraeg
- Adran 6: Gofynion sgiliau iaith swyddi newydd a swyddi gwag y mae'r Cyngor wedi eu hysbysebu yn ystod y flwyddyn.

### **3. Cyngor**

3.1 I gymeradwyo Adroddiad Blynyddol Safonau'r Gymraeg 2022 Drafft i'w gyhoeddi ar wefan gyhoeddus y Cyngor. Mae'r adroddiad yn rhoi adolygiad o'r gwaith a wnaethom i sicrhau cydymffurfedd â Safonau'r Gymraeg yn ystod blwyddyn ariannol 2021-22, ac i gwrdd â'n rhwymedigaethau statudol o dan Fesur y Gymraeg (Cymru) 2011.

### **4. Goblygiadau o ran Adnoddau**

4.1 Mae'r cynllun gwaith ar gyfer 2022-2023 a nodir yn adran 2f yr Adroddiad Blynyddol o fewn y gyllideb a geir. Fodd bynnag, efallai y bydd angen cyllid ychwanegol o ganlyniad i argymhellion sy'n dilyn yr arolygon a welir yn y cynllun gwaith. Hwyrach y bydd angen technoleg neu adnoddau newydd arnom i gryfhau adnoddau a gwella ein cydymffurfedd. Gall hyn ddod o gyllidebau meysydd gwasanaeth eraill. Bydd rhaid i ni gynnal dadansoddiad costau a manteision a all olygu dyraniad cyllideb ychwanegol.

4.2 Mae'r Pennaeth Cyllid (Y Swyddog Adran 151) yn nodi cynnwys yr Adroddiad ac yn cefnogi'r argymhelliad.

### **5. Goblygiadau Cyfreithiol**

5.1 Cyfreithiol: Gellir derbyn yr argymhellion o safbwynt cyfreithiol.

5.2 Mae'r Pennaeth Gwasanaethau Cyfreithiol a Democrataidd (Y Swyddog Monitro) wedi rhoi'r sylw canlynol: "Rwy'n nodi'r sylw cyfreithiol ac nid oes gennyf ddim i'w ychwanegu at yr adroddiad."

## 6. Diogelu Data

6.1 Nid yw'n berthnasol

## 7. Sylwadau gan Aelod(au) Lleol

7.1 Nid yw'n berthnasol

## 8. Asesiad Effaith Integredig

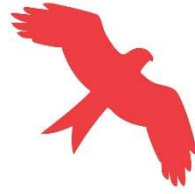
8.1 Nid oes angen Asesiad Effaith gan fod Adroddiad Blynyddol Safonau'r Gymraeg yn adolygiad o waith a gynhaliwyd yn ystod 2021-22 ac o wybodaeth a ddelir gan y Cyngor yn ymwneud â'i gydymffurfedd â'r Safonau.

## 9. Argymhelliad

<b>Argymhelliad:</b>	<b>Rheswm am yr Argymhelliad:</b>
I gymeradwyo Adroddiad Blynyddol Safonau'r Gymraeg 2022 Drafft (wedi'i atodi fel Atodiad A) i'w gyhoeddi ar wefan gyhoeddus y Cyngor erbyn 30 Mehefin 2022.	I ddarparu adolygiad o waith a wnaed yn ystod blwyddyn ariannol 2021-22 i sicrhau cydymffurfedd â Safonau'r Gymraeg.  I sicrhau bod y Cyngor yn cwrdd â'i rwymedigaethau statudol, fel yr amlinellir ym Mesur y Gymraeg (Cymru) 2011.

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# Powys

Adroddiad Blynyddol  
Safonau'r Gymraeg 2022

Cyngor Sir Powys

Lluniwyd yn unol â gofynion  
Comisiynydd y Gymraeg

Mae'r ddogfen hon hefyd ar gael yn Saesneg

Draft

## Cynnwys

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  - d. Safonau Gweithredu
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  - f. Cynllun Gwaith 2022-2023
3. Cwynion
  - a. Safonau Cyflenwi Gwasanaethau
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5. Hyfforddiant trwy gyfrwng y Gymraeg i Gyflogeion
6. Recriwtio

## 1. Cyflwyniad

Rydym am greu mwy o siaradwyr Cymraeg ym Mhowys a'i gwneud yn haws i bobl ddefnyddio'r iaith yn eu bywydau beunyddiol a phan fyddant yn cysylltu â ni. Trwy gofleidio a gweithredu Safonau'r Gymraeg, ein nod yw cynnig gwasanaethau o'r radd flaenaf i gwsmeriaid a chyfrannu at y nod cenedlaethol o greu miliwn o siaradwyr Cymraeg erbyn 2050.

Cyhoeddir yr Adroddiad Blynyddol hwn i gydymffurfio â Safonau 158, 164 ac 170, sy'n nodi bod rhaid i ni lunio adroddiad blynyddol sy'n ymdrin â'r modd y buom yn cydymffurfio â'r Safonau yn ein Hysbysiad Cydymffurfio gan Gomisiynydd y Gymraeg.

Mae'r Adroddiad hwn yn canolbwyntio ar y cyfnod rhwng 1 Ebrill 2021 a 31 Mawrth 2022. Gwelsom eto heriau mawr yn sgil Covid-19 lle buodd rhaid i lawer o'n gwasanaethau ganolbwyntio ar weithgarwch a oedd yn hanfodol i fusnes. Er bod hyn yn effeithio ar sut roeddem yn cyflawni ein gwasanaethau, gwnaethom gynydd o ran hyrwyddo'r Gymraeg a'i gwreiddio yn ein harferion gwaith. Fodd bynnag, mae mwy y gallwn ei wneud i hybu'r defnydd o Gymraeg o fewn ein gwasanaethau eu hunain ac ar draws cymunedau ledled Powys.

**Y Cynghorydd XXXXX**

Aelod y Cabinet ar Faterion y Gymraeg



## 2. Cydymffurfio â Safonau'r Gymraeg

### a. Gweithgareddau yn erbyn Cynllun Gwaith 2021-2022

Dyma hynt y gwaith a nodwyd fel camau gweithredu ar gyfer 2020-2021 yn ein Hadroddiad Blynyddol y llynedd.

Cam Gweithredu	1. Cynnal cyfarfodydd chwarterol o'r Grŵp Llywodraethiant Iaith Gymraeg newydd. Bydd hyn yn sicrhau trosolwg o waith ar yr iaith Gymraeg ac yn ystyried strategaethau a chynlluniau'r Cyngor o safbwynt y Gymraeg, i argymhell dulliau o warchod, hyrwyddo a chynyddu defnydd o'r Gymraeg.
Adrannau perthnasol Safonau'r Iaith Gymraeg	Llunio Polisi Cyflenwi Gwasanaethau Gweithredu Hybu
Gweithgarwch	<p>Bu peth oedi wrth gynnal cyfarfod cyntaf y grŵp oherwydd ymadawiad y Swyddog Iaith Gymraeg blaenorol ym mis Medi 2021. Ni welsom fawr o fudd penodi aelodau i'r Grŵp yn yr hydref a chynnal cyfarfodydd ar ddiwedd 2021 a dechrau 2022 gan fod cyfnod y corff gweinyddol presennol yn tynnu at ei derfyn. Ni fyddai'r Grŵp wedi cael digon o amser i gyflawni newid gwerthfawr cyn y cyfnod cyn-etholiadol a ddechreuodd yng nghanol mis Mawrth 2022.</p> <p>Cynhelir cyfarfod cyntaf y Grŵp erbyn Hydref 2022, ar ôl Cyfarfod Cyffredinol Blynyddol y cabinet newydd ar 26 Mai byddwn yn dethol yr aelodaeth. Wedyn, caiff fynd ati i hybu'r iaith Gymraeg a goruchwyllo'r ddarpariaeth o fewn y Cyngor. Bydd y panel yn cwrdd yn chwarterol gyda'r cyfarfodydd wedi'u trefnu i gyd-fynd ag amserlen y Pwyllgor Gwasanaethau Democrataidd.</p> <p>Bydd aelodaeth y grŵp yn cynnwys Cadeirydd / Aelod o'r Pwyllgor Gwasanaethau Democrataidd, Aelod y Cabinet ar faterion y Gymraeg, ac un aelod o bob grŵp gwleidyddol sydd wedi'u cynrychioli ar y Cyngor. Bydd hyn yn sicrhau cyfraniad a chefnogaeth trawsbleidiol i'r trafodaethau, gyda swyddogion priodol hefyd yn mynychu i gefnogi gwaith y Panel.</p>

Cam Gweithredu	2. Cynnal adolygiad o waith a strwythur Grŵp Hyrwyddo, Herio a Chefnogi'r Gymraeg Powys, i sicrhau fod y grŵp yn cael dylanwad priodol, a bod y partneriaid yn cael budd o'r gwaith.
Adrannau perthnasol Safonau'r Gymraeg	Cyflenwi Gwasanaethau Hybu
Gweithgarwch	Gohiriwyd sesiwn arolygu Mehefin 2021 ac fe'i haildrefnwyd ar gyfer 1 Hydref 2021. Wedi ymadawiad y Swyddog Iaith

	<p>blaenorol a chyfyngiadau Covid-19, ni chynhaliwyd mo'r adolygiad yn 2021. Penodwyd Swyddog Iaith newydd ar 1 Chwefror 2022 ac fe drefnom weithdy arolygu newydd. Bydd Alun Jones, hwylusydd annibynnol o gwmni Menter a Busnes, yn cynnal gweithdy rhithiol ar 28 Mehefin 2022. Anfonom wahoddiad at yr holl aelodaeth ac edrychwn ymlaen at drafod diben a nod y Grŵp o'r newydd. Bydd hyn yn sicrhau ysgogiad fel y gall y Grŵp hybu'r Gymraeg mewn modd sy'n gwneud gwahaniaeth ymarferol.</p>
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Cam Gweithredu	3. Cynnal rownd arall o archwiliadau ar allu Contractwyr Trydydd Parti i ddarparu'r Cynnig Rhagweithiol o wasanaeth Cymraeg
Adrannau perthnasol Safonau'r Gymraeg	Cyflenwi Gwasanaethau
Gweithgarwch	<p>Trefnwyd y gwaith hwn yn wreiddiol ar gyfer Awst 2021. Bu oedi wedi ymadawiad y Swyddog Iaith ym mis Medi 2021 gan nad oedd neb yn y swydd am nifer o fisoedd wedi hynny.</p> <p>Ar ôl penodi Swyddog Iaith newydd ym mis Chwefror 2022 fe wnaethom ymarfer siopwr cudd ar bum darparwr gofal trydydd parti yn y maes gofal. Roeddem yn gwirio eu gwasanaeth Cymraeg dros y ffôn a thros y we. Defnyddiwyd Safonau'r Gymraeg cyflenwi gwasanaethau ffôn fel rhestr wirio, sef Safonau 8, 9, ac 11. Gwiriwyd y canlynol:</p> <ul style="list-style-type: none"> <li>• A oedd y darparwr yn cyfarch y galwr yn Gymraeg?</li> <li>• A oedd y darparwr yn rhoi gwybod i'r galwr fod gwasanaeth Cymraeg ar gael?</li> <li>• A oedd y darparwr yn ymwneud â'r alwad yn Gymraeg os oedd y galwr yn dymuno hynny –       <ol style="list-style-type: none"> <li>a) nes ei bod yn angenrheidiol trosglwyddo'r alwad i aelod o staff nad oedd yn siarad Cymraeg a oedd yn gallu rhoi gwasanaeth ar bwnc penodol. Neu,</li> <li>b) hyd nes nad oedd aelod o staff oedd yn siarad Cymraeg ar gael i gynnig gwasanaeth ar y pwnc.</li> </ol> </li> </ul> <p>Hefyd defnyddiasom y pwyntiau isod o Siarter Gwasanaethau Cwsmeriaid Powys:</p> <ul style="list-style-type: none"> <li>• A atebwyd yr alwad o fewn dau funud?</li> <li>• A oedd y gwasanaeth ffôn yn hwylus ac yn hawdd ei ddefnyddio?</li> <li>• A oedd y derbynnydd yn trin y galwr gyda pharch, cwrteisi ac urddas?</li> </ul> <p>Canfuom feysydd penodol i'w gwella wrth gynnal yr ymarfer hwn.</p> <p>Gwelsom anghysondebau hefyd yng nghynnwys gwefannau cyhoeddus y darparwyr. Dyma'r prif faterion:</p> <ul style="list-style-type: none"> <li>• Cyfieithiadau anghywir, e.e. defnyddio atebion 'Ie' a 'Na' i gwestiynau mewn arolwg a oedd yn dechrau gyda 'Hoffech chi ...?' neu 'Ydych chi ...?'</li> </ul>

	<ul style="list-style-type: none"> <li>• Trin y Gymraeg yn llai ffafriol â'r Saesneg, e.e. pan roedd cwestiwn mewn arolwg ar gael ar y tudalennau Saesneg nad oedd ar gael yn y tudalennau Cymraeg</li> <li>• Nid oedd manau penodol o wefan wedi eu cyfieithu i'r Gymraeg</li> <li>• Dolenni ar y tudalennau Cymraeg a oedd yn mynd trwodd i gynnwys uniaith Saesneg</li> </ul> <p>Byddwn yn codi ein pryderon gyda hwy gan edrych ar y cytundebau rhyngom. Byddwn yn atgoffa'r rheiny sy'n darparu gwasanaethau ar ein rhan bod rhaid iddynt lynu wrth y Safonau Cymraeg perthnasol.</p> <p>Byddwn yn rhoi'r cyfarwyddyd a'r gefnogaeth angenrheidiol i beri gwelliannau a sicrhau y gall preswylwyr Powys ddefnyddio'r Gymraeg yn hwylus wrth gysylltu â'n darparwyr trydydd parti. Roedd rhoi ein hunain "yn sgidiau defnyddwyr a deall eu profiadau o geisio defnyddio'r Gymraeg,"<sup>1</sup> yn hynod werthfawr.</p> <p>Byddwn yn cynnal mwy o ymarferion cwsmer cudd rhwng hyn a Mawrth 2023 i sicrhau bod y darparwyr yn cryfhau eu gwasanaethau'n briodol fel y gallant roi'r Cynnig Rhagweithiol yn hwylus. Ceir mwy o fanylion am hyn yn ein cynllun gwaith ar gyfer 2022-2023.</p>
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Cam Gweithredu	4. Cynnal Ymarfer Cwsmer Cudd chwarterol o fewn gwasanaethau gofal cymdeithasol y Cyngor er mwyn gwerthuso sut mae gwasanaethau'n cydymffurfio â gofynion Safonau'r Gymraeg a Mwy na Geiriau
Adrannau perthnasol Safonau'r Gymraeg	Cyflenwi Gwasanaethau
Gweithgarwch	<p>Oherwydd effaith Covid-19 roedd ein hadran Gwasanaethau Cymdeithasol o dan drefniadau Parhad Busnes yn 2021 ac yr oedd yn dal i fod erbyn diwedd Mawrth 2022. Ni theimlwn fod hon yn adeg briodol i ni wneud yr ymarfer wrth i'r gwasanaeth fynd i'r afael â'r pwysau a ddaeth o ganlyniad i'r pandemig.</p> <p>Bydd hyn yn ein Cynllun Gwaith ar gyfer 2022-2023.</p>

Cam Gweithredu	5. Diweddarau'r wybodaeth am yr iaith Gymraeg a'r gofynion o dan Fesur y Gymraeg (Cymru) 2011 ar wefan gyhoeddus y Cyngor
Adrannau perthnasol Safonau'r Gymraeg	Llunio Polisi Cyflenwi Gwasanaethau Gweithredu Hybu
Gweithgarwch	Aethom ati i lunio tudalennau newydd am y Gymraeg, y Safonau a'r Strategaeth Hybu yn ystod haf 2021 ac rydym

<sup>1</sup> Goruchwyllo Cydymffurfiaeth: Dogfen Gyngor Arferion Da, Comisiynydd y Gymraeg, Medi 2020, td. 3

	<p>wedi cyflawni hyn. Mae'r wybodaeth ddiweddaraf ar gael o dan y pum adran ganlynol:</p> <ul style="list-style-type: none"> <li>• Safonau'r Gymraeg</li> <li>• Ein Strategaeth Pum Mlynedd i Hybu'r Gymraeg</li> <li>• Taith at Ddwy Iaith – gwybodaeth i rieni am ddewis addysg Gymraeg i'w plant</li> <li>• Cyfleoedd i ddysgu Cymraeg fel ail iaith</li> <li>• Mentrau Iaith Powys (Menter Maldwyn, a Menter Brycheiniog a Maesyfed)</li> </ul> <p>Gallwch weld y tudalennau gwe hyn <a href="#">yma</a>.</p>
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Cam Gweithredu	6. Cyflwyno'r system ddigidol (a adwaenir fel y Rhestr Dasgau) i awtomeiddio'r broses o wneud cais a chofnodi gwaith cyfieithu i'r awdurdod cyfan, i greu proses hwylus i wneud cais am gyfieithiad, a galluogi casglu data cyfieithu, i alluogi i'r tîm cyfieithu ganolbwyntio ar lunio cyfieithiadau.
Adrannau perthnasol Safonau'r Gymraeg	Cyflenwi Gwasanaethau Gweithredu
Gweithgarwch	<p>Mae'r system bellach ar gael i'r awdurdod cyfan. Profodd yr Adran Graffeg anawsterau o ran atodi ffeiliau mawr megis fideos, PowerPoint a gwaith celf. Rydym yn cydweithio â'n Hadran Gwybodaeth Busnes i ddatrys y materion hyn a chryfhau'r system fel y gall dderbyn ffeiliau o'r maint hwn. Rydym yn arfaethu cwblhau'r diwygiadau erbyn haf 2022.</p> <p>Rydym am i bob adran y Cyngor anfon ceisiadau cyfieithu trwy'r system ddigidol yn unig yn y pen draw. Golyga hyn newid arferion gweithio gan fod y rhan fwyaf o adrannau yn dal i anfon ceisiadau trwy e-bost. Gyda cheisiadau am waith cyfieithu brys, mae staff yn teimlo y cânt waith yn ôl yn gynt os byddant yn ei anfon drwy e-bost, negeseuon drwy Teams neu drwy godi'r ffôn yn hytrach na llenwi ffurflen gais ar-lein.</p> <p>Rydym yn deall hyn a byddwn yn lansio ymgyrch hyrwyddo mewnol yn ystod haf 2022 i newid ymddygiad a thawelu meddwl staff y gall y system ddigidol drin ceisiadau brys yr un mor gyflym ag anfon e-bost.</p> <p>I gyflawni hyn byddwn yn ychwanegu botwm ar gyfer ceisiadau brys at frig y ffurflen gais. Bydd cyflwyno cais yn sbarduno e-bost i brif blwch derbyn yr Uned Gyfieithu i hysbysu'r tîm fod cais brys wedi dod i'r Rhestr Dasgau.</p> <p>Byddwn yn treialu ac yn profi'r newid hwn yn drwyadl yn ystod haf 2022 cyn iddo fynd yn fyw. Byddwn yn rhoi hyfforddiant i staff sy'n newydd i'r tîm cyfieithu ar sut i ddefnyddio'r system ddigidol.</p> <p>Byddwn yn diwygio gwedd y Rhestr Dasgau fel bod tasgau brys yn fwy amlwg a'u bod yn cael eu pinio ar frig y rhestr o dasgau fel na ddaw tasgau llai pwysig uwch eu pennau.</p>

	<p>Wrth inni symud o e-bost i system y Rhestr Dasgau, byddwn yn trefnu bod neges frys a ddaeth i'r e-bost yn ysgogi hysbysiad yn y Rhestr Dasgau.</p> <p>Mae'r ffurflen gais ar gyfer gwaith cyfieithu ar gael yn hwylus i staff trwy'r Pecyn Gwaith Cyfathrebu ar ein mewnwyd ond mae angen ei gwneud yn haws cyrraedd gan ddod â hi i dudalen blaen y fewnwyd. Byddwn yn trafod hyn gyda'n Grŵp Llywodraethu'r Fewnwyd.</p>
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Cam Gweithredu	7. Cynyddu'r ganran o staff sy'n medru darparu gwasanaeth yn Gymraeg, i hwyluso rhoi'r Cynnig Rhagweithiol, i 11.5% erbyn diwedd 2021/22
Adrannau perthnasol Safonau'r Gymraeg	Gweithredu Cyflenwi Gwasanaethau
Gweithgarwch	Gwelwyd cynnydd bychan yn y canrannau o staff sy'n medru'r Gymraeg ar bob lefel. Roedd cynnydd o 3.9% yn nifer y staff gyda gallu Lefel 1 o'i chymharu â 2020-2021, a chynnydd o 2% ar Lefel 2. Gwelwyd cynnydd llai ar lefelau 3, 4 a 5. Gweler Adran 4 i weld cymhariaeth rhwng eleni a'r llynedd ar bob lefel. Gwyddom fod gweithio gartref yn effeithio ar allu siarad dysgwyr canolradd ac uwch gan nad ydynt yn cael yr un cyfleoedd i ddefnyddio eu Cymraeg ag y cawsant pan fuont yn gweithio yn y swyddfa.

Cam Gweithredu	8. Sicrhau fod 60+ o staff y flwyddyn yn ymgymryd â chysiau iaith Gymraeg, i ddatblygu eu sgiliau Cymraeg ar gyfer y gweithle
Adrannau perthnasol Safonau'r Gymraeg	Cyflenwi Gwasanaethau Gweithredu
Gweithgarwch	<p>Bu i 53 o aelodau staff ymgymryd â chysiau Cymraeg rhwng 1 Ebrill 2021 a 31 Mawrth 2022. Roedd hyn ychydig yn is na'r targed o 60 roeddem wedi'i bennu. Oherwydd pwysau ychwanegol Covid-19 nid oedd cymaint o staff wedi dewis dilyn cyrsiau Cymraeg ag arfer. Hysbysebwyd cyrsiau rithiol a chysiau wyneb yn wyneb ar lefel Canolradd i Uwch yn Nant Gwrtheyrn yn ystod mis Chwefror a mis Mawrth 2022. Roedd nifer y staff a oedd yn cofrestru yn llai na'r disgwyl. Wrth ymateb i hyn byddwn yn arolygu ac yn cryfhau ein dulliau marchnata mewnol i hyrwyddo cyrsiau sy'n dechrau ym mis Medi 2022. Byddwn hefyd yn cysylltu â dysgwyr a wnaeth cyrsiau Cymraeg yn y gorffennol neu sydd wedi mynegi diddordeb mewn dysgu ond heb gofrestru.</p> <p>Rydym yn arolygu sut rydym yn cofnodi data dysgwyr fel ein bod yn nodi'r sawl sydd wedi cwblhau cwrs yn hytrach na'r rhai hynny sy'n cofrestru ar ei gyfer. Rhydd hyn ddarlun gwell o sut mae gallu ein staff yn y Gymraeg yn datblygu. Er enghraifft, gall hanner cant o staff gofrestru ar gwrs gyda dim ond ugain yn ei gwblhau. Bydd cofnodi'r ffigwr o ugain yn rhoi data o well safon inni. Byddwn yn defnyddio diffiniad Prifysgol Aberystwyth o gwblhau, sef bod dysgwyr wedi cyflawni 85% o gwrs.</p>

Cam Gweithredu	9. Darparu sesiynau hyfforddi chwarterol i staff ar asesu effaith polisiâu a phenderfyniadau ar y Gymraeg, gan ddefnyddio'r Broses Asesu Effaith Gorfforaethol ddigidol newydd
Adrannau perthnasol Safonau'r Gymraeg	Llunio Polisi
Gweithgarwch	<p>Rydym wedi sefydlu rhaglen o sesiynau hyfforddi chwarterol i staff ar ein proses Asesiadau Effaith digidol. Cynhaliwyd sesiynau ar y dyddiadau canlynol:</p> <p>15 Mehefin 2021 – pum aelod o staff yn bresennol  14 Medi 2021 – chwe aelod yn bresennol  14 Rhagfyr 2021 – tri aelod yn bresennol</p> <p>Roeddem wedi trefnu sesiwn ar gyfer mis Chwefror 2022 ond bu'n rhaid ei gohirio.</p> <p>Byddwn yn cynnal mwy o sesiynau hyfforddi yn 2022 ar y dyddiadau canlynol: 14 Mehefin, 27 Medi, 13 Rhagfyr</p>

Cam Gweithredu	10. Darparu sesiwn i Aelodau Etholedig ar y broses Asesu Effaith fel rhan o'r Rhaglen Datblygu Aelodau
Adrannau perthnasol Safonau'r Gymraeg	Llunio Polisi
Gweithgarwch	<p>Ni roesom hyfforddiant ar Asesiadau Effaith i aelodau etholedig yn ystod blwyddyn ariannol 2021-2022. Byddwn yn cynnig hyfforddiant i'r Cabinet a'r Corff Gweinyddu newydd wedi etholiadau lleol mis Mai 2022.</p> <p>Byddwn yn cynnig hyfforddiant i weddill yr Aelodau Etholedig ar y cyd â'r Pennaeth Cyllid. Bydd y rhain yn rhan o sesiynau gwybodaeth i Aelodau ar y gyllideb gan fod yr asesiadau yn rhan o'r broses.</p>

Cam Gweithredu	11. Cynnal ymgyrch Cynnig Rhagweithiol mewnol olynol trwy sianeli cyfathrebu corfforaethol i atgoffa staff am ofynion Safonau'r Gymraeg
Adrannau perthnasol Safonau'r Gymraeg	Cyflenwi Gwasanaethau Llunio Polisi Gweithredu
Gweithgarwch	<p>Ni wnaethom hyn gan fod Gwasanaethau Cymdeithasol a Gofal o dan drefniadau parhad busnes oherwydd Covid-19. Ni fyddai wedi bod yn amserol inni wneud yr ymgyrch wrth i'r gwasanaethau ganolbwyntio ar weithgarwch hanfodol i fusnes.</p> <p>Roedd y gwasanaethau'n dal i fod o dan fesurau parhad busnes yn ystod Mawrth 2022.</p> <p>Byddwn yn cynnal yr ymgyrch ar adeg fwy amserol yn ystod 2022-2023.</p>

Cam Gweithredu	12. Adolygu Gweithgareddau Hybu'r Gymraeg ar draws y Cyngor yn erbyn Strategaeth Hybu'r Gymraeg a Strategaeth Llywodraeth Cymru i gynyddu nifer y siaradwyr Cymraeg erbyn 2050
Adrannau perthnasol Safonau'r Gymraeg	Hybu
Gweithgarwch	Gan nad oedd Swyddog Iaith yn y swydd yn ystod misoedd yr hydref, ni chawsom gyfle i wneud hyn ond byddwn yn dechrau ar y gwaith yn ystod haf 2022.

Cam Gweithredu	13. Parhau â thrafodaethau gyda'r Urdd i hwyluso ymweliad Eisteddfod Genedlaethol yr Urdd â Phowys yn 2024
Adrannau perthnasol Safonau'r Gymraeg	Hybu
Gweithgarwch	Bydd Eisteddfod yr Urdd yn dod i Fachynlleth yn 2024 ac rydym wedi ymrwmo i gyfraniad ariannol o £150,000 ar gyfer yr Eisteddfod.  Mae trafodaethau'n parhau i leoli'r Maes yn y dre ar y tir sy'n ymestyn o Ganolfan Hamdden Bro Ddyfi a'r Plas, draw hyd at Barc Menter Tre Owain.

Cam Gweithredu	14. Hyrwyddo manteision addysg cyfrwng Cymraeg a darpariaeth addysg cyfrwng Cymraeg ym Mhowys
Adrannau perthnasol Safonau'r Gymraeg	Hybu
Gweithgarwch	Aethom ati i gyhoeddi gwybodaeth newydd a difyr ar hyn fel rhan o'n hymgyrch Taith at Ddwy Iaith.  Mae'r Grŵp Hyrwyddo Addysg Gymraeg yn cyflawni gwaith rheolaidd gan gynnwys: <ul style="list-style-type: none"> <li>• Gwefan newydd</li> <li>• Deunydd cyfryngau cymdeithasol</li> <li>• Fideos</li> <li>• Taflen hyrwyddo addysg Gymraeg</li> <li>• Taflen cefnogi gwaith cartref</li> </ul>

## b. Safonau Cyflenwi Gwasanaethau

Isod ceir amlinelliad o waith pellach a wnaethom yn ystod blwyddyn ariannol 2021-2022 i gydymffurfio â'r Safonau Cyflenwi Gwasanaethau.

### Argymhellion Swyddog Cyswllt Comisiynydd y Gymraeg

Rydym mewn cyswllt rheolaidd â'r Comisiynydd ac ym mis Chwefror fe roesom dystiolaeth ysgrifenedig o sut rydym yn cydymffurfio â'r Safonau. Yn dilyn hyn cynhaliwyd cyfarfod casglu tystiolaeth â Swyddog Cyswllt y Comisiynydd ar 4 Mawrth 2022. Trafodwyd canfyddiadau arolygon y Comisiynydd o'n cydymffurfedd a wnaed yn ystod hydref 2021 a gaeaf 2022.

Soniodd y Comisiynydd am nifer o feysydd i'w gwella ac anfon llythyr yn argymhell camau gweithredu pellach atom i sicrhau cydymffurfiaeth lawn â'r safonau penodol. Rydym yn derbyn argymhellion y Comisiynydd a byddwn yn gweithio i gryfhau ein prosesau yn sgil hyn.

Isod rydym yn rhestru'r materion a ganfu'r Comisiynydd a'r hyn a wnaethom yn ei gylch – neu'r hyn y byddwn yn ei wneud yn 2022-2023.

1. Gwnaeth y Comisiynydd dair galwad ffôn yn Gymraeg i'n prif switsfwrdd cyhoeddus. Ar gyfer yr alwad gyntaf, ni lwyddom i ateb o fewn dau funud, sef y safon yn ein Siarter Cwsmeriaid, ac ni dderbyniwyd cyfarchiad Cymraeg. Gyda'r ail alwad, roedd y Comisiynydd yn aros ymhell y tu hwnt i'r safonau yn ein Siarter Cwsmeriaid. Roeddem yn cydymffurfio'n llawn wrth ateb y drydedd alwad.

#### Ein hymateb

Byddwn yn arolygu ac yn cryfhau ein prosesau ar gyfer ymwneud â galwadau ffôn yn Gymraeg i sicrhau cydymffurfiaeth lawn â safonau 8-22. Lluniodd y Swyddog Iaith gais i'w roi gerbron y Tîm Rheoli Gweithredol i gynnal arolwg llawn i ni newid a gwella ein systemau i gynnig gwasanaeth o'r radd flaenaf yn y Gymraeg.

2. Ni dderbyniwyd ateb i un allan o dri darn o ohebiaeth. Canfu'r Comisiynydd nad oeddem yn cydymffurfio'n llawn â Safon 7. Roedd hyn yn golygu ein bod yn datgan mewn gohebiaeth ein bod yn croesawu gohebiaeth yn Gymraeg, ond nid oeddem yn dweud y byddwn yn ateb yn Gymraeg, heb oedi.

#### Ein hymateb

Rydym wedi diwygio ein llofnod e-bost a llofnod ein llythyrau corfforaethol fel eu bod yn cydymffurfio'n llawn â gofynion Safon 7. Bellach maent yn darllen fel a ganlyn:

[Croeso i chi gysylltu â ni yn Gymraeg, byddwn yn ymateb yn Gymraeg heb oedi.](#)  
[You are welcome to contact us in Welsh. We will respond in Welsh, without delay.](#)

Cynaliasom ymgyrch cyfathrebu mewnol ym mis Mawrth 2022 i roi gwybod i'r holl staff am y newid hwn a'u hannog i ddiweddarau eu llofnodion e-bost. Rydym wedi cynnwys y llofnod yn ein Pecyn Gwaith Cyfathrebu ar y fewnwyd y gall staff ei lawrlwytho'n hwylus.



3. Nid oeddem yn datgan yn glir ar fersiynau Saesneg o ddogfennau eu bod hefyd ar gael yn Gymraeg. Roedd hyn yn wir am dair allan o dair dogfen a welodd y Comisiynydd.

#### Ein hymateb

Byddwn yn cynnal arolwg o'r dogfennau sydd ar gael ar gyfer defnydd y cyhoedd i sicrhau cydymffurfiaeth. Byddwn yn atgoffa penaethiaid gwasanaethau am ofynion y Safonau hyn ac yn cynnal gwiriadau ar hap. Byddwn yn cryfhau ein prosesau fel nad oes modd cyhoeddi dogfen ar ein gwefan gyhoeddus oni bai bod y canlynol yn eu lle:

- Mae ein Huned Gyfieithu fewnol wedi cyfieithu'r ddogfen
- Mae tudalen blaen fersiwn Saesneg y ddogfen yn datgan yn glir ei bod hefyd ar gael yn Gymraeg

4. Canfuwyd ychydig o fân wallau iaith ar dudalen ein gwefan gyhoeddus.

#### Ein hymateb

Rydym mewn trafodaethau â'n partner Menter Brycheiniog i weld a allant arolygu tudalennau ein gwefan a'n hysbysu am gamgymeriadau iaith.

5. Nodwyd nad oeddem wedi llunio Polisi Dyfarnu Grantiau'n unol â Safon 94.

#### Ein hymateb

Rydym wedi llunio a chyhoeddi Polisi Dyfarnu Grantiau erbyn hyn ac mae ar gael ar ein gwefan [yma](#). Rydym yn ddiolchgar i Gyngor Bwrdeistref Sirol Rhondda Cynon Taf am eu syniadau a'u hawgrymiadau ac am rannu eu dogfen hwy â ni fel enghraifft o arfer da.

6. Gofynnodd y Comisiynydd i ni roi tystiolaeth bod ymchwil rydym wedi ei wneud neu'i gomisiynu i wneud penderfyniad polisi, wedi ystyried effeithiau ar y Gymraeg.

#### Ein hymateb

Darparwyd tystiolaeth i'r Comisiynydd ym mis Ebrill 2022.

7. Nodwyd nad oeddem yn cydymffurfio'n llawn â'r Safonau o ran asesu gofynion ieithyddol swyddi gwag a newydd, nac wrth hysbysebu swyddi.

#### Ein hymateb

Mae adran Adnoddau Dynol y Cyngor yn cynnal adolygiad llawn o'i phrosesau recriwtio gyda chymorth y Swyddog Iaith. Gan fod yr Adran yn dal i fod o dan fesurau parhad busnes yn sgil Covid-19, byddwn yn cwblhau'r arolwg erbyn diwedd hydref 2022.

Nododd y Comisiynydd nad oedd ein ffurflenni cais am swyddi'n rhoi lle i unigolion nodi eu bod yn dymuno defnyddio'r Gymraeg mewn cyfweiliad neu ddull arall o asesiad, yn unol â Safon 139.

### Ein hymateb

Mae ein ffurflenni cais yn cynnwys hyn ar y tudalennau ymgeisio Cymraeg a Saesneg. Pan fydd ymgeisydd yn dechrau ei gais trwy bwyso'r botwm Manylion Personol (a 'Personal Details' yn Saesneg) daw dewis iaith ar frig y sgrîn ar gyfer gohebiaeth ac iaith y cyfweiliad. Caiff yr ymgeisydd ddewis cyfweiliad yn Gymraeg neu Saesneg.

Byddwn yn diwygio'r ffurflen i gynnwys brawddeg i nodi y byddwn yn darparu gwasanaeth cyfieithu o'r Gymraeg i'r Saesneg os yw'r ymgeisydd yn dymuno defnyddio'r Gymraeg yn y cyfweiliad neu'r asesiad.

8. Nodwyd nad oeddem wedi cyhoeddi Dogfen Goruchwylio i gydymffurfio â safonau 157, 163, 169.

### Ein hymateb

Byddwn yn cyhoeddi Dogfen Goruchwylio dros dro erbyn diwedd Mai 2022 a dogfen fanylach erbyn hydref 2022 gan ddefnyddio Canllawiau Arfer Da y Comisiynydd.

9. Nododd y Comisiynydd nad oeddem wedi cyhoeddi dogfen Bwriadu Cydymffurfio i fanylu ar sut rydym yn arfaethu cydymffurfio â Safonau'r Iaith Gymraeg.

### Ein hymateb

Cyhoeddassom ddogfen Bwriadu Cydymffurfio ar ein gwefan ym mis Ebrill 2022 ac mae ar gael [yma](#).

## Ymarferion Siopwr Cudd – Gwasanaethau Mewnol Cyngor Sir Powys

Edrychodd Comisiynydd y Gymraeg ar sampl fechan o'n gwasanaeth ffôn. O ganlyniad, penderfynom gynnal ymarfer siopwr cudd manylach o wasanaethau amrywiol y Cyngor dros gyfnod o bedair wythnos yn ystod mis Mawrth 2022. Er bod llawer i'w ganmol yn y gwasanaeth, gwelsom anghysondebau yn y ffordd roeddem yn ateb ac yn trin galwadau yn Gymraeg.

Gwnaethom 17 o alwadau i wahanol ganolfannau ledled y sir. Atebwyd 15 o'r galwadau gan aelodau o staff, gyda dwy alwad yn cael eu hateb gan wasanaeth ateb awtomatig.

Dyma ein prif ganfyddiadau:

1. Cafwyd cyfarchiad Cymraeg mewn 11 allan o 17 galwad.
2. Dim ond mewn un allan o 17 galwad y rhoddwyd gwybod bod gwasanaeth Cymraeg ar gael.
3. Nid yw ein cyfarchiad dwyieithog corfforaethol yn creu teimlad o ymgysylltu.

4. O'r 15 galwad a atebwyd gan staff, llwyddwyd i drin yr alwad yn gyfan gwbl yn Gymraeg mewn tri achos. Gyda'r pedair galwad arall, roedd yr aelod o staff yn gallu siarad rhywfaint o Gymraeg, ond nid digon i drafod yr ymholiad.
5. Pan ddechreuodd y galwr siarad Cymraeg, nid oedd staff di-Gymraeg yn gwybod ymadroddion syml i ddweud nad oeddynt yn siarad Cymraeg, neu eu bod yn dysgu Cymraeg. Gall hyn beri teimlad o chwithigrwydd i'r galwr a staff fel ei gilydd.
6. Ar ddau achlysur pan atebwyd yr alwad yn Saesneg yn unig, a dechreusom siarad Cymraeg, roedd yr aelod o staff yn gallu siarad Cymraeg yn ddigon hyderus i ddelio â'r alwad yn effeithiol. Pe na bawn wedi dechrau siarad Cymraeg, byddai'r sgwrs wedi bod yn Saesneg yn ddiangen. Rhaid i ni fod yn llawer mwy rhagweithiol wrth gynnig cyfarchiad yn Gymraeg i osgoi'r sefyllfa lle bydd dau siaradwr Cymraeg yn siarad Saesneg â'i gilydd.
7. Atebwyd 2 allan o 17 galwad gan wasanaeth ateb galwadau. Rhoddwyd gwybod i'r galwr bod modd gadael neges yn Gymraeg mewn un allan o ddwy alwad.

Byddwn yn uwchgyfeirio ein canfyddiadau i'r gwasanaethau priodol ac yn eu hatgoffa am ofynion y Safonau. Byddwn yn cynnig hyfforddiant a chefnogaeth lle bo angen ac yn cryfhau ein gweithdrefnau o ran ateb a thrin galwadau yn Gymraeg.

Yn ogystal, gwnaethom 11 o alwadau i adrannau unigol eraill y Cyngor. Atebwyd pedair galwad gan wasanaeth awtomatig. Gyda'r saith galwad arall ni chafwyd ond un cyfarchiad yn Gymraeg gan staff. Rydym yn derbyn ei bod yn anos i staff unigol di-Gymraeg ddelio â galwadau yn Gymraeg pan maent yn gweithio gartref.

Rydym wedi trafod atebion i hyn gyda Chyngor Sir Gâr. Mae eu tîm Technoleg Gwybodaeth wedi trefnu bod galwadau at swyddogion unigol yn cael eu hailgyfeirio i staff y Ganolfan Gyswllt, lle bydd staff yn cyfeirio galwadau Cymraeg i staff sy'n siarad Cymraeg. Rydym yn ystyried gweithredu hyn fel rhan o'r arolwg o'n gwasanaeth ateb ffôn.

## Cyfieithu a Darparu Gwybodaeth Ddwyeithog

Mae gan Gyngor Sir Powys uned gyfieithu fewnol sy'n cefnogi gwasanaethau'r Cyngor ac yn eu galluogi i ddarparu gwybodaeth yn ddwyeithog, ac yn darparu gwasanaeth cyfieithu ar y pryd mewn cyfarfodydd. Mae hyn yn galluogi pobl i gyfrannu at gyfarfodydd yn yr iaith o'u dewis, ac yn sicrhau bod pawb sy'n cymryd rhan yn y cyfarfod yn medru dilyn y drafodaeth yn llawn.

Derbyniodd Uned Gyfieithu'r Cyngor 7177 cais am wasanaeth cyfieithu ysgrifenedig yn ystod y flwyddyn, yn cynrychioli 3.29 miliwn o eiriau, a chynnydd yn nifer y geiriau a gyfieithwyd o'i gymharu â'r flwyddyn flaenorol. Mae hyn yn dangos bod y Cyngor yn parhau i gynyddu'r wybodaeth sydd ar gael yn ddwyeithog i drigolion ac ymwelwyr â'r sir. Datblygwyd proses ddigidol hefyd o wneud cais a chofnodi gwaith cyfieithu (fel yr amlinellir yn erbyn y Cynllun Gwaith, uchod) i hwyluso trefnu'r gwaith a chefnogi'r trefniadau gweithio newydd.

Yn ystod y flwyddyn, cafodd 91.6% o geisiadau cyfieithu eu dychwelyd o fewn y targedau ar gyfer dychwelyd gwaith. Mae hyn yn amrywio o darged o 1 diwrnod gwaith ar gyfer ceisiadau brys fel datganiadau i'r wasg brys, gwybodaeth frys ar gyfer y wefan a'r fewnwyd, deunydd ar gyfer y cyfryngau cymdeithasol, gohebiaeth, hysbysebion ac agendâu pwyllgorau; 5 diwrnod gwaith ar gyfer ceisiadau â llai o frys ar eu cyfer fel llythyron cyffredinol, posteri, swydd ddisgrifiadau a dogfennau llai na 100 o eiriau, neu darged hirach y cytunwyd arno ar gyfer dogfennau a strategaethau hirach. Roedd hyn yn galluogi cyhoeddi gwybodaeth yn ddwyeithog i'r cyhoedd, swyddogion ac aelodau etholedig mewn modd amserol.

Daeth cyfran fwyaf y gwaith o'r Gwasanaeth Ysgolion (28.0%) gyda chyfran sylweddol hefyd gan y Gwasanaeth Trawsnewid a Chyfathrebu (12.1%), y Gwasanaeth Eiddo, Cynllunio a Gwarchod y Cyhoedd (10.5%) a'r Adran Datblygu'r Sefydliad a'r Gweithlu (10.0%).

Draft

## c. Safonau Llundio Polisi

Ceir isod amlinelliad o waith a wnaed yn ystod blwyddyn ariannol 2021-22 er mwyn cydymffurfio â'r Safonau Llundio Polisi a gwella sut rydym yn ystyried effaith ein polisïau ar yr iaith Gymraeg yn y sir.

### System Asesiadau Effaith Digidol

Nod ein system Asesiadau Effaith digidol yw sicrhau nad ydym yn gwneud penderfyniad heb ystyried yr effaith y bydd yn ei chael ar gyfleoedd i bobl ddefnyddio'r Gymraeg a pheidio â thrin y Gymraeg yn llai ffafriol na'r Saesneg.

Lle bydd y cynnig yn dangos gwahaniaethu anghyfreithlon gwirioneddol neu ddichonol rydym yn ei ddiwygio neu'n rhoi terfyn arno. Mae Asesiad Effaith yn barnu sut y gall ein gwasanaethau a'n cynigion effeithio ar fathau wahanol o bobl a chymunedau. Rydym yn gofalu ein bod yn datblygu cynigion yn unol â'r holl deddfwriaeth berthnasol. Lansiom y system ym mis Ebrill 2021 a dechreuodd gwasanaethau ei defnyddio yn ystod y flwyddyn. Ers hynny rydym wedi gwneud gwelliannau a newidiadau, gan ddatrys anawsterau'n seiliedig ar sylwadau oddi wrth feysydd gwasanaeth a'n sylwadau ein hunain. Fe'i defnyddiwyd hefyd fel rhan o broses y gyllideb am y tro cyntaf.

Yn ystod 2021-2022 buom yn edrych ar sut y gallwn ddefnyddio'r system i weld effeithiau cronol polisïau newydd fesul ardal o'r sir, neu yn ôl cyfnod penodol. O hyn gallwn weld faint o bolisïau sydd wedi cael effeithiau positif neu negyddol. Nod Asesiadau effaith fan hyn yw ein hannog i geisio deall yr effaith a'i lliniaru lle bo modd.

Rydym yn edrych ar atebion technegol i sicrhau bod y fersiynau Cymraeg a Saesneg o Asesiad Effaith yn cael eu cyhoeddi ar yr un pryd ar ôl i'r Aelod Portffolio eu cymeradwyo. Bydd hyn yn sicrhau na chaiff Asesiad Effaith ei gyhoeddi ar ein gwefan hyd nes cael ei gyfieithu.

Rhoesom hyfforddiant ar y system digidol i staff ym mis Mehefin, mis Medi a mis Rhagfyr 2021. Mae'r Swyddog Iaith Gymraeg yn cyfrannu at y sesiynau hyn i godi ymwybyddiaeth o'r Safonau mewn perthynas â sut rydym yn llunio polisi.

Mae ein templed Asesiadau Effaith yn cynnwys y cwestiynau canlynol:

1. A fydd y cynnig yn newid natur ieithyddol y gymuned?
2. Pa gyfleoedd y mae'r cynnig yn eu darparu i ddatblygu sgiliau Cymraeg yn y gymuned?
3. A fydd y cynnig yn cynyddu neu'n lleihau'r cyfleoedd i unigolion gael mynediad at wasanaethau trwy gyfrwng y Gymraeg?
4. A fydd y cynnig yn cynyddu neu'n lleihau'r cyfleoedd i unigolion ddefnyddio'r Gymraeg mewn amgylchedd cymdeithasol?
5. A fydd y cynnig yn cynyddu neu'n lleihau'r cyfleoedd i unigolion ddefnyddio'r Gymraeg yn y gweithle?
6. Sut fydd y cynnig yn sicrhau bod defnyddwyr gwasanaethau Cymraeg eu hiaith yn derbyn gwasanaethau i'r un safon â'r rhai hynny sy'n defnyddio gwasanaethau trwy gyfrwng y Saesneg?
7. Pa gyfleoedd sydd yn y cynnig i hybu'r Gymraeg a'r gwasanaethau a ddarperir trwy gyfrwng y Gymraeg gan y Cyngor?

## d. Safonau Gweithredu

Isod ceir amlinelliad o'r gwaith a wnaethom yn ystod blwyddyn ariannol 2021-22 i gydymffurfio â'r Safonau Gweithredu ac i wella'r modd rydym yn rhoi gwybodaeth, adnoddau a gwasanaethau mewnol i'n staff trwy gyfrwng y Gymraeg.

### Clwb Clonc i Staff

Gan fod llawer o'n staff yn gweithio gartref, mae rhai yn colli'r arfer o siarad Cymraeg. Hwyrach mai'r swyddfa oedd yr unig lle'r oedd rhai staff yn siarad Cymraeg, yn enwedig y rhai hynny sy'n byw mewn cymunedau heb lawer o siaradwyr Cymraeg. Golyga hyn nad yw rhai staff sy'n siarad neu'n dysgu Cymraeg yn cael cymaint o gyfleoedd i ddefnyddio, clywed na siarad yr iaith cymaint ag yr oeddynt cyn y pandemig. Mae sawl aelod o staff wedi sôn bod eu hyder a'u gallu yn y Gymraeg wedi dirywio ers gweithio gartref.

Fel y soniodd y diweddar Aled Roberts, cyn-Gomisiynydd y Gymraeg, "Mae'r argyfwng wedi cael effaith pellgyrhaeddol ar yr iaith ... Dwi'n poeni y gallai'r pandemig gael effaith ar y nod o gyrraedd miliwn o siaradwyr Cymraeg erbyn y flwyddyn 2050."

### Ein hymateb

Byddwn yn cychwyn Clwb Clonc ar y cyd â Bwrdd Iechyd Addysgu Powys i sicrhau nad yw staff yn colli'r arfer o siarad Cymraeg. Bydd y Clwb ar gyfer staff sy'n dysgu ac yn siarad Cymraeg ac fe'i cynhelir yn rhithiol yn ystod ein hawr lesiant, rhwng 12:30 i 13:30 bob wythnos. Bydd dau glwb: un i ddysgwyr ar lefel Mynediad a Sylfaen, a grŵp uwch i ddysgwyr medrus a siaradwyr rhugl.

Buom yn cwrdd â Swyddog Iaith ac Arweinydd Darpariaeth i Ddysgwyr Sir Gâr i ddysgu o'u profiadau o gynnal Clwb Sgwrsio mewn modd sy'n rhoi budd ymarferol i ddysgwyr a siaradwyr. Rydym yn ddiolchgar iddynt am rannu eu syniadau a'u profiadau. Gyda'r grŵp uwch byddwn yn gwahodd siaradwyr gwadd i'r sesiynau i sgwrsio ar bynciau amrywiol er mwyn ennyn diddordeb rhychwant eang o staff. Byddwn hefyd yn manteisio ar ddeunyddiau megis [Y Pod](#), casgliad o bodlediadau Cymraeg a argymhellwyd gan Sir Gâr. Bydd hyn yn sicrhau bod canolbwynt a strwythur i'r sesiynau. Byddwn hefyd yn rhoi sylw i destunau Cymraeg Gwaith.

Trwy glywed Cymraeg o safon a siarad ag eraill, bydd ein staff yn fwy hyderus wrth ddefnyddio'r Gymraeg yn y gweithle ac wrth ymwneud â'r cyhoedd. Mae amserlen ar gyfer y gwaith hwn yn ein Cynllun Gwaith ar gyfer 2022-2023.

Rydym hefyd yn rhoi dolen i wefannau Menter Brycheiniog a Menter Maldwyn pryd bynnag y byddwn yn ymateb i aelod o staff sy'n cysylltu â ni am ddysgu neu wella eu Cymraeg. Mae'r tudalennau hyn yn rhestru digwyddiadau lle gall siaradwyr a dysgwyr y Gymraeg gwrdd i ddefnyddio'r iaith yn gymdeithasol ledled Powys.

### Llofnodion e-byst ar gyfer siaradwyr Cymraeg a dysgwyr

Yn unol â Safon 134, aethom ati i ddarparu geiriad ar gyfer llofnodion e-bost i alluogi staff i ddynodi a ydynt yn siarad Cymraeg yn rhugl neu'n dysgu'r iaith. Caiff staff lawrlwytho hwn yn hwylus o'n Pecyn Cymorth Cyfathrebu ar y fewnwyd ac fe'i lanswyd fel rhan o ymgyrch cyfathrebol mewnol ehangach am drin e-byst yn Gymraeg.

### Y Fewnwyd

Mae anhawster ar hyn o bryd gyda'n mewnwyd gan nad yw'r ddolen Gymraeg ar dudalennau Saesneg yn cyfeirio'r defnyddiwr yn uniongyrchol i'r dudalen Gymraeg gyfatebol. Rhaid mynd yn

ôl i'r hafan ac mae hyn yn mynd yn groes i Safon 124. Rydym yn gweithio â'n Hadran Technoleg Gwybodaeth i gywiro hyn cyn gynted ag y bo modd.

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## e. Safonau Hybu

Hyrwyddo diwylliant a digwyddiadau Cymraeg.

### Dydd Miwsig Cymru

Lansiom ymgyrch cyhoedduswydd mewnol i hybu Dydd Miwsig Cymru ar 4 Chwefror 2022 ymysg ein staff gan rannu deunyddiau Llywodraeth Cymru i hybu diwylliant a cherddoriaeth Gymraeg. Anfonom bostiadau ar ein llwyfannau cyfryngau cymdeithasol i hyrwyddo'r digwyddiad.

### Ymgyrch Dydd Gŵyl Dewi

Anfonwyd datganiad i'r wasg mewnol i staff i hyrwyddo dathliadau Gŵyl Dewi'r Cyngor. Fel rhan o hwn soniwyd am ein cyfrifoldebau o ran Safonau'r Gymraeg.

Anfonom e-bost at ein holl staff a'n cynghorwyr gydag ymadroddion Cymraeg defnyddiol ar gyfer dechrau sgwrs. Roedd doler yn yr e-bost i gyrsiau Cymraeg i Oedolion a Chymraeg Gwaith Dysgu Cymraeg Ceredigion-Powys-Sir Gâr. Hefyd roedd doler i dudalennau am yr Iaith Gymraeg a'r Safonau ar ein Pecyn Cymorth Cyfathrebu ar y fewnwyd.

Cynaliasom gwis dwyieithog i staff yn ystod amser cinio ar y cyd â Menter Maldwyn a Bwrdd Iechyd Addysgu Powys.

Rhannwyd negeseuon ar ein cyfryngau cymdeithasol hefyd i ddathlu Dydd Gŵyl Dewi a hyrwyddo'r iaith a diwylliant Cymraeg ac mae enghraifft isod.



f. Cynllun Gwaith 2022-2023

		<b>Adrannau Perthnasol Safonau'r Gymraeg</b>	<b>Dyddiad Targed</b>
1	Cynnal arolygiad llawn o'n prosesau ar gyfer derbyn a thrin galwadau ffôn yn Gymraeg i sicrhau cydymffurfiaeth lawn â safonau 8-22.	Cyflenwi Gwasanaethau	Tachwedd 2022
2	Cryfhau ein prosesau ar gyfer derbyn ac ymateb i ohebiaeth yn Gymraeg ac atgoffa staff o ofynion y Safonau hynny.	Cyflenwi Gwasanaethau	Hydref 2022
3	Sicrhau bod fersiynau Saesneg o ddogfennau ar ein gwefan gyhoeddus yn datgan yn glir eu bod hefyd ar gael yn Gymraeg.	Cyflenwi Gwasanaethau	Gwanwyn 2023
4	Cynnal adolygiad o'n gwefan gyhoeddus i gywiro gwallau mân a sicrhau bod pob tudalen yn Gymraeg yn gweithredu'n llawn.	Cyflenwi Gwasanaethau	Gwanwyn 2023
5	Cynnal adolygiad llawn o'n prosesau recriwtio er mwyn sicrhau cydymffurfiaeth â bob safon perthnasol bob tro y byddwn yn hysbysebu swydd.  Arolygu'r modd rydym yn categoreiddio gofynion iaith swyddi.  Esbonio ar ein ffurflenni cais am swyddi y byddwn yn darparu gwasanaeth cyfieithu o'r Gymraeg i'r Saesneg os dymunir.	Gweithredu  Cyflenwi Gwasanaethau	Hydref 2022
6	Cyhoeddi Dogfen Goruchwylio dros dro ar ein gwefan gyhoeddus.  Llunio a chyhoeddi Dogfen Goruchwylio fanylach gan ddilyn Dogfen Gyngor Arferion Da y Comisiynydd.	Cyflenwi Gwasanaethau Gweithredu Llunio Polisi	Mai 2022  Hydref - Tachwedd 2022
7	Cysylltu â holl ddarparwyr trydydd parti'r Cyngor i'w hatgoffa am ofynion y Safonau Cyflenwi Gwasanaethau y maent o dan ddyletswydd i lynu wrthynt.  Byddwn yn rhoi gwybod iddynt am y gefnogaeth ganlynol sydd ar gael: <ul style="list-style-type: none"> <li>• Uned Gyfieithu'r Cyngor a sut mae gwneud cais am waith cyfieithu</li> <li>• Cyrsiau a chyfleoedd i ddatblygu medrau iaith Gymraeg eu staff, ac adnoddau defnyddiol yn cynnwys geirfa a brawddegau i'w defnyddio yn y gweithle.</li> </ul>	Cyflenwi Gwasanaethau	Gaeaf 2022 – Gwanwyn 2023

	<ul style="list-style-type: none"> <li>Gwahoddiadau i Glwb Clonc y Cyngor lle gall dysgwyr ymarfer eu Cymraeg</li> </ul>		
8	Hyrwyddo a marchnata cyrsiau Cymraeg Ail Iaith i staff trwy Ddysgu Cymraeg Ceredigion-Powys-Sir Gâr a Nant Gwrtheyrn i sicrhau bod mwy o staff yn gallu cyfathrebu yn Gymraeg a rhoi'r Cynnig Rhagweithiol. Sicrhau bod 60+ o staff yn cofrestru ar gyrsiau dysgu Cymraeg.	Hybu Cyflenwi Gwasanaethau	Haf 2022
9	Diwygio ein tudalennau mewnwyd fel bod dolen uniongyrchol i'r dudalen Gymraeg gyfatebol ar y dudalen Saesneg.	Gweithredu	Gwanwyn 2023
10	Arolygu ein Strategaeth 5 Mlynedd Bresennol gan ddefnyddio canllaw'r Comisiynydd fel a ganlyn: (a) asesu i ba raddau rydym wedi dilyn y strategaeth honno ac wedi cyrraedd y targed a osodwyd ganddi; (b) cyhoeddi'r asesiad ar ein gwefan, gan sicrhau ei fod yn cynnwys y wybodaeth a ganlyn - (i) nifer y siaradwyr Cymraeg yn ein hardal, ac oedran y siaradwyr hynny; (ii) rhestr o'r gweithgareddau a drefnwyd gennym neu a ariannwyd gennym yn ystod y pum mlynedd ddiwethaf er mwyn hybu defnyddio'r Gymraeg.	Cyflenwi Gwasanaethau  Hybu	Gwanwyn 2023 wedi rhyddhau ffigyrau Cyfrifiad 2021.  Byddwn yn dechrau'r arolygiad trwy Banel Llywodraethu'r Gymraeg yn Hydref 2022. Byddwn yn cwblhau'r gwaith unwaith y cyhoeddir ffigyrau Cyfrifiad 2021 ar nifer y siaradwyr yn y sir. Disgwylir hyn yn Hydref 2022.
11	Sefydlu a chynnal cyfarfodydd trimis o Grŵp Llywodraethu'r Gymraeg Powys.	Gweithredu	Hydref 2022
12	Cynnal cyfarfodydd chwarterol o Grŵp Hyrwyddo, Herio a Chefnogi'r Gymraeg Powys wedi arolwg y Grŵp ym Mehefin 2022.	Gweithredu Cyflenwi Gwasanaethau	Hydref 2022, yn dilyn arolygiad y Grŵp ar 28 Mehefin 2022

### 3. Cwynion

Isod rydym yn amlinellu'r cwynion a dderbyniom a oedd yn ymwneud â Safonau'r Gymraeg ynghyd â manylion yr Ymchwiliadau Safonau a gynhaliwyd yn ystod blwyddyn ariannol 2021-22.

Derbyniom gŵyn ar 10 Rhagfyr 2021 am gyfieithiad Saesneg enw stryd Heol y Defaid yn Aberhonddu, sef Ship Street (Cyfeirnod CS108). Dywedodd yr achwynydd nad oedd Ship Street yn gyfieithiad cywir o Heol y Defaid. Ond nid oes gan y gair Saesneg *ship* gysylltiadau morol yn yr achos hwn. Llygriad o'r Saesneg *sheep* ydyw, a chyfieithiad o'r gair Cymraeg 'defaid'. Mae'n dangos effaith tafodiaith Saesneg Sir Frycheiniog ar y gair *sheep*. Mae enw Cymraeg a Saesneg y stryd yn cyfeirio at y ffaith bod Aberhonddu'n ganolfan bwysig i draddodiadau'r porthmyn ers talwm.

Yn sgil hyn, nododd y Comisiynydd mewn llythyr ddyddiedig 28 Chwefror 2022 fod Ship Street yn addasiad hanesyddol o'r enw ers dros ddau gan mlynedd. Nododd hefyd nad yw dewis sefydliad o gyfieithiad Saesneg ar enw Cymraeg ar arwydd ffordd yn fater sydd yn dod o dan y safonau. Penderfynodd y Comisiynydd nad oedd amheuaeth o fethiant i gydymffurfio â Safonau'r Gymraeg ac ni fyddent yn cynnal ymchwiliad i'r gŵyn o dan adran 71 Mesur y Gymraeg.

Ni chafwyd cwynion nac ymchwiliadau eraill.

## 4. Medrau Iaith Gymraeg Cyflogeion

Dyma'r wybodaeth hyd at 27 Mawrth 2022.

Gwasanaeth	Dim data	Lefel 0	Lefel 1	Lefel 2	Lefel 3	Lefel 4	Lefel 5
Gwasanaethau Oedolion	4.23%	23.63%	43.70%	15.01%	5.59%	3.00%	4.84%
Gwasanaethau Plant	9.59%	13.58%	50.61%	14.54%	4.51%	3.45%	3.72%
Comisiynu a Phartneriaethau (Gwasanaethau Cymdeithasol)	4.47%	15.84%	45.30%	21.78%	6.48%	2.11%	4.01%
Priffyrdd, Trafnidiaeth ac Ailgyrchu	15.81%	25.68%	40.72%	7.67%	3.87%	1.80%	4.43%
Tai a Datblygu Cymunedol	28.61%	20.41%	33.32%	8.42%	4.14%	1.96%	3.14%
Eiddo, Cynllunio a Gwarchod y Cyhoedd	24.35%	13.50%	40.23%	13.14%	2.92%	1.30%	4.55%
Gwasanaethau Ysgolion	10.75%	4.95%	44.05%	16.80%	5.93%	6.85%	10.67%
Cyfreithiol a Democrataidd	32.23%	11.41%	27.09%	12.16%	4.28%	2.85%	9.98%
Gwasanaethau Digidol a'r Economi	3.57%	21.73%	49.06%	12.43%	4.87%	1.63%	6.71%
Cyllid	0.91%	20.60%	52.33%	14.89%	3.76%	2.19%	5.32%
Trawsnewid a Chyfathrebu	2.32%	9.17%	41.30%	15.25%	7.33%	5.50%	19.13%
Datblygu'r Gweithlu a'r Sefydliad	5.40%	15.94%	45.88%	15.07%	7.29%	5.82%	4.60%
<b>Cyfanswm Cyngor Sir Powys 2021-2022</b>	<b>14.77%</b>	<b>18.96%</b>	<b>41.87%</b>	<b>12.26%</b>	<b>4.56%</b>	<b>2.66%</b>	<b>4.93%</b>
Cyfanswm 2020-2021	16.5%	20.9%	38.0%	10.2%	4.0%	2.5%	4.5%

- Bellach mae gennym gofnod sgiliau iaith ar gyfer 85.19% o'n haelodau staff. Mae hyn yn gynydd o 1.69% ar ffigwr 2021 (83.5%)
- Nid oes gan 18.96% o staff y Cyngor unrhyw allu yn y Gymraeg
- Mae gan 41.87% o staff wybodaeth syml o'r Gymraeg. Golyga hyn y gallant ynganu enwau lleoedd ac enwau personol Cymraeg yn gywir a defnyddio cyfarchion Cymraeg elfennol
- Mae 12.26% o staff yn gallu cyfathrebu mewn tasgau syml cyffredin gan gyfnewid gwybodaeth ar bynciau a gweithgareddau cyfarwydd. Gallant gynnal sgwrs gymdeithasol fer, er na allant ddeall digon i fynd â'r sgwrs yn ei blaen eu hunain
- Mae 4.93% o'n staff yn nodi eu bod ar y lefel uchaf. Golyga hyn y gallant gymryd rhan mewn unrhyw sgwrs neu drafodaeth yn ddiymdrech ac maent yn gyfarwydd â phriod-ddulliau a dywediadau llafar. Gallant fynegi eu hunain yn rhugl a chyfleu arlliw penodol i ystyr yn fanwl.

## 5. Hyfforddiant Cymraeg i Gyflogeion

Fan hyn rydym yn nodi nifer y staff a fynychodd cyrsiau hyfforddi roeddem yn eu cynnig yn Gymraeg yn ystod y flwyddyn, a'r ganran o staff a fynychodd y cyrsiau yn Gymraeg.

Mae hyn yn berthnasol i gyrsiau penodol a enwir yn y safonau (h.y. recriwtio a chyfweld; rheoli perfformiad; gweithdrefnau cwyno a disgyblu; ymsefydlu; delio â'r cyhoedd; iechyd a diogelwch). Nid yw'n cyfeirio at hyfforddiant dysgu Cymraeg fel ail iaith.

### Cyrsiau e-ddysgu

	Nifer y Staff a wnaeth yr hyfforddiant yn Gymraeg	Nifer y Staff a wnaeth yr hyfforddiant yn Saesneg	Canran y Staff a wnaeth yr hyfforddiant yn Gymraeg
Hyfforddiant Diogelu Gorfodol Corfforaethol			
Diogelu Oedolion – Ymwybyddiaeth Sylfaenol			
Gwarchod a Diogelu Plant			
Diogelwch Seibr a GDPR			
Iechyd a Diogelwch yn y Swyddfa			
Trais yn erbyn Menywod, Cam-drin Domestig a Thrais Rhywiol			
Rheoli Perfformiad Effeithiol			
Deddf Cydraddoldeb (2010)			
Ymwybyddiaeth o Dwyll			
Ymwybyddiaeth Dirgrynu Llaw a Braich (Hand Arm Vibration Syndrome)			
Rheoli Clefyd y Llengfilwyr			
Modiwl Codi a Chario 'A' (Theori)			
Credyd Cynhwysol Lefel 1			

Rydym yn darparu'r cyrsiau hyfforddiant canlynol yn ddwyieithog: Gwarchod a Diogelu Plant; Trais yn erbyn Merched; Diogelwch Seibr a GDPR; Cam-drin Domestig a Thrais Rhywiol; hyfforddiant Ymwybyddiaeth Dementia; Codi a Chario (pobl); cwrs Atal; a hyfforddiant Ymwybyddiaeth Gofalwyr Gofal Cymdeithasol Cymru a'r GIG. Darperir y cyrsiau hyn yn allanol trwy borth e-ddysgu'r Gwasanaeth Iechyd Gwladol a'r Swyddfa Gartref. Nid yw'r adroddiadau am y cyrsiau hyn, yn cynnwys ym mha iaith y gwnaeth staff y cwrs, ar gael ar hyn o bryd gan y darparwr.

Rydym yn darparu rhagor o hyfforddiant yn ddigidol trwy Netconsent, meddalwedd sy'n gofyn bod staff yn darllen polisïau, llenwi holiaduron ac ymgymryd â hyfforddiant cyn mewngofnodi i'w peiriannau.

Cynigir y polisïau, yr holiaduron a'r hyfforddiant hyn yn ddiogel yn Gymraeg neu yn Saesneg, yn dibynnu ar yr iaith y dewisodd pob defnyddiwr wrth ddefnyddio Netconsent am y tro cyntaf.

Nid yw'r data am ddewis iaith defnyddwyr yn cael ei gadw gan feddalwedd Netconsent, felly nid oes modd adrodd ar nifer a chanran y defnyddwyr sy'n ymgymryd â'r hyfforddiant hwn yn Gymraeg.

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## 6. Recriwtio

Isod, rydym yn rhestru nifer y swyddi newydd a'r swyddi gwag a hysbysebwyd yn y flwyddyn a'r swyddi a gategoreiddiwyd â gwahanol ofynion o ran medrau yn y Gymraeg.

O dan ein Polisi Recriwtio a'r Gymraeg, a ddaeth yn weithredol ar 1 Ebrill 2018, mae medrau Cymraeg yn angenrheidiol ar gyfer pob swydd rydym yn ei hysbysebu. Mae'r rheolwr recriwtio yn asesu a phennu'r lefel briodol o 1 i 5. Nodir hynny yn y swydd-ddisgrifiad a'r fanyleb ar gyfer pob swydd rydym yn ei hysbysebu.

Rhwng 1 Ebrill 2021 a 31 Mawrth 2022 cafodd 1,271 o swyddi eu hysbysebu gennym. Roedd hyn yn cynnwys swyddi o fewn yr awdurdod a swyddi mewn ysgolion. Roedd lefel y sgiliau iaith Gymraeg a oedd yn ofynnol ar gyfer pob swydd fel a ganlyn:

Lefel Sgiliau Iaith Gymraeg	Nifer y Swyddi
1	1,158
2	40
3	9
4	1
5	63

Ceir rhestr o'r disgrifiadau gallu yn y Gymraeg mae Powys yn eu defnyddio isod.

### Lefel 0

Dim neu ychydig bach o wybodaeth o'r Gymraeg.

### Lefel 1

Gallaf ynganu enwau personol ac enwau lleoedd yn gywir, a gallaf roi ac ymateb i gyfarchion syml ar y ffôn ac wyneb yn wyneb.

### Lefel 2

Gallaf gyfathrebu mewn tasgau syml cyffredin, sy'n gofyn am gyfnewid gwybodaeth ar bynciau a gweithgareddau cyfarwydd. Gallaf gynnal sgwrs gymdeithasol fer, er na allaf ddeall digon i gadw'r sgwrs i fynd fy hun

### Lefel 3

Gallaf ddelio â'r rhan fwyaf o sefyllfaoedd sy'n debygol o godi wrth deithio mewn ardal lle mae'r iaith yn cael ei siarad. Gallaf ymuno â sgwrs yn fyrfyfyr ar bynciau sy'n gyfarwydd neu'n berthnasol i fywyd bob dydd (e.e. teulu, diddordebau, gwaith).

### Lefel 4

Gallaf ymwneud â siaradwyr brodorol yn rhugl ac yn fyrfyfyr. Gallaf gymryd rhan mewn trafodaethau mewn sefyllfaoedd cyfarwydd.

## Lefel 5

Gallaf gymryd rhan mewn unrhyw sgwrs neu drafodaeth yn ddiymdrech ac rwy'n gyfarwydd iawn â phriod-ddulliau a dywediadau llafar. Gallaf fynegi fy hun yn rhugl achyfleu arlliw penodol i ystyr yn fanwl

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**POWYS COUNTY COUNCIL**

**CABINET EXECUTIVE  
28 June 2022**

**REPORT AUTHOR:** Susan McNicholas & Sandra Davies  
Cabinet Members for Future Generations

**REPORT TITLE:** Draft Welsh Language Standards Annual Report 2021-2022

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**REPORT FOR:** Decision

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**1. Purpose**

- 1.1 The purpose of this report is to present the Draft Welsh Language Standards Annual Report for consideration and approval (see Appendix A). The Report outlines work undertaken during 2021-22 to ensure compliance with the Welsh Language Standards under the Welsh Language (Wales) Measure 2011, and performance against the requirements of the Standards.

**2. Background**

- 2.1 Under the Welsh Language Standards the Council is required to publish an annual report, outlining the work undertaken to comply with the requirements of the Standards during the previous financial year.
- 2.2 The Draft Welsh Language Standards Annual Report (attached as Appendix A) includes work undertaken to comply with the following Standards:
- Service Delivery Standards. These state how the Council must deliver services to the public, e.g. by telephone, in meetings, through correspondence, in documents and through digital platforms
  - Policy Making Standards. These state how the Council must consider the impact of its decisions and services on the Welsh language
  - Operational Standards. The information, support and procedures the Council must provide to its workforce to enable them to do more of their work through the medium of Welsh
  - Promotion Standards. These state how the Council intends to promote and increase opportunities to use the Welsh language in Powys.

- 2.3 The report sets out work to be undertaken during 2022-23 to further improve how the Council provides services to its Welsh speaking residents, visitors and workforce. It notes how the Council considers impacts on opportunities to use Welsh and on treating the Welsh language no less favourably than English through its decision-making processes. This includes how the Council could amend proposals to ensure a more positive or less negative impact of policies. The report also notes how the Council promotes the Welsh language and culture through its work.
- 2.4 Sections 3, 4, 5 and 6 include data the Council must record under the Record Keeping Standards of the Welsh Language Measure. These include:
- Section 3. Complaints received by the Council regarding its compliance with the Welsh Language Standards, along with Welsh Language Standards Investigations conducted by the Welsh Language Commissioner during the 2021-22 financial year
  - Section 4. Data on the Welsh language skills of Council employees
  - Section 5. The number of staff undertaking training courses provided by the Council through the medium of Welsh
  - Section 6. The language skills requirements of new posts and vacancies advertised by the Council during the year.

### **3. Advice**

- 3.1 To approve the Draft Welsh Language Standards Annual Report 2022 to be published on the Council's public website. This provides a review of work the Council did to ensure compliance with the Welsh Language Standards during the 2021-22 financial year, and to meet its statutory obligations under the Welsh Language (Wales) Measure 2011.

### **4. Resource Implications**

- 4.1 The 2022-2023 work plan as shown in section 2f. of the draft Annual Report is within existing budget. However, any recommendations following the reviews noted in the work plan may require additional budget. For example, we may need new technology or resources to strengthen services and improve compliance. This may need to be identified from the budgets of other service areas. We will need to carry out a cost benefit analysis which could require future budget allocation.
- 4.2 The Head of Finance (Section 151 Officer) notes the content of the report and can support the recommendation.

### **5. Legal implications**

- 5.1 Legal: the recommendations can be accepted from a legal point of view
- 5.2 The Head of Legal and Democratic Services (Monitoring Officer) has commented as follows: “I note the legal comment and have nothing to add to the report”.

**6. Data Protection**

- 6.1 N/A

**7. Comment from local member(s)**

- 7.1 N/A

**8. Integrated Impact Assessment**

- 8.1 An Impact Assessment is not required as the Welsh Language Standards Annual Report is a review of work undertaken during 2021-2022 and of information held by the Council regarding its compliance with the Standards.

**9. Recommendation**

<b>Recommendation:</b>	<b>Reason for Recommendation:</b>
To approve the Draft Welsh Language Standards Annual Report 2022 (attached as Appendix A) for it to be published on the Council’s public website by 30 June 2022.	<p>To provide a review of work undertaken during the 2021-22 financial year to ensure compliance with the Welsh Language Standards.</p> <p>To ensure the Council meets its statutory obligations as outlined in the Welsh Language (Wales) Measure 2011.</p>

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Head of Service:	Emma Palmer, Head of Transformation and Communications

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Welsh Language Standards  
Annual Report 2022

Powys County Council

Prepared in accordance with the requirements  
of the Welsh Language Commissioner

Mae'r ddogfen hon hefyd ar gael yn Gymraeg  
This document is also available in Welsh

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## 1. Introduction

We aim to create more Welsh speakers in Powys and make it easier for people to use Welsh in their daily lives and whenever they contact us. By embracing the Welsh Language Standards, we will offer excellent customer services in Welsh and contribute to the national aim of creating a million Welsh speakers by 2050.

This Annual Report is published to comply with Standards 158, 164 and 170, which state we must produce an annual report dealing with our compliance with the Standards in our Compliance Notice from the Welsh Language Commissioner.

This Report focuses on the period between 1 April 2021 and 31 March 2022. We faced major challenges due to Covid-19 with many services focusing on essential and business critical activities. Although this affected how we delivered services, we made progress in promoting the Welsh language and embedding it into our working practices. However, there is more we need to do to promote the use of Welsh within our own services and in communities throughout Powys.

**Councillor XXXXX**

Portfolio Holder for the Welsh Language

## 2. Compliance with the Welsh Language Standards

### a. Activities against the 2021-2022 Work Plan

In the 2020-2021 Annual Report we produced a work plan outlining the activities we would do throughout the year. Below we list the progress we have made

Action	Conduct quarterly meetings of the new Welsh Language Governance Group, to provide oversight of Welsh language work, consider the Council's strategies and plans from a Welsh language perspective, and recommend ways of protecting, promoting, and increasing the use of the Welsh language.
Relevant Sections of the Welsh Language Standards	Policy Making Service Delivery Operational Promotion
Activity	<p>The first meeting of the Group was delayed due to the departure of the previous Welsh Language Officer in September 2021. We saw little benefit in appointing members to the Group and holding meetings in late 2021 and early 2022 as the period of the current administration was drawing to an end. The Group would not have had sufficient time to deliver meaningful change before the pre-election period began in March 2022.</p> <p>The first meeting of the Group will be held by July 2022 following the Annual General Meeting of the new Cabinet in May this year. The group will then begin its work to promote the Welsh language and oversee Welsh language provision within the Council.</p> <p>The panel will meet quarterly and we will arrange meetings to coincide with the Democratic Services Committee schedule.</p> <p>Membership of the group will include a Chair / Member of the Democratic Services Committee, the Portfolio Holder for the Welsh Language, and one member from each political group represented on the Council. This will ensure cross-party input and support for the discussions, with relevant officers also attending to support the work of the Panel.</p> <p>We will select members of the group following the Annual General Meeting of Cabinet on 26 May 2022.</p>
Action	Review the work and structure of the Powys Welsh Language Support, Challenge and Promotion group, to ensure it has appropriate influence, and that partners benefit from its work.

Relevant Sections of the Welsh Language Standards	Service Delivery Promotion
Activity	We postponed the review session we had organized for June 2021 and rescheduled it for 1 October 2021. Due to the departure of the previous Welsh Language Officer and Covid-19 restrictions, we did not carry out the review. A new Language Officer was appointed on 1 February 2022 and we organized another review. Alun Jones, an independent facilitator from Menter a Busnes, will be holding a virtual workshop on 28 June 2022. We sent an invitation to all members of the group and look forward to discussing its purpose and goals afresh. This will ensure a new impetus so the group can support and promote the Welsh language in a way that makes a practical difference.

Action	Conduct a further round of checks on the ability of third party Contractors to provide the Active Offer of a Welsh language service.
Relevant Sections of the Welsh Language Standards	Service Delivery
Activity	<p>This work was originally scheduled for August 2021 but delayed following the departure of the Welsh Language Officer in September 2021. No officer was in post for several months after that.</p> <p>Following the appointment of a new Welsh Language Officer in February 2022, we conducted a mystery shopper exercise involving five third party care providers. We looked at the Welsh language service they offer over the phone and Internet. To do this, we used the Welsh Language Standards for service delivery, namely Standards 8, 9, and 11. We used the following as a check list:</p> <ul style="list-style-type: none"> <li>• Did the provider greet the caller in Welsh?</li> <li>• Did the provider inform the caller a Welsh language service was available?</li> <li>• Did the provider deal with the call in Welsh if that was the caller's wish until such point as: <ul style="list-style-type: none"> <li>(a) it was necessary to transfer the call to a member of staff who did not speak Welsh who could provide a service on a specific matter; and</li> <li>(b) no Welsh speaking member of staff was available to provide a service on that specific subject matter.</li> </ul> </li> </ul> <p>We also used the following points from the Powys Customer Services Charter:</p> <ul style="list-style-type: none"> <li>• Was the call answered within two minutes?</li> <li>• Was the service accessible and easy to use?</li> <li>• Did the person answering the call treat the caller with respect, courtesy and dignity?</li> </ul>

	<p>We identified specific areas for improvement and issues in carrying out this exercise.</p> <p>We also found inconsistencies in the Welsh language content of the providers' public websites. There were several instances where Welsh was treated less favourably than English.</p> <p>We found the following:</p> <ul style="list-style-type: none"> <li>• Incorrect translations, e.g., using the wrong forms of 'Yes' and 'No' in Welsh for answers to questions in a survey</li> <li>• A question available on an English web page was not available on the corresponding Welsh page</li> <li>• Specific sections of websites had not been translated into Welsh</li> <li>• Links on the Welsh pages directed users to English only content</li> </ul> <p>We will raise our concerns with the relevant providers and review the contracts we have with them. We will remind those providing services on our behalf they must adhere to the relevant Welsh Language Standards.</p> <p>We will provide the necessary guidance and support to bring about improvements and ensure Powys residents can use Welsh easily when contacting our third party providers. Putting ourselves "in the place of service users and understanding their experiences of trying to use Welsh,"<sup>1</sup> was a valuable exercise for us.</p> <p>We will carry out further mystery shopper exercises throughout the year to ensure providers strengthen their services so they can provide the Active Offer. More details are available in our 2022-2023 work plan.</p>
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Action	To conduct a quarterly Mystery Shopper exercise within Social Care services to evaluate how they comply with the requirements of the Welsh Language Standards and More than Just Words.
Relevant Sections of the Welsh Language Standards	Service Delivery Operational
Activity	<p>Due to the impact of Covid-19 our Social Services department was under Business Continuity measures in 2021 and continued to be as of March 2022. We did not feel this was an appropriate time to do the exercise as the service was dealing with pressures from the pandemic.</p> <p>This will be in our work plan for 2022-2023.</p>

<sup>1</sup> *Overseeing Compliance: Welsh Language Commissioner Good Practice Guide*, September 2020, p. 3

Action	Update information about the Welsh language and requirements of the Welsh Language (Wales) Measure 2011 on the Council's public website.
Relevant Sections of the Welsh Language Standards	Policy Making Service Delivery Operational Promotion
Activity	<p>In summer 2021 we produced and published new pages on our website about the Welsh language, the Welsh Language Standards, and our Welsh Language Promotion Strategy. The latest information is available under the following sections:</p> <ul style="list-style-type: none"> <li>• The Welsh Language Standards</li> <li>• Our Five-Year Strategy to Promote the Welsh Language</li> <li>• Destination Bilingual – information for parents about choosing Welsh-medium education for their children</li> <li>• Opportunities to Learn Welsh as a second language</li> <li>• Mentrau Iaith – initiatives who organise activities to promote the Welsh language in Powys (Menter Maldwyn who cover Montgomeryshire, and Menter Brycheiniog a Maesyfed who cover Radnorshire and Brecknockshire)</li> </ul> <p>You can view these web pages <a href="#">here</a>.</p>

Action	Introduce the digital translation request and logging system (known as Task List) to the whole authority. Ensure a user-friendly process to request translation work, and enable the capture of translation data, allowing the translation team to focus on translation work.
Relevant Sections of the Welsh Language Standards	Service Delivery Operational
Activity	<p>The system is now in place and available to the whole authority. The Graphics Department have experienced difficulties attaching larger files which include videos, PowerPoint and artwork. We are working with our Business Intelligence Team to resolve these issues and strengthen the system so it can receive larger files. We plan to complete these improvements by summer 2022.</p> <p>Our aim that all Council departments will ultimately send translation requests via the digital system. This requires a change in working practices as most departments still send translation work via e-mail. With requests for urgent translation, staff feel it will get returned quicker if they e-mail it, send via Teams or phone the Translation Unit rather than fill out a form.</p>

	<p>We understand this and will be launching an internal promotional campaign in summer 2022 to change behaviour and assure staff the digital system will deal with urgent requests as quickly as sending an email.</p> <p>To achieve this, we will add a button for urgent translations to the top of the application form. Submitting an urgent request will trigger an immediate message to the Translation Unit's e-mail to inform the team a priority request has been sent to Task List.</p> <p>We will trial and test this thoroughly during summer 2022 before it goes live. We will also provide training to new members of the translation team in using the digital system.</p> <p>We will change the appearance of the Task List page so urgent tasks appear prominently and are pinned to the top of the list, so tasks of lesser importance do not appear above them.</p> <p>As we move from e-mail to the Task List system, we will still need to monitor the Translation inbox for requests. We will design the programme so any urgent messages sent via e-mail activate a notification in Task List so our translators can deal with it appropriately.</p> <p>The application form for translation work is readily available to staff via the Communications Toolkit on our intranet. However, we need to make it even easier and quicker to access and bring it to the front of the intranet homepage. We will discuss this with our Intranet Governance Group who manage the design and programming of the staff intranet.</p>
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Action	Increase the percentage of staff able to provide a service in Welsh, to facilitate providing the Active Offer, to 11.5% by the end of 2021/22.
Relevant Sections of the Welsh Language Standards	Operational Service Delivery
Activity	There was a slight increase in the percentage of staff able to speak Welsh at all levels. There was an increase of 3.9% in the number of staff with Level 1 competency compared to 2020-2021, and a 2% increase at Level 2. There were smaller increases at levels 3, 4 and 5. See Section 4 for a comparison of the data for this year and last year at all levels. We know working from home affects the spoken skills of intermediate and advanced learners as they do not have the same opportunities to use and practise their Welsh as they did when working in the office.

Action	Ensure 60+ staff a year undertake Welsh language courses, to develop their Welsh skills for the workplace.
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Relevant Sections of the Welsh Language Standards	Service Delivery Operational
Activity	<p>53 members of staff did Welsh courses between 1 April 2021 and 31 March 2022, slightly below our target of 60. Due to the additional pressures of Covid-19, fewer staff have chosen to take Welsh courses than usual. We conducted an internal marketing campaign in February 2022 to promote virtual and face-to-face courses at Intermediate and Advanced level at Nant Gwrtheyrn, the National Welsh Language and Heritage Centre. We had many expressions of interest but the number of staff registering for courses was lower than expected. The added pressures of Covid-19 may account for this.</p> <p>In response we will review and strengthen our internal marketing to promote courses starting in September 2022. We will also follow up with learners who have previously done courses and expressed an interest but have not actually registered on a course.</p> <p>We are reviewing how we record learner data so we record those who have completed a course rather than register for it. This gives a more reliable picture of how the Welsh language skills of our staff are progressing. For example, fifty staff can enrol on a course but only twenty complete it. Recording that figure of 20 will provide better quality data. We will use Aberystwyth University's definition of course completion, which states a learner must have done 85% of a course.</p>

Action	Provide quarterly training for staff on assessing the impact of policies and decisions on the Welsh language, using the new digitised Corporate Impact Assessment Process.
Relevant Sections of the Welsh Language Standards	Policy Making
Activity	<p>We established a programme of quarterly training sessions for staff on our digital Impact Assessment process and held sessions on the following dates:</p> <p>15 June 2021 – five members of staff attended  14 September 2021 – six members attended  14 December 2021 – three members attended</p> <p>The session we arranged for February 2022 was postponed.</p> <p>We will be holding more training sessions in 2022 on the following dates: 14 June, 27 September and 13 December.</p>

Action	Provide a session for Elected Members on the Impact Assessment process as part of the Member Development Programme.
Relevant Sections of the Welsh Language Standards	Policy Making
Activity	<p>We did not provide training on Impact Assessments to elected members during the 2021-2022 financial year. We will be offering training to the new Cabinet and Administration after the May 2022 local elections.</p> <p>We will offer training to the remaining Elected Members in conjunction with the Head of Finance. This will form part of information sessions for Members on the budget as Impact Assessments are part of this process.</p>

Action	Conduct an internal Active Offer refresher campaign through corporate communication channels to remind staff of the requirements of the Welsh Language Standards.
Relevant Sections of the Welsh Language Standards	Service Delivery Policy Making Operational
Activity	<p>We felt it was not appropriate to conduct this exercise as Social Services and Care Services were under business continuity measures due to Covid-19, and continued to be so during March 2022. It would not have been timely for us to do this whilst services were focussing on business critical activities.</p> <p>We will conduct this exercise during 2022-2023.</p>

Action	Review Welsh Language Promotion Activities across the Council against the Welsh Language Promotion Strategy and Welsh Government's Strategy to increase the number of Welsh speakers by 2050.
Relevant Sections of the Welsh Language Standards	Promotion
Activity	As there was no Welsh Language Officer in post between November 2021 and January 2022, we did not have the opportunity to complete this but will start working on it in summer 2022.

Action	Continue discussions with the Urdd to facilitate the Urdd National Eisteddfod's visit to Powys in 2024.
Relevant Sections of the Welsh Language Standards	Promotion



Activity	<p>The Urdd Eisteddfod is coming to Machynlleth in 2024 and we have committed to a financial contribution of £150,000 to support this.</p> <p>Discussions are continuing to locate the Maes in the town on land extending from Bro Ddyfi Leisure Centre and the Plas, towards Tre Owain Enterprise Park.</p>
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Action	Promote the benefits of Welsh-medium education and Welsh-medium provision within Powys.
Relevant Sections of the Welsh Language Standards	Promotion
Activity	<p>We published updated and engaging information on this as part of our Destination Bilingual campaign.</p> <p>The Promoting Welsh Education Group has carried out regular work including:</p> <ul style="list-style-type: none"> <li>• A new website</li> <li>• Social media material</li> <li>• Videos</li> <li>• A Welsh-medium education promotion leaflet</li> <li>• A homework support sheet</li> </ul>

## b. Service Delivery Standards

Below is an outline of further work we carried out during the 2021-2022 financial year to comply with Service Delivery Standards.

### Welsh Language Commissioner's Recommendations

We are in regular contact with the Commissioner and in February provided written evidence of our compliance with the Standards. On 4 March 2022 we held a meeting with our Liaison Officer from the Commissioner's office for them to gather evidence and discuss the findings of their review of our compliance between autumn 2021 and winter 2022.

The Commissioner discussed areas for improvement and sent a letter recommending actions to ensure full compliance with specific Standards. We accept the Commissioner's recommendations and will work to strengthen our processes.

Below we list what the Commissioner said and what we did about it – or what we will do in 2022-2023.

1. The Commissioner made three phone calls in Welsh to our main public switchboard. For the first call, we did not answer within two minutes, the standard in our Customer Charter, and we did not greet the caller in Welsh. In the second call, the Commissioner was kept on hold well beyond the standards in our Customer Charter. We were fully compliant in answering the third call.

#### Our response

We will review and strengthen our processes for dealing with phone calls in Welsh to ensure full compliance with Standards 8-22. The Welsh Language Officer has written a request to the Council's Executive Management Team to conduct a full review so we can change and improve our systems to offer first-class Welsh language services.

2. The Commissioner did not receive a reply to one out of three pieces of correspondence. The Commissioner found we were not fully compliant with Standard 7. This meant we stated we welcome correspondence in Welsh, but did not say we would reply in Welsh, without delay.

#### Our response

We have amended our email signature and corporate letterhead, so they fully comply with Standard 7. They both now read as follows:

[Croeso i chi gysylltu â ni yn Gymraeg. Byddwn yn ateb yn Gymraeg, heb oedi.](#)  
[You are welcome to contact us in Welsh. We will respond in Welsh, without delay.](#)

We carried out an internal communications campaign in March 2022 to inform all staff of this change and encourage them to update their email signatures. We added the revised e-mail signature to our Communications Toolkit on the intranet which staff can download easily.

3. We did not clearly state on English language versions of documents that they were available in Welsh. This was the case for three out of three documents the Commissioner saw.

#### Our response

We will review the documents available for public use on our website to ensure compliance. We will remind heads of service of the requirements of the Standards and carry out spot checks. We will strengthen our processes so a document cannot be published on our public website unless the following are in place:

- The document has been translated into Welsh by our internal Translation Unit
- The front cover of the English version of the document clearly states the document is also available in Welsh

4. The Commissioner found a few minor errors on the Welsh pages of our public website.

#### Our response

We are in discussions with our partner Menter Brycheiniog to see if they can review our website pages and inform us of any mistakes in the Welsh content.

5. The Commissioner noted we had not produced a Grants Awarding Policy in accordance with Standard 94.

#### Our response

We have now produced and published a Grants Awarding Policy and it is available on our website to view [here](#). We are grateful to Rhondda Cynon Taf County Borough Council for their ideas and suggestions and for sharing their document with us as an example of good practice.

6. The Commissioner asked us to provide evidence that research we have undertaken or commissioned when making a policy decision considered impacts on the Welsh language.

#### Our response

We provided evidence to the Commissioner in April 2022.

7. It was noted we were not fully compliant with the Standards when assessing the linguistic requirements of vacant and new posts, or when advertising posts.

#### Our response

The Council's Human Resources department is conducting a full review of its recruitment policies with the help of the Welsh Language Officer. The department is still under Covid-19 business continuity measures and we will complete the review by the end of autumn 2022.

The Commissioner stated our job application forms did not provide a space for individuals to indicate they wished to use Welsh at an interview or other method of assessment, in accordance with Standard 139.

#### Our response

Our application forms include this on the English and Welsh application pages. When an applicant starts their application by clicking on the Personal Details button ('Manylion Personol' in Welsh) a preferred language option appears at the top of the screen. Candidates can then choose if they want their interview to be conducted in English or Welsh.

We will amend the form to include a sentence stating we will provide a translation service from Welsh to English if the candidate wishes to use Welsh at the interview or assessment.

8. The Commissioner noted we had not published a document detailing how we will oversee our compliance with the Welsh Language Standards.

#### Our response

We will publish an interim Oversight Document by the end of May 2022 and a more detailed document by autumn 2022 following the Commissioner's Good Practice Guidance.

9. The Commissioner noted we had not published an Intention to Comply Document detailing how we propose to comply with the Welsh Language Standards.

#### Our response

We published an Intention to Comply Document on our website in April 2022 and it is available [here](#).

### Mystery Shopper Exercise – Powys County Council Services

Following the Commissioner's review of our telephone answering service, we decided to carry out a more detailed mystery shopper exercise looking at various internal services over a four-week period during March 2022. Although there was much to praise in the service, we found inconsistencies in the way calls were answered and dealt with in Welsh.

We made 17 calls to different centres across the county. 15 calls were answered by Powys staff, and two calls answered by an automatic service.

Our main findings:

1. 11 out of 17 calls received a Welsh greeting.
2. We were notified a Welsh language service was available in only one out of 17 calls made.
3. Our corporate bilingual greeting does not create a sense of customer engagement.
4. Of the 15 calls answered, 3 calls were dealt with entirely in Welsh. With four other calls, the member of staff was able to speak some Welsh, but not enough to discuss the enquiry.
5. When the caller spoke Welsh after being greeted, non-Welsh speaking staff did not know phrases to say they did not speak Welsh, or were learning Welsh, and could arrange for a Welsh speaking member of staff to call back. This can cause a feeling of embarrassment for both the caller and staff answering the call.
6. On two occasions when we were greeted in English only, and began speaking Welsh, the member of staff could speak Welsh and dealt with the enquiry effectively. Had we not began speaking in Welsh, the conversation would have been in English unnecessarily. We need to be more proactive in offering a Welsh greeting to avoid a situation where two Welsh speakers are speaking English to one another.
7. 2 out of 17 calls were answered by an answering service. The caller was informed they could leave a message in Welsh in one of these calls.

We will escalate our findings to the appropriate services and remind them of the requirements of the Standards. We will offer training and support to staff where necessary and strengthen our procedures for answering and handling calls in Welsh.

In addition, we made 11 calls to other individual departments. Four calls went through to an answering service. With the remaining seven calls only one member of staff gave a Welsh greeting when answering the call. We accept it is more difficult for non-Welsh speaking staff to deal with calls in Welsh and transfer them to Welsh speaking colleagues via Teams when working from home.

We have discussed the issue with Carmarthenshire County Council and learnt from their best practice. Their Information Technology team has arranged for calls to individual officers to be redirected to their Contact Centre, where Welsh speaking receptionists direct calls in Welsh to Welsh-speaking staff. We are considering implementing a similar procedure as part of the review of our telephone answering service.

### Translation and Provision of Bilingual Information

Powys County Council has an internal translation unit that supports the Council's services and enables them to provide information bilingually. The unit also provides a simultaneous translation service at meetings. This enables people to contribute to meetings in the language of their choice and ensures all participants in the meeting can follow the discussion fully.

The Council's Translation Unit received 7177 requests for a written translation service during the year, representing 3.29 million words, and an increase in the number of words translated compared to the previous year. This shows the Council continues to increase the information available bilingually to residents and visitors to the county. A digital process of applying and

recording translation work (as outlined against the Work Plan above) has also been developed to facilitate the organisation of the work and support new working arrangements.

During the year, 91.6% of translation applications were completed within the targets for returning work. This ranges from one working day for urgent requests such as urgent press releases, urgent information for the website and intranet, material for social media, correspondence, advertisements and committee agendas; 5 working days for less urgent requests such as general letters, posters, job descriptions and documents of less than 100 words, or an agreed target for longer documents and strategy papers. This enabled information to be published bilingually to the public, officers, and elected members in a timely manner.

The largest share of work came from the Schools Service (28.0%), with a significant proportion also coming from the Transformation and Communications Service (12.1%), the Property Service, Planning and Public Protection (10.5%) and the Department of Organizational and Workforce Development (10.0%).

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## c. Policy Making Standards

Below is an outline of work we undertook during the 2021-22 financial year to comply with the Policy Making Standards and to improve how we consider the impact of our policies on the Welsh language in the county.

### Digital Impact Assessment System

The aim of our digitised Impact Assessment system is to ensure no decision is made without full consideration given to what the effects will be. This includes considering the impact a policy has on opportunities for people to use the Welsh language, and ensuring we do not treat Welsh less favourably than English. Where a proposal shows actual or potential unlawful discrimination it is amended or stopped. Impact Assessments are a process of evaluating how our services and proposals might impact upon different types of people and communities. They help us to develop proposals in line with relevant legislation. We launched the system in April 2021 and have made further improvements and adjustments based on feedback from service areas and our own observations.

During 2021-2022 we have been looking at how we can use the system to see cumulative impacts of new proposals by a specific time or area of the county. From this we can see how many proposals had positive or negative impacts on the Welsh language. From this we aim to understand the impact and mitigate where possible.

We are looking at technical solutions to ensure both English and Welsh versions of Impact Assessments are published together after Portfolio Holder approval. We are amending our system so an Impact Assessment cannot be published on our public website until it has been translated into Welsh.

We provided training on the digitised system to staff in June, September and December of 2021. The Welsh Language Officer contributes to these sessions to raise awareness of the Standards relating to policy making.

Our Impact Assessment template contains the following questions:

1. Will the proposal change the linguistic nature of the community?
2. What opportunities does the proposal provide to develop Welsh language skills in the community?
3. Will the proposal increase or reduce opportunities for individuals to access services through the medium of Welsh?
4. Will the proposal increase or reduce the opportunities for individuals to use Welsh in a social environment?
5. Will the proposal increase or reduce opportunities for individuals to use Welsh in the workplace?
6. How will the proposal ensure Welsh-speaking service users receive services to the same standard as those who use services in English?
7. What opportunities are there in the proposal to promote the Welsh language and the services the Council provides in Welsh?

#### d. Operating Standards

Below is an outline of the work we have carried out during the 2021-22 financial year to comply with the Operational Standards and to improve the way we provide our staff with in-house information, resources, and services in Welsh.

##### Welsh Language Practice Group for Staff (“Clwb Clonc”)

As many of our staff are now working from home, some have fallen out of the habit of speaking and practising their Welsh. For staff who live in communities where there are few Welsh speakers, the office may have been one of the main places where they spoke Welsh. This means learners and Welsh speakers do not have as many opportunities to use, hear and speak the language as they did before the pandemic. Several members of staff have said their confidence and ability in Welsh has deteriorated since working from home.

As the late Aled Roberts, former Welsh Language Commissioner said, "The crisis has had a far-reaching impact on the language ... I am concerned the pandemic could have an impact on the aim of reaching a million Welsh speakers by the year 2050."

##### Our response

We will start a ‘Clwb Clonc’ (Welsh Conversation Group) in conjunction with Powys Teaching Health Board to ensure staff have opportunities to speak Welsh. The group will be for Welsh learners and speakers and will be held virtually during our well-being hour, between 12:30 to 13:30 each week. There will be two groups: one for learners at Entry and Foundation level, and a group for advanced learners and confident speakers.

We met with Carmarthenshire County Council’s Welsh Language Officer and Provision Lead for Welsh Learners to hear their experiences of running a Welsh conversational group in a way that provides focus and practical benefits to learners and speakers.

We are grateful to Carmarthenshire for sharing their ideas and experiences. With the advanced group we will invite guest speakers to talk on a variety of topics to engage the interest of a wide range of staff. We will also use materials such as [Y Pod](#), a collection of Welsh language podcasts recommended by Carmarthenshire. This will ensure sessions have focus, variety and structure. We will also use materials aimed at developing Welsh skills in the workplace.

By hearing Welsh of a high standard and speaking to others at a similar and more advanced level, our staff will be more confident in using Welsh in their work and when dealing with the public. We have set out a schedule for this in our 2022-2023 Work Plan.

We also provide a link to Menter Brycheiniog and Menter Maldwyn’s social media pages whenever we reply to a member of staff who contacts us about learning or improving their Welsh. These pages list events where Welsh speakers and learners can meet to use the language at social events throughout Powys.

##### E-mail signatures for Welsh speakers and learners

In accordance with Standard 134, we provided wording for e-mail signatures to enable staff to show whether they speak Welsh fluently or are learning the language. Staff can download the signatures easily from our Communications Toolkit on the intranet. We launched this as part



of a wider internal communications campaign about dealing with e-mails in Welsh according to the Standards.

#### Intranet

There is currently an issue with our intranet as the Welsh link on English pages does not link directly to the corresponding Welsh page. Instead, the user is directed back to the homepage which contravenes Standard 124. We are working with our Information Technology Department to rectify this as soon as possible.

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## e. Promotion Standards

### Promoting Welsh culture and events

#### Welsh Music Day

We launched an internal publicity campaign to promote Welsh Music Day on 4 February 2022 amongst our staff, sharing Welsh Government materials to promote Welsh culture and music. We also posted material on our social media platforms to highlight the event.

#### St David's Day Campaign

We issued an internal press release to staff to promote the Council's St David's Day celebrations. We included our responsibilities in relation to the Welsh Language Standards within the release.

We sent an e-mail to all staff and councillors with useful Welsh phrases for starting a conversation. The e-mail contained a link to general and work-based courses offered by Learn Welsh Ceredigion-Powys-Carmarthenshire. There was also a link to pages about the Welsh Language and Standards on our Communication Toolkit on the staff intranet.

We held a bilingual quiz at lunchtime on St David's Day for staff in conjunction with Menter Maldwyn and Powys Teaching Health Board.

We also shared messages on our social media platforms to celebrate St David's Day and promote the Welsh language and culture. There is an example below:



f. 2022-2023 Work Plan

	<b>Activity</b>	<b>Relevant Sections of the Welsh Language Standards</b>	<b>Target Date</b>
1	Review and strengthen our processes for receiving and handling phone calls in Welsh to ensure full compliance with Standards 8-22.	Service Delivery	November 2022
2	Strengthen our processes for receiving and responding to correspondence in Welsh and remind staff of the requirements of those Standards.	Service Delivery	Autumn 2022
3	Ensure English language versions of documents on our public website clearly state they are also available in Welsh.	Service Delivery	Spring 2023
4	Review the Welsh Language pages of our public website to correct minor errors and ensure all pages are fully operational.	Service Delivery	Spring 2023
5	<p>Conduct a full review of recruitment processes to ensure compliance with all relevant standards each time we advertise a post.</p> <p>Review the way we categorise the language requirements of new and vacant posts.</p> <p>Explain on all application forms for posts that we will provide a translation service from Welsh to English if desired.</p>	Operational Service Delivery	Autumn 2022
6	<p>Publish an interim document which records our arrangements for overseeing our compliance with the Welsh Language Standards.</p> <p>Produce and publish a more detailed Oversight Document following the Commissioner's Good Practice Guidance.</p>	Service Delivery Operational Policy Making	<p>May 2022 Completed</p> <p>October- November 2022</p>
7	<p>Liaise with third-party providers of the Council to remind them of the requirements of the service provision Standards with which they are under a duty to comply.</p> <p>We will inform them of the following support available:</p> <ul style="list-style-type: none"> <li>The Council's Welsh Translation Unit and how to request translation work</li> </ul>	Service Delivery	Winter 2022 – Spring 2023

	<ul style="list-style-type: none"> <li>• Courses and opportunities to develop the Welsh language skills of their staff, and useful resources including vocabulary and sentences for use when dealing with customers.</li> <li>• Invitations to the Council's Welsh conversation group where learners and speakers can practise their Welsh</li> </ul>		
8		Operational Service Delivery	To include in 2023-2024 work plan
9	Promote Welsh language courses to staff through Learn Welsh Ceredigion-Powys-Carmarthenshire and Nant Gwrtheyrn to increase the percentage of staff able to converse and provide the Active Offer in Welsh. Ensure 60+ staff register on courses.	Promotion Service Delivery	Summer2022
10	Amend our intranet pages to include a direct link to the corresponding Welsh page from English pages.	Operational	Spring 2023
11	Review our Current 5 Year Strategy using the Commissioner's guidance as follows: (a) assess the extent to which we have followed that strategy and met the target set; (b) publish the assessment on our website, ensuring it contains the following information - (i) the number and age of Welsh speakers in the county; (ii) a list of the activities we have organised or funded over the last five years to promote the use of Welsh.	Service Delivery Promotion	January-February 2023 following the release of the 2021 Census figures We will start the review through the Welsh Language Governance Panel in Autumn 2022 and will finalise it once the 2021 Welsh language census figures are released – expected Autumn 2022.
12			To include in 2023-2024 Work plan
13	Establish and hold quarterly meetings of the Powys Welsh Language Governance Group.	Operational	Autumn 2022

14	Hold quarterly meetings of the Powys Welsh Language Promotion, Challenge and Support Group after the full review in June 2022.	Operational Service Delivery	-Autumn 2022 following review of the Group in June 2022
15			Next financial year
16			Next financial year

Draft

### 3. Complaints

Below we outline complaints received relating to the Welsh Language Standards together with details of the Standards Investigations carried out during the 2021-22 financial year.

We received a complaint on 10 December 2021 regarding the English translation of the street name Heol y Defaid (meaning Sheep Street) in Brecon. The complainant stated the English name, Ship Street, was not an accurate translation. However, the word *ship* in this instance has no maritime connections but is a corruption of 'sheep' as spoken in the old English dialect of this part of south Powys. Both the Welsh and English names refer to the tradition of drovers, for whom Brecon was an historically important centre.

In a letter dated 28 February 2022 the Commissioner stated that Ship Street was an historic adaptation of a name that had been in use for over two hundred years. An organisation's choice of the English translation of a Welsh name on a street sign was not an issue that came under the Standards. The Commissioner found no failure to comply with the Welsh Language Standards and decided not to investigate the complaint under section 71 of the Welsh Language Measure.

We received no other complaints or investigations.

## 4. Employee Welsh Language Skills

Information as of 27 March 2022.

Service	No data	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
Adult Services	4.23%	23.63%	43.70%	15.01%	5.59%	3.00%	4.84%
Children's Services	9.59%	13.58%	50.61%	14.54%	4.51%	3.45%	3.72%
Commissioning and Partnerships (Social Services)	4.47%	15.84%	45.30%	21.78%	6.48%	2.11%	4.01%
Highways, Transport and Recycling	15.81%	25.68%	40.72%	7.67%	3.87%	1.80%	4.43%
Housing and Community Development	28.61%	20.41%	33.32%	8.42%	4.14%	1.96%	3.14%
Property, Planning and Public Protection	24.35%	13.50%	40.23%	13.14%	2.92%	1.30%	4.55%
Schools Services	10.75%	4.95%	44.05%	16.80%	5.93%	6.85%	10.67%
Legal and Democratic	32.23%	11.41%	27.09%	12.16%	4.28%	2.85%	9.98%
Digital Services and the Economy	3.57%	21.73%	49.06%	12.43%	4.87%	1.63%	6.71%
Finance	0.91%	20.60%	52.33%	14.89%	3.76%	2.19%	5.32%
Transformation and Communication	2.32%	9.17%	41.30%	15.25%	7.33%	5.50%	19.13%
Workforce and Organisational Development	5.40%	15.94%	45.88%	15.07%	7.29%	5.82%	4.60%
<b>Powys County Council Total for 2021-2022</b>	<b>14.77%</b>	<b>18.96%</b>	<b>41.87%</b>	<b>12.26%</b>	<b>4.56%</b>	<b>2.66%</b>	<b>4.93%</b>
Powys County Council Total in 2020-2021	16.5%	20.9%	38.0%	10.2%	4.0%	2.5%	4.5%

- We now have language skills data for 85.19% of our staff. This represents an increase of 1.69% on the 2021 figure (83.5%)
- 18.96% of the Council's staff have no Welsh language skills
- 41.87% of staff have a basic knowledge of Welsh. This means they can pronounce Welsh place names and personal names correctly and use basic Welsh greetings
- 12.26% of staff can communicate simple, routine tasks and exchange information on familiar topics and activities. They can handle short social exchanges, although they usually cannot understand enough to keep the conversation going
- 4.93% of our staff report being at the highest level. This means they can take part in any conversation or discussion effortlessly and are familiar with idiomatic expressions and colloquialisms

## 5. Staff training courses offered in Welsh

Here we note the number of staff who attended training courses we offered in Welsh during the year, and the percentage of staff who attended these courses in Welsh.

This applies to specific courses named in the standards (i.e. recruitment and interviewing; performance management; grievance and disciplinary procedures; induction; dealing with the public; health and safety). It does not refer to Learn Welsh courses.

### E-learning courses

	Number of Staff who did the training in Welsh	Number of Staff who did the training in English	Percentage of Staff who did the training in Welsh
Corporate Mandatory Safeguarding Training			
Adult Safeguarding Basic Awareness			
Child Protection and Safeguarding			
Cyber Security and GDPR			
Health and Safety in the Office			
Violence against Women, Domestic Abuse and Sexual Violence			
Effective Performance Management			
Equality Act (2010)			
Fraud Awareness			
Hand and Arm Vibration Awareness			
Legionella Control			
Manual Handling Module 'A' (Theory)			
Universal Credit Level 1			

We provide the following training courses bilingually: Child Protection and Safeguarding; Violence against Women; Cyber Security and GDPR; Domestic Abuse and Sexual Violence; Dementia Awareness training; Manual Handling (people); the Prevent course; and Social Care Wales and NHS Carers Awareness training. These courses are provided by external providers through the NHS and Home Office e-learning portals. Reporting on these courses, including the language in which they were accessed, is not currently available from the provider.



We provide further training digitally through Netconsent, software that requires employees to read policies, complete surveys and complete training before logging on to their PCs. This is provided in Welsh or English automatically, depending on the language selected by each user when they first access Netconsent. User language choice data isn't stored within Netconsent software, and it is therefore not possible to report on the number and percentage of users accessing this training in Welsh.

## 6. Recruitment

Below is a list of the number of new posts and vacancies we advertised in the year that were categorised with different Welsh language skills requirements.

Under our Recruitment and Welsh Language Policy, which became effective on 1 April 2018, Welsh language skills are necessary for every job we advertise. The recruitment manager assesses and determines the appropriate level from 1 to 5. This is set out in the job description and specification for each post we advertise.

Between 1 April 2021 and 31 March 2022 we advertised 1,271 jobs. This included posts within the authority and posts in schools. The level of Welsh language skills required for each post was as follows:

Welsh Language Skill Level	Number of Posts
1	1,158
2	40
3	9
4	1
5	63

The Welsh language skill levels Powys uses to categorize jobs is shown below:

### Level 0

Very little or no knowledge of Welsh

### Level 1

I can pronounce Welsh personal and place names correctly, and I can give and respond to basic greetings on the telephone or in person.

### Level 2

I can communicate routine tasks requiring a simple exchange of information on familiar topics and activities. I can handle very short social exchanges, even though I can't usually understand enough to keep the conversation going myself.

### Level 3

I can deal with most situations likely to arise whilst travelling in an area where the language is spoken. I can enter unprepared into conversation on topics that are familiar or relevant to everyday life (e.g. family, hobbies, work).

### Level 4

I can interact with a degree of fluency and spontaneity that makes interaction with native speakers possible. I can take an active part in discussion in familiar contexts.

### Level 5

I can take part effortlessly in any conversation or discussion and have a good familiarity with idiomatic expressions and colloquialisms. I can express myself fluently and convey finer shades of meaning precisely.

Draft

## CYNGOR SIR POWYS COUNTY COUNCIL

## CABINET EXECUTIVE

Date 28<sup>th</sup> June 2022

**REPORT AUTHOR: CLLR RICHARD CHURCH  
CABINET MEMBER FOR A SAFER POWYS**

**REPORT TITLE: PROPOSAL TO INCREASE HACKNEY CARRIAGE FARE  
TARIFFS**

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**REPORT FOR: Decision**

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**1. Purpose**

- 1.1 To inform Cabinet of requests received from the licensed trade for an increase in the Tariff of Fares for Hackney Carriages for Powys and the results of a consultation exercise with the trade on an amended tariff.
- 1.2 To seek Cabinet approval to advertise a proposed amended tariff of fares for a statutory fourteen day public consultation.

**2. Background**

- 2.1 In accordance with Section 65 of the Local Government (Miscellaneous Provisions) Act 1976, a local authority may fix and vary the rates or fares within their district and all other charges in connection with the hire of a hackney carriage. However, prior to bringing into force any changes, the authority must publicise its proposals in the local press for a period of fourteen days to allow for any objections.
- 2.2 There are currently 375 licensed vehicles in Powys, 114 of these are Hackney Carriages 261 are Private Hire Vehicles to most members of the public these are all taxis but they are actually controlled by different pieces of legislation. Hackney carriages have a meter and the fare charged is regulated by the Council, they can pick up passengers anywhere – if hailed, at a rank or pre booked calls. They are distinguishable as they have a Taxi roof sign and a white Powys taxi licence plate on the rear. Private hire vehicles (PHV) on the other hand can only do jobs that are pre-booked, the fare charged by a PHV is usually agreed in advance with the customer and the council does not have powers to regulate the fares that they charge. They do not have a taxi roof sign and have a yellow Powys licence plate on the rear
- 2.3 The current tariff for Hackney Carriages was introduced in 2018. A copy of the current tariff is attached as **Appendix A**.

- 2.4 “The Private Hire and Taxi Monthly” magazine publishes “league tables” showing fare tariffs throughout England and Wales. Comparisons (in May 2022) show that based upon a two-mile journey, the current national average fare is £6.24, the all-Wales average is £6. Powys two-mile tariff equates to £5.40 and currently sits at 300 out of 358 local authorities in National Fare Tables. It is expected that most areas will be reviewing tariffs because of recent significant increases in fuel costs. A copy of this table is attached as **Appendix B**.
- 2.5 A Comparison of the two-mile tariff across Wales is attached as **Appendix C**.
- 2.6 Requests have been received from Hackney Carriage Vehicle Proprietors in Powys for the current hackney carriage fare tariff to be increased. A consultation exercise subsequently took place with Powys Licensed Taxi Drivers between 17<sup>th</sup> March and 1st April seeking views on new fare tariffs. The results of this are attached at **Appendix D** There were 33 responses of which 31 were in favour of increased tariffs. The current tariff has been in place since 2018
- 2.7 Since 2018 there has been an increase in the cost of both diesel and unleaded petrol. \*The average petrol price for Wales in January 2018 when the fares were last set was 121.2p /litre unleaded 124.4p/litre diesel. As of 31<sup>st</sup> March 2022 unleaded average price per litre in Wales is 162.2p/litre and diesel 172.8p/litre, a 39% uplift for diesel and 33% for unleaded
- \*Figures from [Compare latest petrol and diesel fuel prices | The AA](#)
- 2.8 A new tariff table has been prepared considering feedback from the consultation exercise, and taxi tariffs throughout Wales. The proposed tariff table is attached at **Appendix E**. This will make a two-mile fare on Tariff 1 to £6, comparable with the Wales average and a 11% uplift.
- 2.9 Taxi fares need to be set at a reasonable level in order to attract and maintain taxi operators for the community. With the taxi trade facing increased operating costs there is a risk that taxi businesses in the county will fail if fares are not increased to meet their extra operating costs. Taxi fares need to be fair to be both the drivers and vehicle owners in order to make a living at a level and at a level to be affordable and used by the travelling public.
- 2.10 The fare increases proposed are a 11% uplift since 2018 - over a 4 year period, and represents a rise far less than inflation or CPI rises over the last four years. In the last 12 months alone the rate of inflation has risen to 7.8% [Inflation and price indices - Office for National Statistics \(ons.gov.uk\)](#)
- 2.11 It is difficult to mitigate against the additional costs that will be borne by the general public who rely on taxi services without jeopardising the viability of the taxi services on who they rely. Such services are likely to

become less available should the tariffs not be increased. It is also possible that there may be a shift from the Hackney Carriage trade to the Private Hire Vehicle trade, where fares are not regulated by the Council.

- 2.12 If a new tariff is introduced, meters in hackney carriages will require recalibrating should vehicle proprietors wish to operate at the new tariffs. The new tariffs are not mandatory, the licensees will have the ability to continue to offer a lower tariff should they choose. Any revised Tariff would be the maximum amount that could be charged for a journey in a hackney carriage vehicle.

### **3 Advice**

- 3.1 Cabinet are asked to consider the proposal set out in this report and to approve an amended tariff for publication in the press. Following the statutory fourteen-day public consultation period, if no objections are received, the fare tariff shall come into effect immediately. If any objections are received, then Cabinet will receive a further report to consider these and to approve the fare tariff with or without modification and to determine the date upon the revised tariff should come into effect

### **4. Resource Implications**

- 4.1 Resources for this exercise have been officer time to prepare and circulate a questionnaire to the trade, to consider the responses, prepare a new tariff table and prepare the report. There will be advertising costs associated with the public notice. Officer time and advertising costs are fully recovered through taxi licensing fees
- 4.2 The Head of Finance (Section 151 Officer) notes the content of the report and can support the recommendation

### **5. Legal implications**

- 5.1 Legal: the recommendations can be accepted from a legal point of view
- 5.2 The Head of Legal and Democratic Services (Monitoring Officer) has commented as follows: "I note the legal comment and have nothing to add to the report".

### **6. Data Protection**

- 6.1 N/A

### **7. Comment from local member(s)**

- 7.1 N/A Powys-wide issue

### **8. Impact Assessment**

- 8.1 Increasing taxi tariffs will affect all passengers who use Hackney Carriages (taxis), it will impact mostly on those who rely or depend on such services such as those that do not have access to their own transport, have mobility issues or those who live in rural areas with limited public transport.
- 8.2 Taxi tariffs in Powys have not changed since 2018 and the costs associated with providing such services have increased, the same for anyone who runs their own car. Passengers can contact private hire companies to book vehicles in advance, these fares are set by the private hire companies.
- 8.3 Rejecting any increase in taxi tariffs will impact on the viability of taxi businesses in Powys and may reduce the availability of such services that are needed to sustain a local transport system in Powys. The fare tariffs need to be fair to taxi drivers and owners to make a living and at a level to be affordable and used by the public, this balance needs to be struck.
- 8.4 In order to achieve this balance, the local taxi trade have been consulted and their views taken into consideration along with the published 'league table' of taxi fares that show that the current national average fare is £6.24 and the all-Wales average is £6. The proposal will bring Powys in line with the all-Wales average.

## **9. Recommendation**

- 9.1 That cabinet approve the tariff of fares for hackney carriages as detailed at Appendix E for a fourteen-day public consultation. Following the statutory fourteen-day public consultation period, if no objections are received, the fare tariff shall come into effect immediately. If any objections are received, then Cabinet will receive a further report to consider these and to approve the fare tariff with or without modification and to determine the date upon the revised tariff should come into effect.

Contact Officer:	Sue Jones
Tel:	01874 612263
Email:	susan.jones@powys.gov.uk
Head of Service:	Gwilym Davies
Corporate Director:	Nigel Brinn

For vehicles carrying up to 4 passengers		For vehicles carrying more than 4 passengers	
<p><b><u>TARIFF 1 (DAY)</u></b></p> <p><b>6.00 to 23.00</b></p> <p>Flag &amp; First Mile or 9min initial waiting time</p> <p>For each 195.5 yards or uncompleted part thereof</p> <p>Waiting time</p>		<p><b><u>TARIFF 4 (DAY)</u></b></p> <p><b>06.00 to 23.00</b></p> <p>Flag &amp; First mile or 11 min initial waiting time</p> <p>For each 146.7 yards or uncompleted part thereof</p> <p>Waiting time</p>	
£3.60	20p £1.80/mile 20p/min	£4.00	20p £2.40/mile 20p/min
<p><b><u>TARIFF 2 (NIGHT)</u></b></p> <p><b>23.00 to 06.00 &amp; Bank Holidays</b></p> <p>Flag &amp; First mile or 11 min initial waiting time</p> <p>For each 146.7 yards or uncompleted part thereof</p> <p>Waiting time</p>		<p><b><u>TARIFF 5 (NIGHT)</u></b></p> <p><b>23.00 to 06.00 &amp; bank holidays</b></p> <p>Flag &amp; First Mile or 10min initial waiting time</p> <p>For each 176 yards or uncompleted part thereof (Equivalent of £2.50 per mile)</p> <p>Waiting time</p>	
£4.00	20p £2.40/mile 20p/min	£5.00	25p £2.50/mile 25p/min

<b><u>TARIFF 3 (XMAS &amp; NEW YEAR)</u></b>		<b><u>TARIFF 6 (XMAS &amp; NEW YEAR)</u></b>	
<b>19.00 24<sup>th</sup> Dec – 06.00 27<sup>th</sup> Dec</b> <b>19.00 31<sup>st</sup> Dec – 06.00 2<sup>nd</sup> Jan</b>		<b>19.00 24<sup>th</sup> Dec – 06.00 27<sup>th</sup> Dec</b> <b>19.00 31<sup>st</sup> Dec – 06.00 2<sup>nd</sup> Jan</b>	
Flag & First Mile or 10min initial waiting time		Flag & 1 <sup>st</sup> mile or 10min initial waiting time	
For each 176 yards or uncompleted part thereof	£5.00	For each 176 yards or uncompleted part thereof	£7.00
Waiting time	25p	Waiting time	35p
	£2.50/mile		£3.50/mile
	25p/min		35p/min
Soiling Charge £50 Maximum			



# The Bryan Roland Memorial NATIONAL HACKNEY FARES TABLE MAY 2022

TABLE  
COLOUR CODE

RISE IN 2022

RISE IN 2021

RISE IN 2020

RISE IN 2019

RISE IN 2018

RISE IN 2017

RISE IN 2016

RISE IN 2015

RISE IN 2014

RISE IN 2013

RISE IN 2012

RISE IN 2011

RISE IN 2010

RISE IN 2009

RISE IN 2008

NO SET FARE

POSITION	TARIFF ONE COUNCIL/AIRPORT	TWO MILE FARE	POSITION	TARIFF ONE COUNCIL	TWO MILE FARE	POSITION	TARIFF ONE COUNCIL	TWO MILE FARE
1	LONDON (HEATHROW)	£13.40	66	GRAVESHAM	£6.80	131	SHROPSHIRE	£6.40
2	EPSOM & EWELL	£9.80	67	HART (x)	£6.80	132	SOUTHEND ON SEA	£6.40
3	LONDON	£9.80	68	MENDIP	£6.80	133	SOUTH LAKELAND	£6.40
4	LUTON AIRPORT	£9.70	69	NORTH CORNWALL	£6.80	134	WAVERLEY	£6.40
5	SOUTHAMPTON	£9.40	70	NOTTINGHAM	£6.80	135	WINDSOR & MAIDENHEAD	£6.40
6	WATTFORD (x)	£8.40	71	SEDGEMOOR	£6.80	136	WOKING	£6.40
7	TUTTLESFORD	£8.30	72	SOMERSET WEST & TAUNTON	£6.80	137	NEWARK & SHERWOOD	£6.32
8	CARRICK	£8.20	73	SWALE	£6.80	138	BLACKBURN	£6.30
9	WOKINGHAM	£8.20	74	TENDRING	£6.80	139	BURY	£6.30
10	BRECKLAND	£8.00	75	VALE OF GLAMORGAN	£6.80	140	COTSWOLD (y)	£6.30
11	READING	£8.00	76	WOLVERHAMPTON	£6.80	141	COVENTRY	£6.30
12	ISLE OF MAN	£7.90	77	NUNEATON & BEDWORTH	£6.75	142	DACORUM	£6.30
13	RESTORMEL	£7.90	78	TORBAY	£6.75	143	DARLINGTON	£6.30
14	BRIGHTON & HOVE	£7.80	79	CHESTER	£6.70	144	LEWES	£6.30
15	SURREY HEATH	£7.80	80	CRAWLEY	£6.70	145	PEMBROKESHIRE	£6.30
16	GUERNSEY	£7.70	81	EASTLEIGH	£6.70	146	SOUTH HOLLAND	£6.30
17	WEALDON	£7.70	82	NORTH SOMERSET	£6.70	147	SOUTH RIBBLE	£6.30
18	EAST AYRSHIRE	£7.60	83	NORTH TYNESIDE	£6.70	148	DUNDEE CITY	£6.28
19	GUILDFORD	£7.60	84	SHEFFIELD	£6.70	149	FOREST OF DEAN	£6.27
20	KERRIER	£7.60	85	SWINDON	£6.70	150	BABERGH	£6.26
21	OXFORD CITY	£7.60	86	SOUTH HAMS	£6.66	151	MIDLOTHIAN	£6.22
22	RUSHMOOR	£7.60	87	BASINGSTOKE & DEANE	£6.60	152	THANET	£6.21
23	JERSEY	£7.43	88	BRACKNELL FOREST	£6.60	153	BIRMINGHAM	£6.20
24	CHELtenham	£7.40	89	BRENTWOOD	£6.60	154	BRAINTREE	£6.20
25	HARROGATE	£7.40	90	CAMBRIDGE CITY	£6.60	155	CHICHESTER	£6.20
26	MAIDSTONE	£7.40	91	CARLISLE	£6.60	156	DAVENTRY	£6.20
27	WEST BERKSHIRE	£7.40	92	EAST SUFFOLK (NORTH)	£6.60	157	DERBY	£6.20
28	MID SUSSEX	£7.40	93	EDEN	£6.60	158	EAST CAMBRIDGESHIRE	£6.20
29	DARTFORD	£7.30	94	EXETER	£6.60	159	EAST SUFFOLK (SOUTH)	£6.20
30	WEYMOUTH & PORTLAND	£7.30	95	HARLOW	£6.60	160	FOLKESTONE & HYTHE	£6.20
31	ARUN	£ 7.20	96	HIGH PEAK	£6.60	161	HORSHAM	£6.20
32	BATH & NORTH EAST SOMERSET	£7.20	97	MEDWAY	£6.60	162	NORTHAMPTON	£6.20
33	BCP	£7.20	98	MORAY (x)	£6.60	163	PORTSMOUTH UA	£6.20
34	DORSET	£7.20	99	NORTH HERTS	£6.60	164	ROCHFORD	£6.20
35	NORTH EAST LINCOLNSHIRE	£7.20	100	NORWICH	£6.60	165	SOLIHULL	£6.20
36	SOUTH GLOUCESTER	£7.20	101	PLYMOUTH	£6.60	166	SPELTHORNE	£6.20
37	ROTHER	£7.20	102	RUNNYMEDE	£6.60	167	ST ALBANS	£6.20
38	TORRIDGE	£7.20	103	SCARBOROUGH	£6.60	168	STRATFORD ON AVON	£6.20
39	TUNBRIDGE WELLS	£7.20	104	SHELAND ISLES	£6.60	169	WEST OXFORD	£6.20
40	YORK	£7.20	105	SOUTH CAMBRIDGE	£6.60	170	WINCHESTER	£6.20
41	ARGYLL & BUTE	£7.13	106	TEIGNBRIDGE	£6.60	171	CENTRAL BEDFORDSHIRE	£6.13
42	CHELMSFORD	£7.10	107	NORTH DEVON	£6.55	172	ABERDEENSHIRE	£6.10
43	DOVER	£7.10	108	ASHFORD	£6.50	173	CANNOCK CHASE	£6.10
44	MOLE VALLEY	£7.10	109	DURHAM COUNTY COUNCIL	£6.50	174	CARDIFF	£6.10
45	PENWITH	£7.10	110	HUNTINGDONSHIRE	£6.50	175	CLACKMANNAN	£6.10
46	RUGBY	£7.10	111	LIVERPOOL	£6.50	176	EAST HERTS	£6.10
47	HARBOROUGH	£7.09	112	LUTON	£6.50	177	ELMBRIDGE	£6.10
48	SEVENOAKS	£7.06	113	SOUTH SOMERSET	£6.50	178	FYLDE	£6.10
49	EAST LOTHIAN	£7.00	114	WORTHING	£6.50	179	NEW FOREST	£6.10
50	EDINBURGH	£7.00	115	BASILDON	£6.40	180	NORTH WARWICK	£6.10
51	HERTSMERE	£7.00	116	BRISTOL	£6.40	181	SOUTH AYRSHIRE	£6.10
52	STEVENAGE	£7.00	117	CANTERBURY	£6.40	182	TAMWORTH	£6.10
53	STROUD	£7.00	118	COUNTY OF HEREFORD	£6.40	183	SELBY	£6.06
54	TONBRIDGE & MALLING	£7.00	119	CREWE & NANTWICH	£6.40	184	CHARNWOOD	£6.05
55	WELWYN HATFIELD	£7.00	120	EAST HAMPSHIRE	£6.40	185	SCOTTISH BORDERS	£6.05
56	WILTSHIRE	£7.00	121	EAST LINDSEY	£6.40	186	ABERDEEN CITY	£6.00
57	COLCHESTER	£6.90	122	EAST RENFREW	£6.40	187	BLACKPOOL	£6.00
58	EASTBOURNE	£6.90	123	HASTINGS	£6.40	188	BOSTON	£6.00
59	VALE OF WHITE HORSE	£6.90	124	IPSWICH	£6.40	189	BROXTOWE	£6.00
60	ADUR	£6.80	125	LEEDS	£6.40	190	BUCKINGHAMSHIRE	£6.00
61	CARMARTHENSHIRE	£6.80	126	LINCOLN	£6.40	191	CASTLE POINT	£6.00
62	CARADON	£6.80	127	GLoucestershire	£6.40	192	CONWY	£6.00
63	EAST DEVON	£6.80	128	MELTON	£6.40	193	EAST STAFFORDSHIRE	£6.00
64	FIFE	£6.80	129	MID SUFFOLK	£6.40	194	GLOUCESTER	£6.00
65	GLASGOW	£6.80	130	NORTH KESTEVEN	£6.40	195	GREAT YARMOUTH	£6.00

POSITION	TARIFF ONE COUNCIL	TWO MILE FARE	POSITION	TARIFF ONE COUNCIL	TWO MILE FARE	POSITION	TARIFF ONE COUNCIL	TWO MILE FARE
196	GWYNEDD	£6.00	261	MID DEVON	£5.70	326	CHORLEY	£5.10
197	ISLE OF WIGHT	£6.00	262	MONMOUTHSHIRE	£5.70	327	CONGLETON	£5.10
198	KETTERING	£6.00	263	RENFREWSHIRE	£5.70	328	GATESHEAD	£5.10
199	KINGS LYNN & WEST NORFOLK	£6.00	264	STIRLING (x)	£5.70	329	SOUTH STAFFORDSHIRE	£5.10
200	KNOWSLEY	£6.00	265	SWANSEA	£5.70	330	COPELAND	£5.00
201	MILTON KEYNES	£6.00	266	WARRINGTON	£5.70	331	EAST NORTHANTS	£5.00
202	NORTH WEST LEICESTER	£6.00	267	BRADFORD	£5.60	332	KIRKLEES	£5.00
203	PETERBOROUGH	£6.00	268	DENBIGHSHIRE	£5.60	333	ROCHDALE	£5.00
204	RYEDALE	£6.00	269	GOSPORT	£5.60	334	ROSSENDALE	£5.00
205	SLOUGH	£6.00	270	HINCKLEY & BOSWORTH	£5.60	335	SOUTH NORTHANTS	£5.00
206	SOUTH TYNESIDE	£6.00	271	NEWPORT	£5.60	336	CORBYP	£4.90
207	STOCKPORT	£6.00	272	NORTH LANARKSHIRE	£5.60	337	MIDDLESBROUGH	£4.90
208	TAMESIDE	£6.00	273	RICHMONDSHIRE	£5.60	338	TELFORD & WREKIN	£4.90
209	TEST VALLEY (x)	£6.00	274	RUSHCLIFFE	£5.60	339	WELLINGBOROUGH	£4.90
210	THREE RIVERS	£6.00	275	SANDWELL	£5.60	340	WESTERN ISLES (x)	£4.85
211	THURROCK	£6.00	276	SUNDERLAND	£5.60	341	ASHFIELD	£4.80
212	WARWICK	£6.00	277	WEST LOTHIAN (x)	£5.60	342	DERBYSHIRE DALES	£4.80
213	WEST LINDSEY	£6.00	278	WREXHAM	£5.60	343	HYNDBURN	£4.70
214	WIRRAL	£6.00	279	CHERWELL	£5.56	344	BOLSOVER	£4.60
215	BASSETLAW	£5.90	280	NEWCASTLE-UNDER-LYME	£5.55	345	BURNLEY	£4.50
216	BROXBORNE	£5.90	281	DUMFRIES & GALLOWAY	£5.50	346	REDCAR & CLEVELAND	£4.50
217	DUDLEY	£5.90	282	EAST DUNBARTONSHIRE	£5.50	347	STOCKTON ON TEES	£4.50
218	KINGSTON-UPON-HULL	£5.90	283	EPPING FOREST	£5.50	348	OADBY & WIGSTON	£4.40
219	MANCHESTER	£5.90	284	EREWASH	£5.50	349	PENDLE	£4.40
220	NORTHUMBERLAND	£5.90	285	FALKIRK	£5.50	350	MALDON	£
221	STAFFORD	£5.90	286	HAMBLETON	£5.50	351	RUTLAND	£
222	STOKE-ON-TRENT UA	£5.90	287	MERTHYR TYDFIL	£5.50	352	SOUTH DERBYSHIRE	£
223	TANDBRIDGE	£5.90	288	OLDHAM	£5.50	353	SOUTH NORFOLK	£
224	WALSALL	£5.90	289	TORFAEN	£5.50	354	SOUTH OXFORDSHIRE	£
225	CALDERDALE	£5.85	290	CEREDIGION	£5.46	355	WEST DEVON	£
226	TEWKESBURY	£5.85	291	SALFORD	£5.46			
227	BARNESLEY	£5.80	292	ALLERDALE	£5.45			
228	BARROW IN FURNESS	£5.80	293	CAERPHILLY	£5.40			
229	BEDFORD	£5.80	294	CLYDEBANK	£5.40			
230	BRIDGEND	£5.80	295	DUNBARTON & VALE OF LEVEN (x)	£5.40			
231	BROMSGROVE	£5.80	296	ELLESMERE PORT	£5.40			
232	EAST KILBRIDE (x)	£5.80	297	HARTLEPOOL	£5.40			
233	FAREHAM	£5.80	298	MACCLESFIELD	£5.40			
234	FLINTSHIRE	£5.80	299	PERTH & KINROSS	£5.40			
235	HALTON	£5.80	300	POWYS	£5.40			
236	HAVANT	£5.80	301	PRESTON	£5.40			
237	HIGHLAND (x)	£5.80	302	ROTHERHAM	£5.40			
238	LANCASTER	£5.80	303	WYCHAVON	£5.40			
239	LEICESTER	£5.80	304	MANSFIELD	£5.35			
240	LICHFIELD	£5.80	305	INVERCLYDE	£5.34			
241	NEWCASTLE-UPON-TYNE	£5.80	306	CRAVEN (x)	£5.30			
242	NEATH PORT TALBOT	£5.80	307	FENLAND (x)	£5.30			
243	NORTHERN IRELAND	£5.80	308	NORTH AYRSHIRE	£5.30			
244	NORTH LINCOLNSHIRE	£5.80	309	REDDITCH	£5.30			
245	NORTH NORFOLK	£5.80	310	RIBBLE VALLEY	£5.30			
246	ORKNEY (x)	£5.80	311	SOUTH KESTEVEN	£5.30			
247	REIGATE & BANSTEAD	£5.80	312	SOUTH LANARKSHIRE (Clydesdale)	£5.30			
248	RUTHERGLEN (x)	£5.80	313	ST HELENS	£5.30			
249	SEFTON	£5.80	314	VALE ROYAL	£5.30			
250	TRAFFORD	£5.80	315	WYRE FOREST	£5.30			
251	WEST SUFFOLK	£5.80	316	BLABY	£5.24			
252	WIGAN	£5.80	317	AMBER VALLEY	£5.20			
253	WORCESTER	£5.80	318	BLAENAU GWENT	£5.20			
254	WYRE	£5.80	319	BOLTON	£5.20			
255	YNS MON	£5.80	320	EAST RIDING	£5.20			
256	CHESTERFIELD	£5.75	321	HAMILTON (x)	£5.20			
257	DONCASTER	£5.75	322	RHONDDA CYNON TAF	£5.20			
258	NORTH EAST DERBYSHIRE	£5.75	323	STAFFS MOORLANDS	£5.20			
259	ANGUS	£5.70	324	WAKEFIELD	£5.20			
260	GEDLING	£5.70	325	WEST LANCASHIRE	£5.20			

TABLE COLOUR CODE
RISE IN 2022
RISE IN 2021
RISE IN 2020
RISE IN 2019
RISE IN 2018
RISE IN 2017
RISE IN 2016
RISE IN 2015
RISE IN 2014
RISE IN 2013
RISE IN 2012
RISE IN 2011
RISE IN 2010
RISE IN 2009
RISE IN 2008
NO SET FARE

Councils in positions 350-355 do not impose a tariff for their hackney carriages and instead the individual vehicle charges an agreed fare prior to the journey.

**NATIONAL AVERAGE  
TWO MILE HACKNEY FARE  
TARIFF ONE  
IS NOW £6.24**

**PLEASE NOTE**

This month sees the single biggest rise in an average two-mile taxi fare nationwide in our tables with this month's additions. On average a two-mile fare increased by 7p across all our listing.

Where an (x) appears by a listing, a fare update has been passed by the council, but our fare has not increased.

In the case of Cotswold where a (y) appears alongside the listing, the (y) refers to a fare update but one in which the fare has decreased for a two-mile tariff.

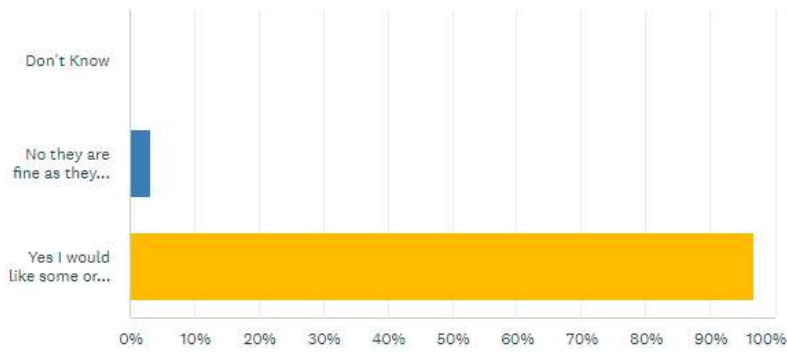
**The Bryan Roland Memorial  
NATIONAL HACKNEY FARES TABLE  
MAY 2022**

Authority	Tariff One (2Mile Journey) <del>December 2021</del> Updated May 2022		
Caerphilly	<del>£5.40</del>	6.00	
Blaenau Gwent	£5.20		
RCT	£5.20		
Torfaen	£5.50		
Newport	£5.60		
Monmouthshire	£5.70		
Swansea	£5.70		
Merthyr	£5.50		
Flintshire	£5.80		
Gwynedd	£6.00		
Vale of Glamorgan	<del>£6.00</del>	6.80	
Conwy	£6.00		
Bridgend	£5.80		
Pembrokeshire	£6.30		
Cardiff	£6.10		
Neath Port Talbot	<del>£5.46</del>	5.80	
Powys	£5.40	6.00	proposed
Wrexham	£5.60		
Ynys Mon	£5.80		
Denbighshire	£5.60		
Ceredigion	£5.46		
Carmarthenshire	<del>£6.20</del>	6.80	

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The taxi tariffs in Powys were last reviewed in 2018. We are currently facing escalating fuel and cost of living prices that has prompted this review. Would you like the tariffs to be reviewed?

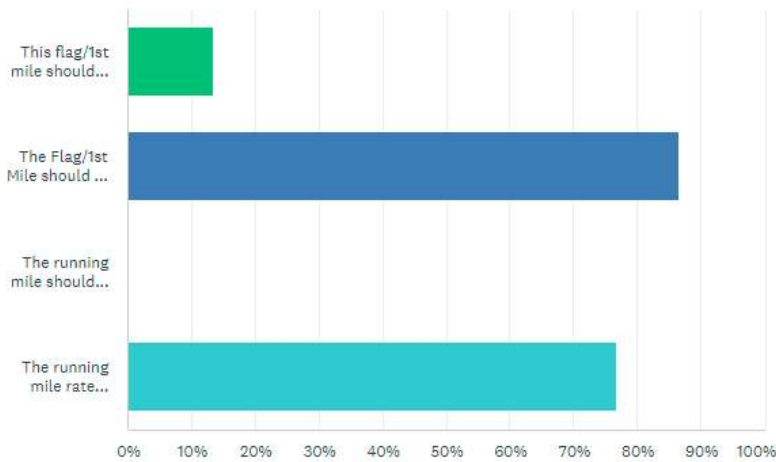
Answered: 32 Skipped: 1



ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
No they are fine as they are, no need to change them	3.13% 3
Yes I would like some or all parts of the tariffs revised	96.88% 32
<b>TOTAL</b>	<b>32</b>

Q in relation to Tariff 1 -day rate for cars up to 4 passengers currently £3.60 flag and £1.80 running mile

Answered: 30 Skipped: 3



ANSWER CHOICES	RESPONSES
This flag/1st mile should stay the same at £3.60	13.33% 4
The Flag/1st Mile should be more than £3.60	86.67% 26
The running mile should stay the same at £1.80	0.00% 0
The running mile rate should be more than £1.80	76.67% 23
<b>Total Respondents: 30</b>	

Showing 17 responses

- £4 for 1st mile and £2.00 per mile after that.**  
3/18/2022 1:02 PM [View respondent's answers](#) [Add tags](#)▼
- It would help if all hackney vehicles actually had the meters turned on NOT off**  
3/14/2022 5:14 PM [View respondent's answers](#) [Add tags](#)▼
- Flag fare-£5 and mile rate £2**  
3/12/2022 4:32 PM [View respondent's answers](#) [Add tags](#)▼
- £4.00 & £200**  
3/11/2022 6:20 PM [View respondent's answers](#) [Add tags](#)▼

Add tags▼ [Filter by tag](#)▼

Showing 17 responses

- £2 mile**  
3/11/2022 4:00 PM [View respondent's answers](#) [Add tags](#)▼
- £4 to £4.50 running £2 pm**  
3/11/2022 2:59 PM [View respondent's answers](#) [Add tags](#)▼
- Flag at £4 + Running Mile £2.05+**  
3/11/2022 2:39 PM [View respondent's answers](#) [Add tags](#)▼
- £4 and £2**  
3/11/2022 2:10 PM [View respondent's answers](#) [Add tags](#)▼
- Running mile rate of £2**

Showing 17 responses

**£4 FLAG £2 RUNNING MILE**  
3/11/2022 1:58 PM [View respondent's answers](#) [Add tags](#)▼

**3.80 and 1.90**  
3/11/2022 1:19 PM [View respondent's answers](#) [Add tags](#)▼

**4 pound and then 2 pound per mile**  
3/11/2022 11:48 AM [View respondent's answers](#) [Add tags](#)▼

**2.50**  
3/11/2022 11:47 AM [View respondent's answers](#) [Add tags](#)▼

**£4 flag £1.90 running mile**

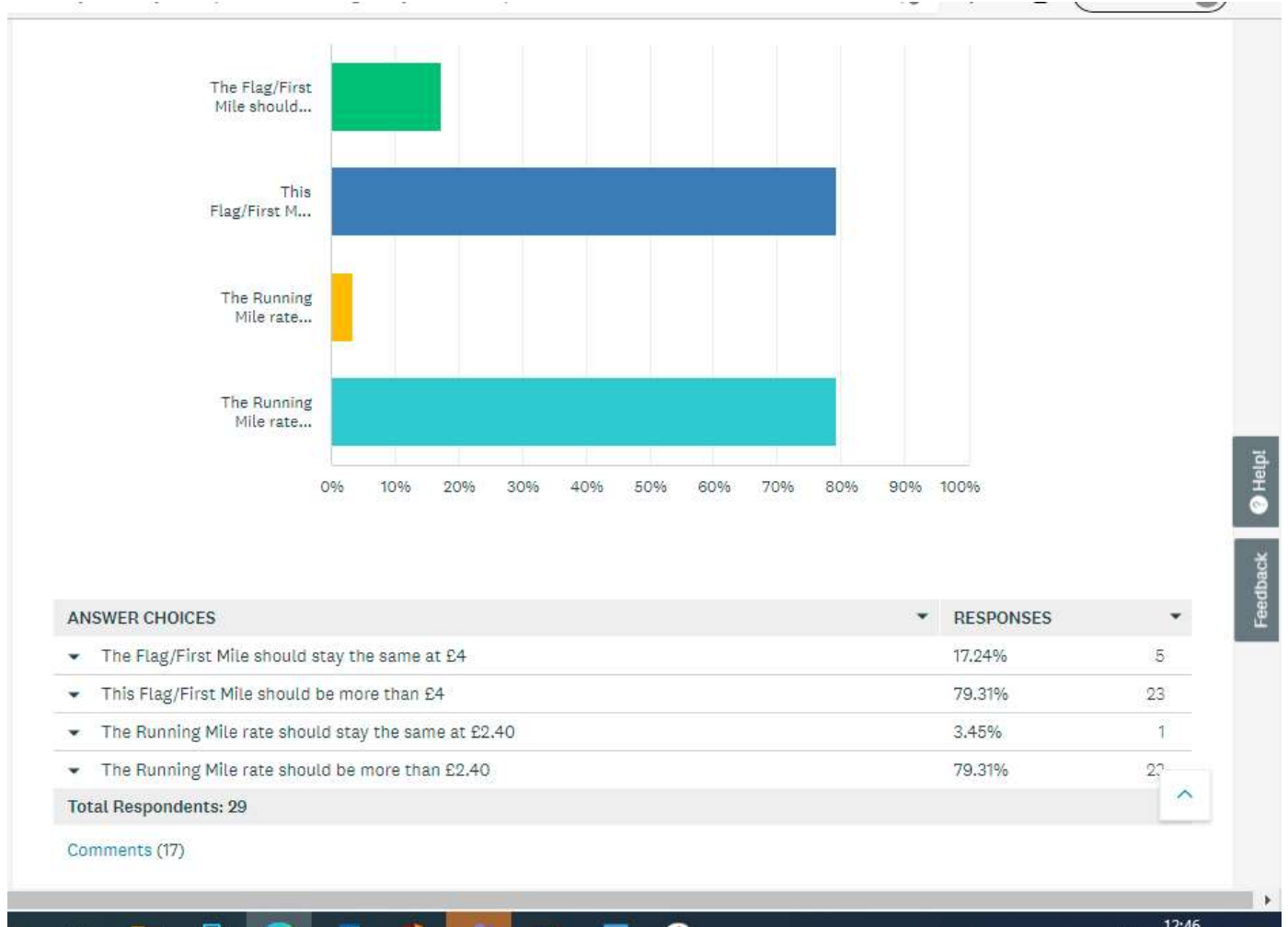
**£4 flag £1.90 running mile**  
3/11/2022 11:43 AM [View respondent's answers](#) [Add tags](#)▼

**£4**  
3/11/2022 11:31 AM [View respondent's answers](#) [Add tags](#)▼

**Flag £3.80 running mile £2.00**  
3/11/2022 11:17 AM [View respondent's answers](#) [Add tags](#)▼

**Flag £360 Running mile £230**  
3/11/2022 11:16 AM [View respondent's answers](#) [Add tags](#)▼

Q In relation to Tariff 2 currently £4 flag £2.40 running mile – Peak rate for cars up to 4 passengers (night and Bank Hols)



Help! Feedback

ANSWER CHOICES	RESPONSES
▼ The Flag/First Mile should stay the same at £4	17.24% 5
▼ This Flag/First Mile should be more than £4	79.31% 23
▼ The Running Mile rate should stay the same at £2.40	3.45% 1
▼ The Running Mile rate should be more than £2.40	79.31% 23

Total Respondents: 29

Comments (17)

12:46

Showing 17 responses

- £4.50 1st Mile and £ 2.50 after that**  
 3/18/2022 1:02 PM [View respondent's answers](#) [Add tags](#)

---

- Again 90% of hackney cars in newtown have meters turned off**  
 3/14/2022 5:14 PM [View respondent's answers](#) [Add tags](#)

---

- Flag first mile fare £6 and running mile rate £2.60**  
 3/12/2022 4:32 PM [View respondent's answers](#) [Add tags](#)

---

- £4.20 & £2.60**  
 3/11/2022 6:20 PM [View respondent's answers](#) [Add tags](#)

---

- £2.60 mile**



£5 and £3  
3/11/2022 2:59 PM [View respondent's answers](#) [Add tags](#)▼

Flag £5+, Running £2.80+  
3/11/2022 2:39 PM [View respondent's answers](#) [Add tags](#)▼

£5 and £3  
3/11/2022 2:10 PM [View respondent's answers](#) [Add tags](#)▼

Running mile rate of £2.50  
3/11/2022 2:00 PM [View respondent's answers](#) [Add tags](#)▼

FLAG £4.50 RUNNING MILE £2.60  
3/11/2022 1:58 PM [View respondent's answers](#) [Add tags](#)▼

4.50 and 2.60  
3/11/2022 1:19 PM [View respondent's answers](#) [Add tags](#)▼

4.5 and then 2,6 per mile  
3/11/2022 11:48 AM [View respondent's answers](#) [Add tags](#)▼

5.00  
3/11/2022 11:47 AM [View respondent's answers](#) [Add tags](#)▼

£4.50 flag £2.60 running mile

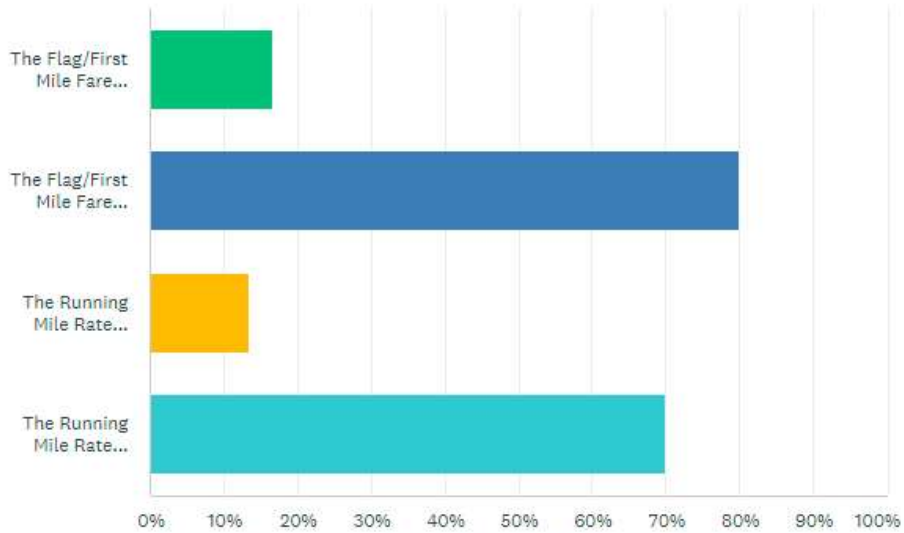
2 60  
3/11/2022 11:31 AM [View respondent's answers](#) [Add tags](#)▼

Running mile£2.60£  
3/11/2022 11:17 AM [View respondent's answers](#) [Add tags](#)▼

Flag £4.00 Running Mile £2.70  
3/11/2022 11:16 AM [View respondent's answers](#) [Add tags](#)▼

Get sor

Q in relation to Tariff 3 Xmas & New Year rate for Cars up to 4 passengers currently £5 flag and £2.50 running mile



ANSWER CHOICES	RESPONSES
▼ The Flag/First Mile Fare should stay the same at £5	16.67% 5
▼ The Flag/First Mile Fare should be more than £5	80.00% 24
▼ The Running Mile Rate should stay the same at £2.50	13.33% 4
▼ The Running Mile Rate should be more than £2.50	70.00% 21
<b>Total Respondents: 30</b>	

[Comments \(13\)](#)

- First mile flag fare £7**  
 3/12/2022 4:32 PM [View respondent's answers](#) [Add tags](#)

---

- £5.50. & £3.00**  
 3/11/2022 6:20 PM [View respondent's answers](#) [Add tags](#)

---

- Start £7 £3 mile**  
 3/11/2022 4:00 PM [View respondent's answers](#) [Add tags](#)

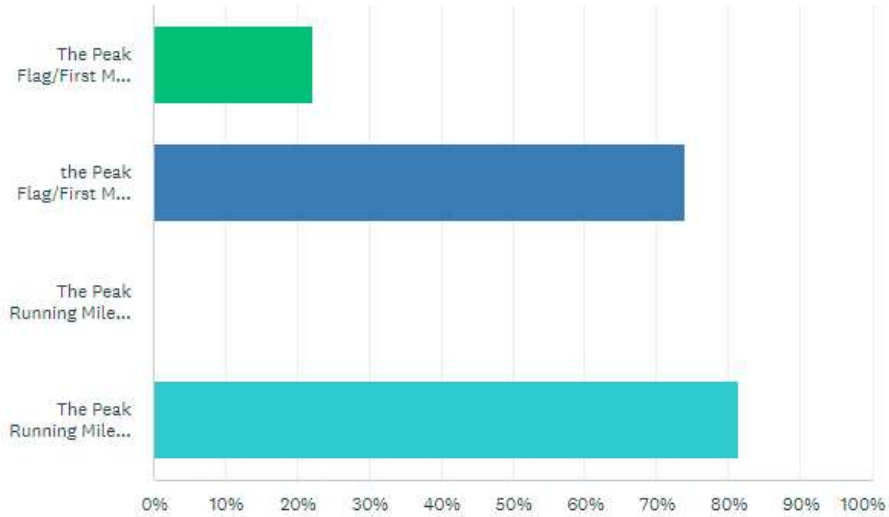
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- £6 and £3**  
 3/11/2022 2:59 PM [View respondent's answers](#) [Add tags](#)

- Flag £6 Running £3+**  
 3/11/2022 2:39 PM [View respondent's answers](#) [Add tags](#)▼
- Running mile rate of £2.80**  
 3/11/2022 2:00 PM [View respondent's answers](#) [Add tags](#)▼
- Running rate £3**  
 3/11/2022 1:58 PM [View respondent's answers](#) [Add tags](#)▼
- 5.50and 2.80**  
 3/11/2022 1:19 PM [View respondent's answers](#) [Add tags](#)▼
- 5,6 first mile then 2,8 per mile**

- £5.40 flag £2.80 running mile**  
 3/11/2022 11:43 AM [View respondent's answers](#) [Add tags](#)▼
- Flag £6.00 running mile £3.00**  
 3/11/2022 11:17 AM [View respondent's answers](#) [Add tags](#)▼
- Tariff 1 but double time £7.20 Flag £4.60 Running Mile**  
 3/11/2022 11:16 AM [View respondent's answers](#) [Add tags](#)▼
- 8**  
 3/11/2022 11:08 AM [View respondent's answers](#) [Add tags](#)▼

Q in relation to Tariff 5 -peak rate (night and Bank Hols) for vehicles >4 passengers currently £5 flag and running mile £2.50



ANSWER CHOICES	RESPONSES
▼ The Peak Flag/First Mile Fare when carrying more than 4 passengers should stay the same at £5	22.22% 6
▼ the Peak Flag/First Mile Fare when carrying more than 4 passengers should be increased from £5	74.07% 20
▼ The Peak Running Mile Rate when carrying more than 4 passengers should stay the same at £2.50	0.00% 0
▼ The Peak Running Mile Rate when carrying more than 4 passengers should be increased from £2.50	81.48% 21

Total Respondents: 27

[Comments \(13\)](#)

Showing 13 responses

£ 6.00 1st Mile and £ 2.80 after that

3/18/2022 1:02 PM

[View respondent's answers](#)

[Add tags](#)

Pick flag first mile £6 and running mile rate £2.70

3/12/2022 4:32 PM

[View respondent's answers](#)

[Add tags](#)

£5.80. & £2.80

3/11/2022 6:20 PM

[View respondent's answers](#)

[Add tags](#)

To reflect cost increase

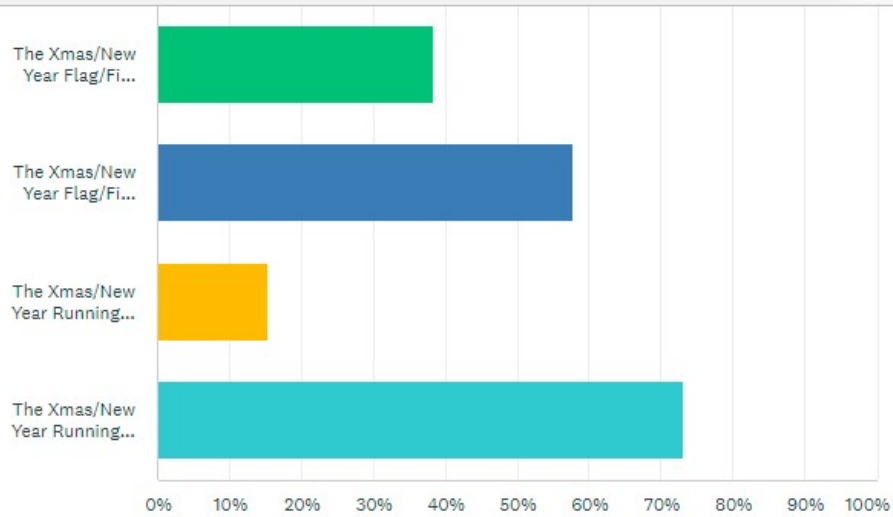
3/11/2022 2:59 PM

[View respondent's answers](#)

[Add tags](#)

<input type="checkbox"/>	<b>£5.50 flag £2.80 running mile</b> 3/11/2022 11:43 AM	<a href="#">View respondent's answers</a>	<a href="#">Add tags</a> ▼
<input type="checkbox"/>	<b>2.70</b> 3/11/2022 11:31 AM	<a href="#">View respondent's answers</a>	<a href="#">Add tags</a> ▼
<input type="checkbox"/>	<b>Flag £6.00 running mile £3.20</b> 3/11/2022 11:17 AM	<a href="#">View respondent's answers</a>	<a href="#">Add tags</a> ▼
<input type="checkbox"/>	<b>£5.00 Flag £3.10 Running Mile</b> 3/11/2022 11:16 AM	<a href="#">View respondent's answers</a>	<a href="#">Add tags</a> ▼
<input type="checkbox"/>	<b>Flag £5.50+ Running £3+</b> 3/11/2022 2:39 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags</a> ▼
<input type="checkbox"/>	<b>Running mile rate of £3.00</b> 3/11/2022 2:00 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags</a> ▼
<input type="checkbox"/>	<b>Flag £5.50 Running mile £2.80</b> 3/11/2022 1:58 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags</a> ▼
<input type="checkbox"/>	<b>5.50 and 2.80</b> 3/11/2022 1:19 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags</a> ▼
<input type="checkbox"/>	<b>6.00</b>		

Q in relation to Tariff 6 Xmas/ New Year tariffs for vehicles >4 passengers currently £7 flag, running mile £3.50



ANSWER CHOICES	RESPONSES
▼ The Xmas/New Year Flag/First Mile Fare when carrying more than 4 passengers should stay the same at £7	38.46% 10
▼ The Xmas/New Year Flag/First Mile Fare when carrying more than 4 passengers should be increased from £7	57.69% 15
▼ The Xmas/New Year Running Mile Rate when carrying more than 4 passengers should stay the same at £3.50	15.38% 4
▼ The Xmas/New Year Running Mile Rate when carrying more than 4 passengers should be increased from £3.50	73.08% 19
<b>Total Respondents: 26</b>	

Showing 10 responses

- Running rate increased to £3.80**  
 3/18/2022 1:02 PM [View respondent's answers](#) [Add tags](#)
- Xmas New year flag and first mile rate when carting more then 4 people £10**  
 3/12/2022 4:32 PM [View respondent's answers](#) [Add tags](#)
- £8.00. & £4.00**  
 3/11/2022 6:20 PM [View respondent's answers](#) [Add tags](#)
- As above**  
 3/11/2022 2:59 PM [View respondent's answers](#) [Add tags](#)

Showing 10 responses



Flag £7.50+ Running £4

3/11/2022 2:39 PM

[View respondent's answers](#)

[Add tags](#) ▾



Running mile £4

3/11/2022 1:58 PM

[View respondent's answers](#)

[Add tags](#) ▾



7.50 and 3.80

3/11/2022 1:19 PM

[View respondent's answers](#)

[Add tags](#) ▾



3 70

3/11/2022 11:31 AM

[View respondent's answers](#)

[Add tags](#) ▾



Running mile£3.70



Tariff 2 but Double time £8.00 Flag £5.40 Running Mile

3/11/2022 11:16 AM

[View respondent's answers](#)

[Add tags](#) ▾

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Vehicles up to 4 passengers		Vehicles with capacity of >4 passengers	
<b><u>TARIFF 1 (DAY)</u></b> <b>6.00 to 23.00</b>		<b><u>TARIFF 4 (DAY)</u></b> <b>06.00 to 23.00</b>	
Flag & First Mile or 9min initial waiting time	£4.00	Flag & First mile or 11 min initial waiting time	£4.50
For each 176 yards or uncompleted part thereof	20p £2/mile	For each 160 yards or uncompleted part thereof	25p £2.75/mile
Waiting time	20p/min	Waiting time	20p/min
<b><u>TARIFF 2 (NIGHT)</u></b> <b>23.00 to 06.00 &amp; Bank Holidays</b>		<b><u>TARIFF 5 (NIGHT)</u></b> <b>23.00 to 06.00 &amp; bank holidays</b>	
Flag & First mile or 11 min initial waiting time	£4.50	Flag & First Mile or 10min initial waiting time	£6.00
For each 160 yards or uncompleted part thereof	25p £2.75/mile	For each 176 yards or uncompleted part thereof	30p £3/mile
Waiting time	25p/min	Waiting time	30p/min
<b><u>TARIFF 3 (XMAS &amp; NEW YEAR)</u></b> <b>19.00 24<sup>th</sup> Dec – 06.00 27<sup>th</sup> Dec</b> <b>19.00 31<sup>st</sup> Dec – 06.00 2<sup>nd</sup> Jan</b>		<b><u>TARIFF 6 (XMAS &amp; NEW YEAR)</u></b> <b>19.00 24<sup>th</sup> Dec – 06.00 27<sup>th</sup> Dec</b> <b>19.00 31<sup>st</sup> Dec – 06.00 2<sup>nd</sup> Jan</b>	
Flag & First Mile or 10min initial waiting time	£6.00	Flag & 1 <sup>st</sup> mile or 10min initial waiting time	£7.50
For each 176 yards or uncompleted part thereof	30p £3/mile	For each 176 yards or uncompleted part thereof	40p £4/mile
Waiting time	30p/min	Waiting time	40p/min

Soiling Charge £50 Maximum

Cerbydau'n cludo hyd at 4 o deithwyr		Cerbydau'n cludo dros 4 deithwyr	
<p><b><u>PRIS 1 (DIWRNOD)</u></b> <b>06.00 i 23.00</b></p> <p>Fflagio a'r Filltir Gyntaf neu 9 mun cyfnod aros ar y dechrau Am bob 176 llath neu ran ohono</p> <p>Amser aros</p>	<p>£4.00</p> <p>20c £2/milltir</p> <p>20c/ mun</p>	<p><b><u>PRIS 4 (DIWRNOD)</u></b> <b>06.00 i 23.00</b></p> <p>Fflagio a'r Filltir Gyntaf neu 11 mun cyfnod aros ar y dechrau</p> <p>Am bob 160 llath neu ran ohono</p> <p>Amser aros</p>	<p>£4.50</p> <p>25c £2.75/ milltir</p> <p>25p/mun</p>
<p><b><u>PRIS 2 (NOS)</u></b> <b>23.00 i 06.00 a Gwyliau Banc</b></p> <p>Fflagio a'r Filltir Gyntaf neu 10 mun cyfnod aros ar y dechrau Am bob 160 llath neu ran ohono</p> <p>Amser aros</p>	<p>£4.50</p> <p>25c £2.75/ milltir</p> <p>20c/ mun</p>	<p><b><u>PRIS 5 (NOS)</u></b> <b>23.00 i 06.00 a Gwyliau Banc</b></p> <p>Fflagio a'r Filltir Gyntaf neu 10 mun cyfnod aros ar y dechrau Am bob 176 llath neu ran ohono</p> <p>Amser aros</p>	<p>£6.00</p> <p>30c £3/ milltir</p> <p>30c/mun</p>
<p><b><u>PRIS 3 (NADOLIG A'R FLWYDDYN NEWYDD)</u></b> <b>19.00 24 Rhag – 06.00 27 Dec</b> <b>19.00 31 Rhag – 06.00 2 Ion</b></p> <p>Fflagio a'r Filltir Gyntaf neu 10 mun cyfnod aros ar y dechrau Am bob 176 llath neu ran ohono</p> <p>Amser aros</p>	<p>£6.00</p> <p>30c £3/ milltir</p> <p>30c/ mun</p>	<p><b><u>PRIS 6 (NADOLIG A'R FLWYDDYN NEWYDD)</u></b> <b>19.00 24 Rhag – 06.00 27 Dec</b> <b>19.00 31 Rhag – 06.00 2 Ion</b></p> <p>Fflagio a'r Filltir Gyntaf neu 10 mun cyfnod aros ar y dechrau Am bob 176 llath neu ran ohono</p> <p>Amser aros</p>	<p>£7.50</p> <p>40c £4/ milltir</p> <p>40c/mun</p>

3 March	Portfolio Holder for Adult Social Care, Welsh Language, Housing and Climate Change	Gave approval to the introduction of a new Quality of Accommodation Standard to be applied to the letting of Council-owned homes.
4 March	Portfolio Holder for Education and Property	Gave approval for the purchase of the freehold of property in Brecon.
11 March	Portfolio Holder for Education and Property	Gave approval to complete the purchase of land to the North of Ysgol Bro Hyddgen for the sum reported plus land transaction tax and associated fees to support the development of the Bro Hyddgen Community Campus project.
28 March	Portfolio Holder for Corporate Governance, Planning and Regulatory Services	Agreed a Market Supplement for a period of 12 months for Mental Health, Adult Services & Emergency Duty Team, Childrens Services.
28 March	Portfolio Holder for Environment	Approved a One-Way Traffic Order along High Street and part of Short Bridge Street, and Prohibition of Driving Order along part of Wesley Street – Newtown.
31 March	Portfolio Holder for Environment	Noted and over-ruled Parking Restrictions at C0180 Cwmporth, C0180 Ystradfellte and C0193/C0194 Coelbren – Objection to Restrictions Parking Restrictions C0180 Cwmporth, C0180 Ystradfellte and C0193/C0194 Coelbren. The proposed restrictions will help prevent the continual inconsiderate parking around waterfall country and maintain the unimpeded passage of vehicles along the public highway.
5 April	Portfolio Holder for Education and Property	Approved the appointment of school governors.
8 April	Leader	Offered the tenancy of the County Farm at Sychlyn, Pool Quay at the tendered rent on the recommendation of the Farm Letting Panel following interviews.

20 June	Cabinet Member for a Greener Powys	<p>Prohibition of Driving and One-Way Order along parts of Chapel Street and Powell's Lane, and Revocation of Powell's Lane Amenity Weight Limit – Welshpool</p> <p>Authorised the local highway authority to commence the legal public consultation procedure for the proposed traffic regulation order relating to new traffic movement prohibitions at Welshpool identified at Appendix A to the report, and if no substantive objections are received implement the prohibition of waiting Order in accordance with the Local Authorities' Traffic Orders (Procedure) (England and Wales) Regulations 1996.</p> <p>To revoke <i>The County of Powys (Powell's Lane, Welshpool) (Prohibition of Heavy Commercial Vehicles Order 1990</i>, and the removal of the signage associated with that Order at the developer's expense.</p>
20 June	Cabinet Member for a Learning Powys	Approved the appointment of school governors.

Cabinet / Delegate Title	Portfolio Holder	Lead	Decision Maker
28/06/22 Draft Welsh Language Annual Standards Report	Councillor Susan McNicholas	Emma Palmer	Cabinet
28/06/22 Taxi Fares	Councillor Richard Church	Susan Jones	Cabinet
Corporate Self-Assessment Report/Annual Governance 05/07/22 Statement	Councillor James Gibson-Watt	Emma Palmer	Cabinet
05/07/22 Quarter 4 Strategic Risk Register	Councillor David Arnold Thomas	Jane Thomas	Cabinet
05/07/22 Quarter 4 Treasury Management Report	Councillor David Arnold Thomas	Jane Thomas	Cabinet
05/07/22 Revenue Outturn report for 2021/22	Councillor David Arnold Thomas	Jane Thomas	Cabinet
05/07/22 Capital Outturn Report for 2021/22	Councillor David Arnold Thomas	Jane Thomas	Cabinet
05/07/22 Cost of Living Discretionary Support Scheme	Councillor David Arnold Thomas	Jane Thomas	Cabinet
05/07/22 Director of Social Services Annual Report			Cabinet
05/07/22 Market Stability Report	Councillor Sian Cox	Dylan Owen	Cabinet
Clean Me: case for a grant to domiciliary care agencies to use 05/07/22 electric vehicles	Councillor Sian Cox	Dylan Owen	Cabinet
Corporate Self-Assessment Report/Annual Governance 05/07/22 Statement	Councillor James Gibson-watt	Emma Palmer	Cabinet
05/07/22 Cost of living support scheme	Councillor David Arnold Thomas	Jane Thomas	Cabinet
05/07/22 Welsh Education Strategic Plan	Councillor Pete Roberts	Emma Palmer	Cabinet
05/07/22 Llanbedr Church in Wales School	Councillor Pete Roberts	Emma Palmer	Cabinet
05/07/22 Llanfihangel Rhydithon CP School	Councillor Pete Roberts	Emma Palmer	Cabinet
26/07/22 Quarter 1 Strategic Risk Register	Councillor David Arnold Thomas	Jane Thomas	Cabinet
26/07/22 Revenue Outturn as at 30 June	Councillor David Arnold Thomas	Jane Thomas	Cabinet
26/07/22 Capital Programme update as at 30 June	Councillor David Arnold Thomas	Jane Thomas	Cabinet

26/07/22 Asset Review	Councillor Jake Berriman	Gwilym Davies	Cabinet
26/07/22 Medium Term Financial Strategy	Councillor David Arnold Thomas	Jane Thomas	Cabinet
26/07/22 Shared Prosperity Fund	Councillor David Selby	Diane Reynolds	Cabinet
26/07/22 WHQS -2 Consultation Response to WG	Councillor Matthew Dorrance	Nina Davies	Cabinet
26/07/22 Demand and Capacity Front Door / Early Help and Assessment	Councillor Sian Cox	Dylan Owen	Cabinet
26/07/22 WCCIS Options paper	Councillor Sian Cox	Dylan Owen	Cabinet
26/07/22 Quarter 1 Performance Report	Councillor James Gibson-watt	Emma Palmer	Cabinet
20/09/22 Corporate Safeguarding Update	Councillor Sian Cox Councillor Sandra Davies Councillor Susan McNicholas	Jan Coles Michael Gray	Cabinet
20/09/22 Quarter 1 Treasury Management Report	Councillor David Arnold Thomas	Jane Thomas	Cabinet
20/09/22 Sennybridge Primary School Outline Business Case	Councillor Pete Roberts	Emma Palmer	Cabinet
01/11/22 Revenue Outturn as at 30 September	Councillor David Arnold Thomas	Jane Thomas	Cabinet
01/11/22 Capital Programme Update as at 30 September	Councillor David Arnold Thomas	Jane Thomas	Cabinet
22/11/22 Quarter 2 Strategic Risk Register	Councillor David Arnold Thomas	Jane Thomas	Cabinet
22/11/22 Council Tax Base	Councillor David Arnold Thomas	Jane Thomas	Cabinet
22/11/22 Quarter 2 Performance Report	Councillor James Gibson-watt	Emma Palmer	Cabinet
13/12/22 Quarter 2 Treasury Management Report	Councillor David Arnold Thomas	Jane Thomas	Cabinet