

# Agenda – Culture, Welsh Language and Communications Committee

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Meeting Venue:

Committee Room 2 – The Senedd

Meeting date: 18 July 2018

Meeting time: 09.30

For further information contact:

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## 1 Introductions, apologies, substitutions and declarations of interest

## 2 Short inquiry into ‘Building an S4C for the future: An independent review by Euryn Ogwen Williams’: Evidence session 2

(09:30 – 10:15)

(Pages 1 – 47)

Simon Curtis, National and Regional Organiser – Wales and South West England, Equity

### Break (10:15 – 10:30)

## 3 Short inquiry into ‘Building an S4C for the future: An independent review by Euryn Ogwen Williams’: Evidence session 3

(10:30 – 11:30)

Huw Jones, Chairman, S4C Authority

Owen Evans, Chief Executive, S4C

## 4 Paper(s) to note

### 4.1 Funding for and access to music education: Correspondence from Active Music Services

(Pages 48 – 50)



- 4.2 Office of National Statistics: Census 2021 – Further information from the Office for National Statistics**  
(Pages 51 – 54)
- 4.3 Ofcom consultation – Localness on commercial radio – Proposals to amend guidelines: Correspondence from Marc Webber**  
(Pages 55 – 57)
- 4.4 Official Languages Scheme: Annual report 2017–18**  
(Pages 58 – 94)
- 5 Motion under Standing Order 17.42 to resolve to exclude the public from the meeting for the following business:**
- 6 Consideration of evidence**  
(11:30 – 11:45)
- 7 Radio in Wales: Consideration of draft report**  
(11:45 – 12:15) (Pages 95 – 142)
- 8 The Welsh Government’s relationship with Pinewood:  
Consideration of letter to Public Accounts Committee**  
(12:15 – 12:25)
- 9 Consideration of Welsh language inquiry**  
(12:25 – 12:30)

# Agenda Item 2

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# Ymchwiliad byr i ' Creu S4C ar gyfer y dyfodol: Adolygiad annibynnol gan Euryrn Ogwen Williams'

## Short inquiry into 'Building an S4C for the future: An independent review by Euryrn Ogwen Williams'

Gorffennaf 2018 / July 2018





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BS4C01	RhAG	RhAG (Welsh only)
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BS4C03	S4C	S4C (Welsh only)
BS4C04	Cymdeithas yr Iaith Gymraeg	Cymdeithas yr Iaith Gymraeg (Welsh only)
BS4C05	UCAC	UCAC (Welsh only)
BS4C06	Equity (Saesneg yn unig)	Equity

Cynulliad Cenedlaethol Cymru / National Assembly for Wales  
Pwyllgor Diwylliant, y Gymraeg a Chyfathrebu / The Culture, Welsh Language and Communications Committee  
Ymchwiliad byr i ' Creu S4C ar gyfer y dyfodol: Adolygiad annibynnol gan Euryrn Ogwen Williams'  
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CWLC(5) BS4C01  
Ymateb gan RhAG / Evidence from RhAG

Ysgrifennwn atoch er mwyn cefnogi'r alwad i'r pwyllgor gynnal ymchwiliad llawn i'r achos dros ddatganoli pwerau darlledu i Gymru.

Mae'r peryglon amlwg i ddyfodol S4C yn fater a ddylai fod yn destun pryder mawr i'r pwyllgor.

Mae'n hysbys bod S4C wedi dioddef cyfres o doriadau, tra bod incwm Sky, ITV, y BBC, Sianel 4 ac eraill wedi cynyddu. Wedi blynyddoedd o frwydro am friwsion oddi ar fwrdd Llywodraeth Prydain - corff nad yw'n deall y Gymraeg na S4C yn ôl TAC - mae'n gwbl amlwg bellach mai dim ond drwy wneud penderfyniadau am ddarlledu yng Nghymru y cawn ni ddemocratiaeth ac iaith hyfyw.

Yn ôl arolwg barn gan YouGov a gyhoeddwyd y llynedd, mae 65% o bobl Cymru yn ffafrio datganoli darlledu i'r Senedd yng Nghymru. Mae'n ddiarnheul bellach bod cefnogaeth gyhoeddus o blaid symud i'r cyfeiriad hwn.

Rydym yn ymwybodol bod mudiadau, gan gynnwys Cymdeithas yr Iaith Gymraeg, wedi cyflwyno'r achos sy'n dadlau y byddai modd gwednewid sefyllfa darlledu Cymreig trwy ddatganoli'r pwerau hynny i Gymru. Gallai hyn gynnwys y posibilrwydd y byddai mwy o arian ar gael ar gyfer darlledu cyhoeddus, ynghyd â chyfleoedd i sefydlu gorsafoedd radio, teledu a mentrau digidol newydd.

O safbwynt y Gymraeg, mae sicrhau dyfodol llewyrchus a ffyniannus i ddarlledu yng Nghymru yn allweddol os ydym am gyrraedd targed Llywodraeth Cymru o filiwn o siaradwyr Cymraeg erbyn 2050.

Gobeithiwn yn fawr y bydd y pwyllgor yn cymryd y cyfle euraid hwn i gynnal astudiaeth fanwl o'r achos dros ddatganoli darlledu i Gymru.

Yn gywir

Ceri

**Ceri McEvoy**

**Cyfarwyddwr Datblygu**

*Director of Development*

**Rhieni Dros Addysg Gymraeg**

*Parents for Welsh Medium Education*

Cynulliad Cenedlaethol Cymru / National Assembly for Wales

Pwyllgor Diwylliant, y Gymraeg a Chyfathrebu / The Culture, Welsh Language and Communications Committee

Ymchwiliad byr i ' Creu S4C ar gyfer y dyfodol: Adolygiad annibynnol gan Euryng Ogwen Williams'

Short inquiry into 'Building an S4C for the future: An independent review by Euryng Ogwen Williams'

CWLC(5) BS4C02

Ymateb gan Huw Marshall / Evidence from Huw Marshall

Background information - Huw Marshall is a media consultant and digital strategist, he has almost 30 years of experience in the Welsh and UK media space. Between November 2012 and September 2016 he was responsible for leading S4C's digital activities, creating and implementing the channels first digital strategy. You can read more about his current work and articles that are relevant to this consultation by visiting [www.marshall.wales](http://www.marshall.wales)

1 Post the publication of the report in april I wrote an article published on my website

<http://marshall.cymru/2018/04/07/future-welsh-language-content/?lang=en>

I attach a written form of the article at the end of this response.

2 In preparing this response I have focussed on the 7 recommendations put forward by the reports author Euryng Ogwen Williams.

3 Recommendation 1 - The government should update S4C's public service remit to include digital and online services and remove the current geographical broadcasting restrictions. This will allow S4C to broaden its reach and offer its content on a range of new platforms in the UK and beyond.

4 It is a given in this day and age that S4C's PSB remit has to expand in order to secure its relevance for todays audiences. On a recent visit to a Welsh medium secondary school I had the pleasure of spending the day working with around 100 year 7, 8 and 9 boys and girls. What is clear today is the relationship between young people and content has changed, the vast majority watched content on traditional televisions, however the source of that content was primarily YouTube or Netflix. Over 90% stated that these were their prime sources of content, with many now watching "gaming" in preference for traditional TV content. On a positive note the majority were viewers of S4C, but this viewing was almost exclusively for Rownd a Rownd and Pobol y Cwm. There was



a real desire to watch Welsh language content on YouTube, but they noted the lack of Welsh content, they also, interestingly, understood the commercial pressures that made the production of this content in Welsh challenging.

5 It is vital that S4C not only offer its current content on a range of new platforms but that they also develop a new content strategy working with a new generation of younger producers and talent to create relevant content, content that would not sit within a linear schedule.

6 Whilst in charge of S4C's digital activity the current remit meant that we had to "break rules" in order to produce the non linear short form content under the guise of PUMP, now rebranded as Hansh. It is clear that there is a demand for this content, but not within a linear schedule.

7 Recommendation 2 - S4C should establish an in-house digital hub to develop and improve S4C's digital footprint and form the basis of a Welsh language digital cluster.

8 As I wrote in my article "The Future of Welsh Language Content", this was, for me, the most contentious recommendation and one that needs to be expanded upon and understood fully as part of this consultation. The report notes that S4C should be "*building in-house digital capability*". By labelling digital capability as separate from linear capability perpetuates the idea that digital is "other", an add on or a separate entity. Digital is everything today, the sooner we educate the industry in understanding this the better. Whilst there is no reason that S4C couldn't develop in house production capability, as it once did from a continuity, children's and weather perspective, I feel the current model of publisher broadcaster works well, although there are issues around the scale of some of S4C's majority suppliers and how this impacts on smaller companies, I believe there is potential for a middle ground in developing and supporting facilities within a number of digital spokes around Wales, with S4C's new HQ at the Egin in Carmarthen acting as the digital hub. The Basque model at EITB is an example of how this can work, production companies can use studio facilities for free, freeing the production sector to focus on content creation.

9 Building real and meaningful partnerships will be a key element of building a successful digital hub. This has been one of S4C's biggest failings, but they are not unique, the fact that so many of Wales large cultural institutions rely so heavily on one source of funding has rendered the development of real partnerships nigh on impossible. They see each other as competitors not collaborators. Each Welsh institution has something to bring to the table, be it content, networks or audiences. A hub managed by S4C but owned by the whole Welsh language community would be a catalyst for reaching more than 1,000,000 Welsh speakers by 2050.

10 Commercial partnerships will also be key in enabling S4C to develop a hub and network of sufficient scale and capacity. S4C lacks the internal human resource to develop this alone, by working with commercial partners to develop new technologies in the field of content distribution, developing a specialism around multi lingual capabilities would enable for a new industry to grow in Wales, one that could re-invest its profits in Welsh language content creation. This where the definition of a digital hub needs defining, a true digital hub is more than just a distribution platform, a Welsh language digital cluster and network that a platform is a constituent part of could make S4C a gamechanger in relation to the progression of the Welsh language.

11 Recommendation 3 - S4C should establish a language partnership with the Welsh Government and others to help deliver the Welsh Government's commitment to reach 1 million Welsh language speakers by 2050.

12 I have already touched on this, in order to help deliver the 1,000,000 speaker target establishing a language partnership would be hugely beneficial, but as noted previously developing a language partnership as more than a talking shop would require an independent chair and board with specific targets and a requirement to report annually on its impact. Having a coherent digital strategy for a Welsh language would be a good starting point.

13 Recommendation 4 - S4C's public funding should be provided entirely through the licence fee from 2022/23 onwards, with all future funding decisions made as part of the BBC licence fee funding settlement.

14 I agree with this recommendation and I would also add that a discussion needs to take place with the BBC regarding working together better around Welsh language content, development and promotion.

15 Recommendation 5 - The government should consider amending current approval requirements to give S4C greater freedom to invest and generate commercial revenue

16 With all future funding coming from the licence fee it is vital that S4C generates additional commercial revenues and being able to support and invest in companies who could become catalysts for a new Welsh language digital cluster could pay dividends long term.

17 Recommendation 6 - The S4C Authority should be replaced with a new unitary board comprising executive and non-executive directors.

18 Replacing the current Authority with a new unitary board would bring S4C in to line with other PSB's. The new board should be appointed following an open and transparent process. Existing or newly appointed authority members should not transfer automatically to the new unitary board.

19 Recommendation 7 - The government should consider whether S4C's current financial audit arrangements are suitable, including whether it would be appropriate to appoint the Comptroller and Auditor General as S4C's external auditor.

20 I do not have a view on this.

21 In summary. I welcome the recommendations of the report and the fact the DCMS have accepted the recommendations. The key aspect and output of the report is the development of the digital hub which will form the basis of a digital cluster. The success of developing this successfully will be a challenge and will only be achieved by a truly collaborative approach.

The Future of Welsh Language Content

**POSTED ON [APRIL 7, 2018](#) BY [HUW MARSHALL](#)**

Last week the independent review on the future of S4C, authored by Eyrwyn Ogwen Williams, was published by the DCMS. The full report and its recommendations can be read [here](#). The secretary of state for digital, culture, media and sport responded by accepting the recommendations, again this response can be read in full [here](#).

A number of people, including myself, were disappointed by the original remit of the review, this was a golden opportunity to redefine how Welsh language content is created and distributed, not only by S4C but by every institution and sector in Wales.

The author had a narrow remit as well as a tight time frame within which to conduct the review. The 3 key areas he was asked to focus on were S4C's current remit, how it's funded and its governance.

I'm glad that Eyrwyn looked at this creatively and prepared a report based on 3 chapters, these being:

***Chapter 1: Delivering high quality content and serving Welsh speaking audiences***

***Chapter 2: Guaranteeing an S4C for the future***

***Chapter 3: Securing an independent and effective S4C***

A small number of comments online have questioned Eyrwyn's hypothesis in relation to S4C's funding. Having read the report several times I believe that Eyrwyn makes a fair point, securing a stable and constant level of funding is key, not necessarily the level of funding, which wasn't within the scope of the review.

The notion that the DCMS's contribution come to an end makes perfect sense. As someone who was within S4C when the government in London announced their annual spending plans in the Autumn statement I witnessed

first-hand the energies that were implemented in order to secure continued support from the DCMS. This placed considerable strain on internal resource as well as creating tensions within S4C and the wider production sector. Having one long term, stable and secure funding source, from the licence fee, combined with a wider and more effective commercial remit, will allow S4C to plan for the long term.

The argument over the level of funding is one that will continue ad infinitum, the same is true for any area of expenditure from health to culture, from education to the environment, everyone could do with more money, but what is most important is what is being done with the finance available.

I sincerely believe that more can be done with the money available. The changes to the modes of production especially in relation to facilities costs have changed greatly during the last decade. The age of individuals having one specific skill are rapidly growing to a close, the most creative individuals, and the ones leading the way within the content creation landscape are masters of many disciplines, researching, scripting, shooting and editing their own work, and all of this with equipment that is in the possession of a substantial number of the population. Where a mortgage was required to purchase camera equipment and editing hardware and software a decade ago, the smartphone, laptop and cloud technologies have opened a door to whole new creative universe.

S4C's big mistake in the past, in my opinion, was the decision create and support a small number of large companies, companies that have by today transferred in to the ownership of larger companies over the border, and soon to be the other side of the Atlantic. This poses a threat to S4C's future supply chain. The business models of these companies don't sit comfortably within the margins that are on offer from S4C budgets. A culture of smaller and more collaborative companies can drive a new age of creativity for Welsh language content, ironically the very same foundations that S4C was originally built upon.

S4C needs to be brave in its decision making and develop real, energetic and purposeful partnerships, two things the channel have failed to do in the past. S4C needs to be allowed to simplify the way it operates, developing a new agile model. S4C is treated and regulated as if it were a huge corporation when in fact it's more akin to an SME.

The most contentious piece of the report, and one that has received surprisingly little scrutiny or attention, is the idea that S4C could develop its internal resource and have an in house "digital" production unit. The argument is made that S4C couldn't become a producer of linear content (although there is nothing to stop them doing this) but it could become a digital producer. This is where I disagree strongly. Digital is no longer something separate, something "other" from the norm, digital IS the norm, the norm is digital, it's an intrinsic part of our everyday lives. There is no difference between linear and digital only the way they are perceived.

The way to develop capacity in this space is to develop partnerships, an investment in facilities and ensuring these are available to content producers, small and large, could achieve something special. Similar models exist across Europe, I received first-hand experience of this when I visited EITB in the Basque Country, trust me, it works.

We need to create a cluster, a cluster of individuals and companies that create content in its numerous forms, a cluster that has partnering in its DNS. The cluster can be both physical and virtual, but it requires a hub for it to work efficiently and this is where S4C can lead the way. The Egin in Carmarthen should be the first of these hubs, one of several developed across Wales, creative and cultural hubs.

The will and the talent is there, what's needed now is a practical framework, business development and marketing support, adequate education and training plans, routes to finance and investment that can insure that Welsh language content is created for the multitude of audiences here in Wales and beyond, and that content and platforms developed here are able to reach international markets.

It's a crucial time for the Welsh language, both culturally and technological wise, it is also an incredibly exciting time. Shaping an S4C that's fit for purpose for the decades to come can help secure Welsh governments target of reaching 1,000,000 Welsh speakers by 2050.

## Cynulliad Cenedlaethol Cymru / National Assembly for Wales

### Pwyllgor Diwylliant, y Gymraeg a Chyfathrebu / The Culture, Welsh Language and Communications Committee

#### Ymchwiliad byr i 'Creu S4C ar gyfer y dyfodol: Adolygiad annibynnol gan Eurun Ogwen Williams'

#### Short inquiry into 'Building an S4C for the future: An independent review by Eurun Ogwen Williams'

#### CWLC(5) BS4C03

#### Ymateb gan S4C / Evidence from S4C

Mae S4C wedi croesawu cyhoeddiad yr Adolygiad ac ymateb Llywodraeth y DU iddo. Mae hyn wedi'n galluogi ni i fwrw iddi ar sail gwybodaeth glir bod yr argymhellion yn cael eu derbyn. Felly rydym yn y broses o weithredu'r argymhellion – a cheir manylion pellach am bob un isod. Yn unol â'n trafodaethau gyda swyddogion Llywodraeth y DU, mi fydd rhai o'r argymhellion yn gofyn am newid deddfwriaethol. Mae prosesau cynllunio S4C i weithredu argymhellion yn cymryd hyn i ystyriaeth, ac rydym hefyd yn gweithredu'n hyblyg o fewn cyfyngiadau'r fframwaith statudol presennol er mwyn cyflawni newidiadau.

#### Newid cylch gorchwyl

Mae S4C yn croesawu argymhelliad yr Adolygiad Annibynnol i ddiweddarau cylch gwaith gwasanaeth cyhoeddus S4C i gynnwys gwasanaethau digidol ac ar-lein, a chael gwared ar y cyfyngiadau darlledu daearyddol presennol (Argymhelliad 1).

Ymhellach i hyn, rydym yn croesawu'n fawr benderfyniad Llywodraeth y DU i ddileu toriadau cyllidebol a gyhoeddwyd fel rhan o adolygiad gwariant 2015 (a ohiriwyd wrth ddisgwyl argymhellion yr adolygiad annibynnol). Mae hyn yn creu sefyllfa ariannol sefydlog i S4C sy'n caniatáu i ni gynllunio ein gwasanaethau o sail cadarn.

Mae ystyriaethau o ran newidiadau deddfwriaethol ynghlwm â chyflawni'r newidiadau hyn i gylch gorchwyl S4C yn cael eu trafod gyda swyddogion DCMS ar hyn o bryd. Beth bynnag, yn sgil natur cadarnhaol ymateb Llywodraeth y DU i argymhelliad yr Adolygiad, nid ydym yn teimlo bod angen aros hyd nes y bydd proses deddfwriaethol wedi'i chwblhau cyn dechrau gweithredu newidiadau.

Mae S4C yn y broses o lunio cynlluniau i ehangu ei gwasanaethau digidol mor fuan a sy'n bosib. Yn ddiweddar, fe gyhoeddod ni ymrwymiad i ail-gyfeirio miliwn o bunnau'r flwyddyn am dair blynedd i ddatblygiadau digidol. Byddwn yn cyhoeddi cynlluniau penodol maes o law.

Noder bod y gwaith cynllunio sydd ar y gweill yn gydnaws gydag Argymhelliad 2, sef y dylai S4C sefydlu hyb digidol mewnol i ddatblygu a gwella ei ddylanwad digidol, yn ogystal â chreu sylfaen i glwstwr digidol yn y Gymraeg.

Rydym yn croesawu'n fawr y gydnabyddiaeth bwysig bod angen i S4C ddarparu gwasanaethau ar gyfer cynulleidfaoedd yn ddigidol. Mae ystod eang o lefelau o ddefnydd ar draws y gynulleidfa – o'r rheini sydd yn ddefnyddwyr cynnwys digidol yn bennaf i'r rheini nad ydynt eto yn defnyddio cynnwys digidol o gwbl. Mi fydd darparu ar gyfer yr ystod hyn, gan sicrhau cynigion digidol a theledu cryf yn creu heriau amlwg. Ond rydym yn glir bod cynnig y ddarpariaeth hon yn allweddol ar gyfer dyfodol ein gwasanaethau a defnydd y Gymraeg yn y cyfryngau.

Tra byddwn yn parhau i sicrhau bod gwasanaeth teledu S4C ar gael i wylwyr dros y ffin i'r graddau mae hynny'n bosib o fewn ein cyllideb, fe fydd manteision gwasanaethau digidol

hefyd yn cynnig buddion i'r gwylwyr lle bynnag y maent yn byw, o fewn y DU a thu hwnt, lle mae hawliau'n caniatáu.

### Partneriaethau

Rydym yn derbyn argymhelliad yr adolygiad y dylai S4C sefydlu partneriaeth iaith gyda Llywodraeth Cymru ac eraill i helpu cyflawni ymrwymiad Llywodraeth Cymru i gyrraedd miliwn o siaradwyr Cymraeg erbyn 2050 (Argymhelliad 3).

Mae'r argymhelliad yn gydnaws gyda gweithgaredd sydd eisoes ar y gweill gan S4C a nifer o bartneriaid eraill sy'n weithredol ym maes yr iaith i weithio'n agosach ar gynlluniau strategol ac rydym yn croesawu cefnogaeth Llywodraeth y DU i'r math yma o gydweithio.

Mae trafodaethau yn parhau gyda phartneriaid posib, gydag S4C yn ffocysu ein hymdrechion ni mewn tri maes dros y blynyddoedd nesaf – sef Addysg, Dysgwyr, a Phlant a phobl ifanc.

Mi fyddwn yn cyhoeddi cynlluniau ar y cyd â phartneriaid wrth iddyn nhw gael eu cytuno, gyda phob un yn arwain yn glir at fuddiannau i'r Gymraeg.

### Ariannu

Fel y nodir uchod, rydym wedi croesawu penderfyniad Llywodraeth y DU i greu sefydlogrwydd ariannol i S4C dros y blynyddoedd nesaf wrth gynnal ein cyllid ar ei lefel bresennol tan ddiwedd cyfnod gwariant presennol y Llywodraeth. Ar hyn o bryd mae S4C yn derbyn £74.5m o incwm ffi'r drwydded deledu, ac mae'r DCMS yn cyfrannu £6.7m yn uniongyrchol i'n cyllideb. Mae hyn yn creu cyfanswm o ran cyllid cyhoeddus i S4C o £81.2m.

Yn ychwanegol i hyn mae Llywodraeth y DU wedi derbyn argymhelliad yr Adolygiad i ariannu S4C yn gyfangwbl o incwm ffi'r drwydded o 2022/23 ymlaen (Argymhelliad 4), gyda'r holl benderfyniadau am ariannu yn y dyfodol yn cael eu gwneud fel rhan o'r trafodaethau am setliad ariannu ffi'r drwydded. Wrth dderbyn yr argymhelliad, mae'r Llywodraeth yn pwysleisio annibyniaeth S4C yn gryf ac yn glir. Mae'n cydnabod yn glir hefyd mai'r Ysgrifennydd Gwladol fydd o hyd yn gyfrifol am benderfynu faint o arian fydd yn ddigonol i S4C. Rydym yn croesawu'r gydnabyddiaeth hyn gan ei gymryd fel sail cryf o le y gallwn adeiladu sefydlogrwydd ariannol hir-dymor i S4C. Rydym yn derbyn argymhelliad yr adolygydd bod cyllido S4C o incwm ffi'r drwydded yn ffordd o gyflawni'r sefydlogrwydd hwnnw.

Ochr yn ochr â'r materion uchod, mae cynnwys y Cytundeb Partneriaeth (Tachwedd 2017) rhwng S4C a'r BBC hefyd yn berthnasol. Yn y cytundeb mae'r BBC ac S4C yn cydnabod eu bod yn rhannu'r nod o gydweithio er mwyn cadw a diogelu annibyniaeth ei gilydd.

Yn sgil y sicrwydd mae ymateb y Llywodraeth yn ei greu dros weddill y cyfnod gwariant presennol, roedd cwestiwn yn parhau ynglŷn â dyfodol y swm y bydd DCMS yn ei gyfrannu'n uniongyrchol (£6.7m y flwyddyn) rhwng diwedd y cyfnod gwariant presennol a dechrau'r trefniant newydd i gyllido S4C yn gyfan gwbl o incwm ffi'r drwydded (2020 -2022). Bellach mae'r Gweinidog dros faterion digidol Llywodraeth y DU wedi dweud y bydd y swm hwnnw'n cael ei ddiogelu tan 2022. Rydym yn croesawu ei datganiad, sy'n atgyfnerthu sylwadau blaenorol Llywodraeth y DU am bwysigrwydd darparu sefydlogrwydd ariannol i S4C.

O ran gallu S4C i ddenu ei hincwm ei hun wrth fuddsoddi mewn mentrau masnachol, roeddem wedi rhoi'r achos gerbron i symleiddio'r broses seneddol ffurfiol y mae'n ofynnol i S4C ei ddilyn os ydym yn dymuno buddsoddi mewn rhai mathau o gynlluniau. Rydym yn croesawu argymhelliad yr adolygiad y dylai'r Llywodraeth ddiwygio'r gofynion hyn (Argymhelliad 5), a pharodrwydd y Llywodraeth i wneud hynny.

Rydym yn trafod gyda swyddogion DCMS broses ac amserlen ar gyfer newidiadau deddfwriaethau fydd yn ofynnol er mwyn cyflawni'r argymhelliad.

#### Llywodraethiant, Rheoleiddio ac Archwilio allanol

Rydym yn gweithio tuag at weithredu argymhelliad yr adolygiad i fabwysiadu model Bwrdd Unedol (Argymhelliad 6) mor fuan â sy'n ymarferol bosib, heb ddisgwyl y ddeddfwriaeth y bydd ei hangen i wneud hynny'n ffurfiol.

Yn y lle cyntaf, rydym yn y broses o drafod manylion y trefniant newydd gyda'r bwriad o gyflwyno Bwrdd Unedol cysgodol yn yr Hydref eleni.

O ran mabwysiadu'r model ar sail deddfwriaethol, rydym yn y broses o drafod gyda swyddogion DCMS pa elfennau fydd angen eu hymgorffori mewn deddfwriaeth a pha elfennau fydd yn fwy addas i'w cynnwys fel rhan o'n Memorandwm o Ddealltwriaeth gyda DCMS.

O ran ein perthynas gydag Ofcom, rydym yn y broses o weithio gydag Ofcom gyda'r bwriad o gytuno ar sut y gallwn sicrhau lefelau uwch o ymwybyddiaeth o'r berthynas rhyngom ar y cyd ar ffurf dogfen syml a chryno.

O ran yr argymhelliad i'r Llywodraeth ystyried penodi'r Swyddfa Archwilio fel Archwilwyr allanol S4C (Argymhelliad 7), mae S4C yn parhau'n agored iawn i hyn os bydd DCMS yn penderfynu bwrw ymlaen. Os bydd DCMS yn cadarnhau penderfyniad i benodi'r NAO yn achos S4C, fe fydd angen i ni drafod cwmpawd eu gwaith a strwythur taliadau addas, yn ogystal â chynllun mudo o'r cytundeb presennol.



Cynulliad Cenedlaethol Cymru / National Assembly for Wales

Pwyllgor Diwylliant, y Gymraeg a Chyfathrebu / The Culture, Welsh Language and Communications Committee

Ymchwiliad byr i 'Creu S4C ar gyfer y dyfodol: Adolygiad annibynnol gan Euryng Ogwen Williams'

Short inquiry into 'Building an S4C for the future: An independent review by Euryng Ogwen Williams'

CWLC(5) BS4C04

Ymateb gan Cymdeithas yr Iaith Gymraeg / Evidence from Cymdeithas yr Iaith Gymraeg

## Adroddiad Euryng Ogwen ar S4C

### Sylwadau Cymdeithas yr Iaith

#### 1. Cyflwyniad

1.1. Byddai cynigion adroddiad Euryng Ogwen a phenderfyniadau Llywodraeth Prydain sy'n seiliedig arnynt yn golygu dod â S4C fel darlledwr annibynnol i ben.

1.2. Mae'r peryglon amlwg i S4C yn rhan o ddarlun ehangach a ddylai fod yn destun pryder mawr i'r pwyllgor.

1.3. Mae'r pwyllgor yn llwyr ymwybodol o ddirywiad y cyfryngau Cymreig a Chymraeg dros y blynyddoedd diwethaf. Yn ogystal â hyn, rydych yn ymwybodol o'r diffyg democrataidd difrifol yma yng Nghymru sy'n bygwth cynaliadwyedd ein democratiaeth Gymreig. Ac eto, er gwaethaf sawl adroddiad gan eich pwyllgor, mae'n rhaid gofyn i ba raddau mae gwleidyddion wedi cynnig datrysiadau go iawn i'r problemau hyn.

1.4. Mae S4C wedi dioddef toriadau ar ben toriadau, tra bod incwm Sky, ITV, y BBC, Sianel 4 ac eraill wedi bod yn cynyddu. Wedi blynyddoedd o geisio brwydro am friwsion oddi ar fwrdd Llywodraeth Prydain - corff nad yw'n deall y Gymraeg na S4C yn ôl TAC - mae'n hen bryd bod y pwyllgor hwn yn sylweddoli mai dim ond drwy wneud penderfyniadau am ddarlledu yng Nghymru y cawn ni ddemocratiaeth ac iaith hyfyw.

1.5. Gobeithiwn yn fawr na fydd y pwyllgor yn ceisio osgoi unwaith eto ystyriaeth fanwl o'r achos dros ddatganoli darlledu i Gymru.

#### 2. Cynigion yr adroddiad

2.1. Yn gryno, mae adroddiad Euryng Ogwen yn:

- caniatáu i Lywodraeth Prydain wneud toriadau pellach i'r gyllideb mewn termau real am y 2 flynedd nesa gyda setliad fflat mewn termau arian parod;
- rhwng 2020 a 2022, bydd toriadau pellach o tua 10% i'r gyllideb, wrth i Lywodraeth Prydain ddiddymu ei grant £7 miliwn i'r sianel;
- wedi 2022, does dim sicrwydd o unrhyw arian i S4C o gwbl – dim fformiwla, dim sicrwydd mewn statud. Bydd y Llywodraeth yn Llundain yn llaesu eu dwylo a gadael S4C yn ddibynnol bob deg mlynedd ar setliad y ffi drwydded;
- Yn wallus, pan ddaw hi at ddatganoli darlledu, drwy beidio á chydabod deiseb a gyflwynwyd iddo fe yn ystod yr adolygiad yn cefnogi'r trosglwyddiad pwerau.

### 3. Effaith yr Adroddiad

3.1. Ni fydd S4C yn bodoli fel darlledwr annibynnol wedi 2022 os yw cynlluniau presennol Euryng Ogwen a Llywodraeth Prydain yn cael eu gweithredu.

3.2. O leoli hanner swyddi S4C yn mhencadlys y BBC yng Nghaerdydd i ddefnyddio arian S4C ar gyfer mwy a mwy o'u rhaglenni Saesneg eu hunain, mae penaethiaid y BBC wedi bod yn falch o gael eu dwylo ar arian a neilltuwyd ac a frwydrwyd drosti ar gyfer darlledu Cymraeg. Nhw fydd yr unig ddarlledwr Gymraeg – nid oes neb yn gallu dadlau bod hynny'n beth iach i'r Gymraeg nac i'n democratiaeth.

3.3. Bellach, mae'r Llywodraeth yn Llundain am laesu eu dwylo a gadael S4C yn ddibynnol bob deg mlynedd ar setliad y ffi drwydded. Yr unig beth sy'n sicr mewn sefyllfa o'r fath yw mai blaenoriaethau Prydeinig y BBC fydd yn dod yn gyntaf, yn hytrach nag annibyniaeth S4C neu blwraliaeth cyfryngau Cymru.

3.4. Mae cynllun y Llywodraeth yn syml - i fychanu'r unig sianel Gymraeg yn y byd a aberthodd cymaint o bobl eu rhyddid drosti i fod dim mwy nag adran o'r Gorfforaeth Ddarlledu Brydeinig. Ac, wedi deddfu i ganiatáu'r cynllun, gan ddechrau gyda toriadau anferthol i S4C ers 2010, maen nhw am weld rhagor o doriadau dros y pedair blynedd nesaf, fel na fydd Llywodraeth Prydain yn cyfrannu ceiniog o 2022 ymlaen.

### 4. Datganoli Darlledu i Gymru yw'r ateb

4.1. Mae gyda ni ddemocratiaeth yng Nghymru nad yw'n gallu gweithredu'n iawn oherwydd y diffyg sylw a geir gan ddarlledwyr Prydeinig. Dyw cyfran fawr o'r cyhoedd ddim hyd yn oed yn gwybod bod y gwasanaeth iechyd yn gyfrifoldeb ein Llywodraeth a Senedd, heb sôn am ba blaid sy'n ei reoli. Clywir cwynion cyson gan ein gwleidyddion yn y Bae am y diffyg craffu ar, a sylw i, ein Llywodraeth ddatganoledig, heb gynnig datrysiad.

4.2. Yn ôl arolwg barn gan YouGov a gyhoeddwyd y llynedd, mae 65% o bobl Cymru yn ffafrio datganoli darlledu i'r Senedd yng Nghymru.

4.3. Mae'r Gymdeithas wedi dangos, yn ein papur polisi, bod modd gweddnewid y sefyllfa drwy ddatganoli pwerau darlledu i Gymru: byddai mwy o arian ar gael ar gyfer darlledu cyhoeddus, cyfanswm o oddeutu £250 miliwn y flwyddyn. Byddai hynny'n golygu y gallai Cymru sefydlu tair gorsaf radio a thair sianel deledu Gymraeg dan system ddatganoledig, ynghyd â mentrau digidol newydd.

4.4. O dan y model yn ein papur, byddai tua £190 miliwn y flwyddyn yn dod yn sgil datganoli'r ffi drwydded i Gymru. Amlinellir yn y papur hefyd gynigion i godi ardoll newydd ar gwmnïau megis Google, Sky a Facebook a allai godi hyd at £30 miliwn y flwyddyn, gyda ffigwr tebyg o arian ychwanegol drwy drosglwyddo pwerau i Gymru. Rydym yn deall bod yr Undeb Ewropeaidd a Llywodraethau gan gynnwys Awstralia a San Steffan erbyn hyn yn ystyried codi ardollau ar elw cwmnïau o'r fath, gan ddilyn trywydd gwledydd fel India.

4.5. Yn sgil yr adroddiad drychinebus hwn i S4C, galwn am ymchwiliad llawn gan eich pwyllgor er mwyn ystyried yr achos dros ddatganoli pwerau darlledu i Gymru.

Grŵp Digidol, Cymdeithas yr Iaith

Gorffennaf 2018

Cynulliad Cenedlaethol Cymru / National Assembly for Wales  
Pwyllgor Diwylliant, y Gymraeg a Chyfathrebu / The Culture, Welsh Language  
and Communications Committee  
Ymchwiliad byr i ' Creu S4C ar gyfer y dyfodol: Adolygiad annibynnol gan  
Euryn Ogwen Williams'  
Short inquiry into 'Building an S4C for the future: An independent review by  
Euryn Ogwen Williams'  
CWLC(5) BS4C05  
Ymateb gan Undeb Cenedlaethol Athrawon Cymru (UCAC) / Evidence from  
Undeb Cenedlaethol Athrawon Cymru (UCAC)

Creu S4C ar gyfer y Dyfodol

Croesawa UCAC y cyfle hwn i ymateb i ymgynghoriad Y Pwyllgor Diwylliant, y  
Gymraeg a Chyfathrebu ar greu S4C ar gyfer y dyfodol.

Mae UCAC yn undeb sy'n cynrychioli athrawon, arweinwyr ysgol, tiwtoriaid a  
darlithwyr ym mhob sector addysg ledled Cymru.

## **1. Gwerth a Phwysigrwydd S4C**

1.1. Fel noda ymateb Llywodraeth San Steffan i adolygiad annibynnol 'Creu  
S4C ar gyfer y dyfodol', S4C

yw'r unig ddarlledwr Cymraeg yng Nghymru, ac yn wir yn y byd.

1.2. Mae UCAC yn gweld gwerth y sianel o safbwynt ieithyddol, diwylliannol,  
cymdeithasol ac economaidd yn eu hystyron ehangaf.

1.3. Mae arlwy S4C yn creu cefnlen a chefnogaeth i waith y system addysg ar  
bob lefel - gan ddarparu deunydd am ystod eang iawn o bynciau, wedi'i  
anelu at amryw o gynulleidfaoedd, ac mewn cyweiriau gwrthgyferbyniol sy'n  
apelio'n eang. Mae hyn yn werthfawr o safbwynt nid yn unig normaleiddio'r  
iaith Gymraeg yn y cyd-destunau hyn, ond o safbwynt creu cynnwys  
gwreiddiol o safon uchel a all gefnogi dysgu ac addysgu - yn uniongyrchol  
neu'n anuniongyrchol - ar bob lefel o'r system addysg o'r Cyfnod Sylfaen, i  
Addysg Uwch, a phrentisiaethau, gan gynnwys wrth gwrs dysgu'r Gymraeg  
fel pwnc/iaith.

1.4. Yn ogystal, mae'n rhoi gofod i drafod materion sy'n berthnasol i Gymru  
mewn cyd-destun gyfan gwbl Gymreig. Er enghraifft, mae'n un o'r  
ffynonellau cyfyngol prin sy'n gallu cynnal trafodaeth am wleidyddiaeth  
Gymreig, gan gynnwys unrhyw un o'r meysydd polisi datganoledig (megis  
addysg), heb fod hynny fel atodiad i drafodaeth 'ehangach', yn cynnig  
gwybodaeth anghyflawn neu ddrislyd, neu'n cael ei anwybyddu'n llwyr.  
Mae'n werthfawr fel llais Cymreig a Chymraeg mewn tirwedd gynyddol  
unffurf a monolithig o safbwynt newyddiadurol a ieithyddol.

1.5. Mae'r swyddi sy'n cael eu creu gan fodolaeth S4C yn swyddi sy'n creu cymhellion i bobl ddysgu'r Gymraeg, ac i ddefnyddio a datblygu eu Cymraeg. Mae darlledu yn un o'r meysydd ble mae'n rhwydd dangos bod posibiliadau gyrfaal o bob math ble mae'r gallu i siarad y Gymraeg yn fanteisiol.

## **2. Argymhellion ac Ymateb Llywodraeth San Steffan**

2.1 Argymhelliad 1: Byddem yn croesawu ehangu cylch gwaith gwasanaeth cyhoeddus S4C i gynnwys gwasanaethau digidol ac ar-lein, er mwyn hwyluso'r gwaith o ddatblygu'r meysydd hyn ac adeiladu ar y gwaith da a wnaed eisoes.

2.2 Argymhelliad 4: Mynega UCAC bryder ynghylch y dulliau ariannu a argymhellwyd gan yr Adolygiad ac a gefnogwyd yn ymateb Llywodraeth San Steffan. Nid oes modd i ni gytuno bod y model hwn yn gallu cynnig 'sylfaen sefydlog a thryloyw i gyllid S4C' at y dyfodol.

2.3 Mae setliad fflat mewn arian parod am ddwy flynedd yn doriad mewn termau real, ac mae'n amlwg y bydd sgil effeithiau ar y sianel i doriad pellach o'r fath. Bydd cael gwared ar y cymorth grant a ddaw o'r Adran dros Faterion Digidol, Diwylliant, y Cyfryngau a Chwaraeon yn ergyd pellach.

2.4 Pryderwn am yr argymhelliad i ddarparu arian 'cyhoeddus' S4C drwy'r ffi drwydded yn llwyr o 2022/23 ymlaen, a hynny am nifer o resymau:

- annibyniaeth olygyddol S4C, a'r canfyddiad (a'r realiti) ohono fel darlledwr annibynnol
- lleihad o ganlyniad o ran y blwraliaeth lleisiau newyddiadurool yng Nghymru ac yn y Gymraeg sydd eisoes yn beryglus o gyfyngedig
- diffyg atebolrwydd i gynulleidfaoedd yng Nghymru y lefelau cyllido y bydd modd i S4C eu sicrhau o fewn cyd-destun o flaenoriaethau sy'n cystadlu, ac yn gadarn iawn o fewn cyd-destun Prydeinig yn hytrach na Chymreig – os na fydd fformiwla o unrhyw fath na sicrwydd mewn statud.

## **3. Galwadau**

3.1. Sicrhau fformiwla ariannu i S4C sy'n rhoi rhywfaint o sicrhau dros gyfnodau penodol o amser, ac sydd – o leiaf – yn cynyddu yn unol â chwyddiant

3.2. Ymchwiliad llawn i ystyried yr achos dros ddatganoli pwerau darlledu i Gymru

Cynulliad Cenedlaethol Cymru / National Assembly for Wales

Pwyllgor Diwylliant, y Gymraeg a Chyfathrebu / The Culture, Welsh Language and Communications Committee

Ymchwiliad byr i ' Creu S4C ar gyfer y dyfodol: Adolygiad annibynnol gan Euryng Ogwen Williams'

Short inquiry into 'Building an S4C for the future: An independent review by Euryng Ogwen Williams'

CWLC(5) BS4C06

Ymateb gan Equity / Evidence from Equity

Equity welcomes the opportunity to contribute to this short inquiry launched by the committee into this matter and the UK Government response.

Equity represents actors, singers, dancers, variety artists, stunt performers and a range of other creative professionals. Our 43,000 members work across all areas of the live arts and in film, television, the music and video games industries and radio. Almost 1,600 Equity members live in Wales, of whom around a third we believe to be Welsh Speakers.

Equity has been significantly involved in the development of the independent production sector in the Welsh language since the inception of S4C in 1982 and we have been very clear about our role to make sure the rewards to those who make the programmes are commensurate with actors across the UK doing similar work. We have never believed that the workforce at S4C should be the poor relations of the broadcasting industry.

Having said that, Equity has also been realistic about the resources available to the channel and to their strategic objectives. This has in practice resulted in a regular readjustment of the contractual relationship between the independent sector and performers. Equity has at all times behaved responsibly and showed a continuing commitment to the success of the channel.

## RECOMMENDATION 1

**The government should update S4C's public service remit to include digital and online services and remove the current geographical broadcasting restrictions. This will allow S4C to broaden its reach and offer its content on a range of new platforms in the UK and beyond.**

1. Equity agrees with both the recommendation and the government response that the current remit was not fit for purpose in the current media market and needed to be changed to allow S4C to become a modern public service broadcaster with the ability to work across a number of platforms. The remit of the service known as Sianel Pedwar Cymru (S4C) was enshrined in the Communications Act 2003 and has not been fundamentally reviewed or updated since 2004.

2. Equity agreed with the Welsh Government's Culture, Welsh Language and Communications Committee recommendation in 'Outside the Box – The Future of S4C' (<http://www.assembly.wales/laid%20documents/cr-ld11157/cr-ld11157-e.pdf>) that the revised remit should not be limited geographically and are pleased to see that this has been taken into consideration. Equity believes that the primary function of the service should be to produce content of HIGH QUALITY onto a core free-to-air service with the non-linear platforms enhancing availability rather than detracting from it.

3. We believe S4C should be:

- A National Broadcaster committed to continued investment & programming throughout Wales working with and continuing to develop a varied and inclusive range of independent production companies from which to commission work;
- an Innovative Broadcaster committed to the promotion of the Welsh Language and Culture both in and outside of Wales;
- a Modern Broadcaster committed to on-screen equality and diversity that reflects modern Wales;
- a Universal Broadcaster committed to maintaining a universal service funded by the licence fee;
- a Trusted Broadcaster independent from government;
- a Quality Broadcaster committed to producing quality original TV drama, comedy, entertainment and children's programming;
- a Responsible Broadcaster committed to fair pay and conditions for the people working for it.
- 

4. Equity supports the continuance of S4C as a broadcaster that provides a wide range of different types of content and programmes, for a wide range of different audience groups. Our members work across a range of S4C content including drama, comedy, entertainment and children's programming.

5. Equity believes that S4C could do more to address the portrayal of under-represented groups and suggest that the public purposes are modified in order to address on screen diversity as a priority.

6. Equity believes that S4C needs to be able to operate successfully and innovatively in this 'new' market place and needs to be given both the remit and the funding to do so. It was therefore disappointing that the review did not believe that updating the remit should increase the funding to S4C. In Roger Laughton independent review of S4C in 2004 ([https://www.s4c.cymru/abouts4c/authority/pdf/e\\_adolygiad\\_laughton.pdf](https://www.s4c.cymru/abouts4c/authority/pdf/e_adolygiad_laughton.pdf)) he talked about a 'high quality service in the Welsh language' needing 'to be provided primarily through the medium of a single public service channel, with access to sufficient digital capacity to enable the service to be split on occasions when a major

broadcasting event demands special consideration'. It also spoke about the provision of a 'multi-channel Welsh language service' having the potential to fragment the viewing audience. A lot has happened in the last 13 years within the industry, and Equity makes no claim to draw a direct equivalence to Mr Laughton's intentions, but perhaps there is something to consider when looking at a primary linear channel and the additional non-linear 'digital capacity', including a red button service, providing extra capacity for the channel rather than replacing or replicating the linear output.

7. It is encouraging to note the acknowledgement of the use S4C has made of both CLIC and its recent inclusion on the BBC iPlayer. Equity has been party to the launch of such services through the negotiation of agreements with both the BBC and S4C for rights clearances. The experience of reaching such agreements has challenged established methods of working and negotiating but we would continue to support S4C in developing platforms for delivery of their programmes. It should be noted, however, that whilst content is generally available outside of Wales on these catch-up services it is general geo-blocked to the UK only.

8. S4C have made a commitment in their Pushing the Boundaries report to '*make their existing content work harder*' (<http://www.s4c.cymru/gwthiorffiniau/pdf/S4C-Review.pdf>). Equity makes a commitment to continue its discussions with S4C on ways that can be fairly monetized for our members and reaching a mutually beneficial resolution. This is by no means a simple task due to the complex nature of the rights issues, especially outside of the UK.

## **RECOMMENDATION 2**

**S4C should establish an in-house digital hub to develop and improve S4C's digital footprint and form the basis of a Welsh language digital cluster.**

1. Equity believes that S4C should continue to make content that is available free at the point of use. In the changing context of the modern audio-visual industry, where audiences are fragmenting and younger viewers demonstrate a strong desire to consume content online, it is imperative that S4C is able to innovate and adapt its delivery mechanisms. However, as stated earlier, Equity firmly believes that these additional delivery platforms must complement S4C's core service and not distract from it.

## **RECOMMENDATION 3**

**S4C should establish a language partnership with the Welsh Government and others to help deliver the Welsh Government's commitment to reach 1 million Welsh language speakers by 2050.**

1. In simple terms Equity believes that this is logical but have reservations about the exact language of the recommendation and would have preferred clarity on the fact that this would more than likely be Welsh Government agencies, rather than the Welsh Government themselves.

#### **RECOMMENDATION 4**

**S4C's public funding should be provided entirely through the license fee from 2022/23 onwards, with all future funding decisions made as part of the BBC license fee funding settlement.**

1. In the absence of any developed alternative Equity continues to support the License Fee as the most appropriate funding method for the BBC, and therefore S4C. The License Fee:

- provides a direct link between the license fee payers and S4C,
- provides sustainable and predictable funding,

However, every alternative should continue to be explored to make sure that the future of S4C is secured and, more importantly, the financial security of S4C is guaranteed going forward. Equity's priority would be, as always, to support the most appropriate option for its members.

2. It is disappointing to note that providing clarity on sufficient funding levels for S4C was deemed to be an unnecessary distraction from the 'real challenges that S4C faces' and it is also disappointing to note that whilst the DCMS grant-in-aid funding to S4C will be £6.762 million per annum for 2018/19 and 2019/20, there continues to be uncertainty and a reliance on the next Spending Review before the new arrangements for funding come into play. Equity believes that a full commitment should have been made until 2022/23.

3. The Public Bodies Act of 2011 states that the Secretary of State has a duty to secure 'sufficient funding' to enable the S4C service to be provided. There is still no guidance as to exactly what constitutes 'sufficient funding' and Equity agrees with the Culture, Welsh Language and Communications Committee in their 2017 report *Outside the Box* that the 36% cuts in real terms since 2010 '*have been both severe and disproportionate*'. (<http://www.assembly.wales/laid%20documents/cr-ld11157/cr-ld11157-e.pdf>)

4. The Committee goes on to say that '*S4C has suffered significant cuts in recent years. In 2011-12, S4C received £101 million from the UK Government. That funding allocation would now need to be around £111 million if it had kept pace with inflation. Instead, S4C's funding has been cut to just £81.3 million in 2016-17.*'



5. Despite the 'security' of funding levels until 2022-23 through the license fee and the BBC Charter the current funding projections for S4C still mean a 10% cut in funding in real terms. S4C has made the point that it needs an additional £6.5 million per year to implement its current plans outlined in the Pushing the Boundaries document. TAC, the organisation representing Independent Producers in Wales, argues for an extra £8.5 million on top of the £6.5 million that S4C states it needs. (<https://www.tac-cymru.co.uk/latest/welsh-tv-producers-statement-on-welsh-assembly-committee-s4c-report/>)

Whatever the final figure might be Equity believes that there continues to be a critical disparity between the inflationary increases built into the BBC Charter for the license fee and the fixed funding of S4C for the initial 5 years and we are disappointed that the review did not address this point at all.

6. It is hard to imagine what further efficiencies S4C is expected to deliver considering the evidence presented to both the review and subsequently considered by the UK Government. S4C have implemented saving efficiencies resulting in a net saving of £21 million in running cost which has been reinvested into production. This has resulted in the service only spending 4.5% of its funding on operating and administration costs with 79.6% of the total funding of the service spent on programmes commissioned. Despite these efficiency savings the result of the continued cuts in investment have been expressed on screen – the total number of hours broadcast in 2016 fell to 6,306 hours, down by 416 hours from the previous year. It was therefore inevitable that an unsustainable 63% of the channel's output in 2016-17 was made up of repeats.

7. Furthermore it is also hard to imagine what other evidence can be provided to demonstrate greater value for money than has already been presented. It is as important to look at the

value of S4C to the economy. In the last available S4C Annual Report (<https://www.gov.uk/government/publications/s4c-annual-report-and-accounts-for-the-12-month-period-to-31-march-2017>) it states that the investment in S4C from the license fee and direct DCMS funding results in £170 million coming back in to the economy. This breaks down to every £1 invested results in a return of £2.09 in to the economy. On that basis there is absolutely no economic argument for continuing to cut investment in the service because this will only continue to cut returns to the economy.

## RECOMMENDATION 5

**The government should consider amending current approval requirements to give S4C greater freedom to invest and generate commercial revenue.**

1. Equity agreed with the Culture, Welsh Language and Communication Committee when they said in their Outside the Box report that more *'needs to be done to improve commercial exploitation of S4C programmes'* (<http://www.assembly.wales/laid%20documents/cr-ld11157/cr-ld11157-e.pdf>). We therefore welcome the recommendation and acceptance by Government. Equity believes that there is much that S4C's Commercial arm can do to provide sustainable dividends to S4C's public service. Equity notes that there is a firm commitment from S4C Commercial to *'create more big, bold drama co-productions and formats for exploitation internationally – building on existing projects'* (<http://www.s4c.cymru/gwthiorffiniau/pdf/S4C-Review.pdf>). Equity has long advocated this and is encouraged to see that following the success of Hinterland/Y Gwyll it is now being seen as a strategy to deliver even more value for the public service.

Exploitation rights are currently held by producers, rather than S4C, and Equity would continue to advocate a greater partnership between S4C and the independent production sector rather than a complete overhaul of the current statutory framework. There is the need for a discussion with regards to rights issues for digital content and this will be the perfect opportunity to revisit existing arrangements to guarantee the exploitation, based on the export value of content, is being fully realised by both parties in partnership.

## RECOMMENDATION 6

**The S4C Authority should be replaced with a new unitary board comprising executive and non-executive directors.**

1. There have been long-standing questions concerning the structural model for S4C going forward which needed to be addressed. Because S4C retained its own Authority, acting as both a regulator and governing body for the service, it meant that currently S4C is the only PSB not fully regulated by Ofcom. Equity believed that the recommendation should have been that the S4C Board should be institutionally independent and operate under a license from Ofcom based on its statutory remit.

2. It was interesting to note, however, in the Government response that Ofcom already has regulatory responsibilities for S4C, alongside those held by the S4C Authority. We, like the government, look forward to receiving an update from S4C and Ofcom as to the exact nature of their respective regulatory responsibilities and to greater transparency going forward.

## RECOMMENDATION 7

**The government should consider whether S4C's current financial audit arrangements are suitable, including whether it would be appropriate to appoint the Comptroller and Auditor General as S4C's external auditor.**

1. This was not an area of the review that Equity responded to initially, although we welcome any and all scrutiny from whoever the government consider the relevant and most qualified organisation.

## AREAS BEYOND THE SCOPE OF THE INDEPENDENT REVIEW

### Devolution

1. Equity policy is that it does not believe in devolution of broadcasting, and acknowledges that there are no proposals contained within the current Wales Bill covering this. Equity does not currently see any sense in just devolving responsibility for S4C in isolation, although they would welcome the opportunity for a much wider discussion between stakeholders about this matter should the opportunity present itself.

2. As the committee is aware the discussion surrounding devolution has been ongoing for some time. In 2012 the Task and Finish Group on the future outlook for the media in Wales (<http://senedd.assembly.wales/mglIssueHistoryHome.aspx?IId=1787>) recommended that '*The Welsh Government should establish an independent forum to advise on policy in relation to the media in Wales. The forum should draw on expertise from across the media sectors. Its purpose should be to look to the future and to advise on matters across all sections of the media.*' Of the remaining recommendations there are two which are critical to the current discussions taking place 6 years later:-

- **Recommendation 5.** As part of its role, the independent forum should keep under review the issue of the devolution of broadcasting in Wales and advise the Welsh Government as appropriate.
- **Recommendation 6.** The Welsh Government should develop a protocol with the UK Government for dealing with broadcasting issues which are not devolved.

When the Welsh Government responded it rejected the recommendation regarding the formation of an independent forum to advise on policy:-

*Although we do not accept this recommendation the Welsh Government agrees that these issues should be kept under review. We feel that this is a reasonable request and not altogether unexpected, as the coming period will see extensive changes in our media landscape, changes caused by market forces, technological change, user*

*behaviour and UK Government intervention. In response the First Minister has already asked the Chair of the Creative Industries Sector Panel to chair a Task and Finish Group – the Broadcasting Advisory Panel (BAP) – to review matters in relation to broadcasting. We feel that this will be a crucial first step in addressing the Committee’s concerns.*

(<http://senedd.assembly.wales/documents/s9208/%20%20Response%20from%20the%20Welsh%20Government%20to%20the%20Future%20Outlook%20of%20Media%20in%20Wales%20report%20-%20July%202012.pdf>)

Equity has expressed its disappointment on many occasions, in responses to Welsh Government, the Committee, National Assembly of Wales inquiries and directly to the First Minister, that the Broadcasting Advisory Panel has never yet reported; that there is no record of how many meetings have taken place and, crucially, that the makeup of the panel did not incorporate representatives from stakeholders within the Creative Industries – excluding, specifically, the voice of the workforce in the form of the trade unions. The role of this panel was also to implement the 22 recommendations of the report. Whilst outside of this particular inquiry Equity questions again why these recommendations been not been carried out. (<http://www.senedd.assembly.wales/documents/s60658/FS4C04%20Equity.pdf>)

3. Whilst Equity does not believe there is an appetite from the Welsh Government for devolution of broadcasting this does not remove the need to have the most informed discussion and consideration of alternatives. Whilst devolution was outside of the remit of the review, however, every alternative should be explored to make sure the future of S4C is secured and, more importantly, the financial security of S4C is guaranteed going forward. Equity’s priority would be to support the most appropriate option with all the avenues explored.

4. Equity would again recommend that the Inquiry ensure the setting up of an Independent Forum to advise the Welsh Government on policy in relation to the media in Wales. This forum should consider the inclusion of representatives from recognised trade unions to promote partnerships and greater accountability within the industry.

# Cyfieithiadau Mewnol

## Internal translations

Month Year



Cynulliad Cenedlaethol Cymru / National Assembly for Wales  
Pwyllgor Diwylliant, y Gymraeg a Chyfathrebu / The Culture, Welsh Language and  
Communications Committee  
Ymchwiliad byr i ' Creu S4C ar gyfer y dyfodol: Adolygiad annibynnol gan Euryrn  
Ogwen Williams'  
Short inquiry into 'Building an S4C for the future: An independent review by Euryrn  
Ogwen Williams'  
CWLC(5) BS4C01  
Response from RhAG / Evidence from RhAG

We write to you in order to support the call for the committee to hold a full investigation into the case for devolving broadcasting powers to Wales.

The obvious dangers to the future of S4C are an issue that should be a major concern for the committee.

It is known that S4C has suffered a series of cuts, while the income of Sky, ITV, BBC, Channel 4 and others has increased. After years fighting for crumbs from the UK Government - a body that does not understand the Welsh language or S4C according to TAC - it is now quite clear that we will only achieve democracy and a viable language by making decisions about broadcasting in Wales.

According to a YouGov opinion poll published last year, 65% of the people of Wales favour the devolution of broadcasting to the Senedd in Wales. Public support is now, undoubtedly, in favour of moving in this direction.

We are aware that organisations, including the Welsh Language Society (Cymdeithas yr iaith Gymraeg), have argued the case that Welsh broadcasting could be transformed by devolving those powers to Wales. This could include the possibility that more money would be available for public broadcasting, as well as opportunities for the establishment of new radio and television stations, and new digital enterprises.

In terms of the Welsh language, ensuring a vibrant and prosperous future for broadcasting in Wales is crucial if we are to reach the Welsh Government's target of a million Welsh speakers by 2050.

We hope the committee will take advantage of this golden opportunity to carry out a detailed study of the case for the devolution of broadcasting to Wales.

Yours sincerely

Ceri

**Ceri McEvoy**  
**Cyfarwyddwr Datblygu**  
*Director of Development*  
**Rhieni Dros Addysg Gymraeg**  
*Parents for Welsh Medium Education*

Cynulliad Cenedlaethol Cymru / National Assembly for Wales

Pwyllgor Diwylliant, y Gymraeg a Chyfathrebu / The Culture, Welsh Language and Communications Committee

Ymchwiliad byr i ' Creu S4C ar gyfer y dyfodol: Adolygiad annibynnol gan Euryrn Ogwen Williams'

Short inquiry into 'Building an S4C for the future: An independent review by Euryrn Ogwen Williams'

CWLC(5) BS4C03

Ymateb gan S4C / Evidence from S4C

S4C has welcomed the publication of the review and the UK Government's response to it. This has enabled us to proceed on the basis of clear information that the recommendations were being accepted. We are, therefore, in the process of implementing the recommendations – and further information about each recommendation is provided below. According to our discussions with UK Government officials, some of the recommendations will require legislative change. S4C's planning processes to implement recommendations take this into account, and we are also operating flexibly within the restrictions of the current statutory framework in order to make changes.

#### Change of remit

S4C welcomes the independent review's recommendation that S4C's public service remit should be updated to include digital and online services, and that the current geographical limitations on broadcasting should be eliminated (Recommendation 1).

Furthermore, we very much welcome the UK Government's decision to cancel funding cuts announced as part of the 2015 spending review (postponed pending the recommendations of the independent review). This creates a stable financial situation for S4C, which will allow us to plan our services on a firm footing.

Issues regarding legislative changes related to these changes to S4C's remit are currently being discussed with officials at DCMS. Whatever the outcome, as a result of the positive nature of the UK Government's response to the review's recommendation we do not feel that there is a need to wait before the legislative process has completed before implementing changes.

S4C is in the process of formulating plans to expand its digital services as soon as possible. Recently, we published a commitment to redirect a million pounds per annum over three years towards digital developments. We will be announcing specific plans in due course.

It should be noted that the plans underway are compatible with Recommendation 2, namely that S4C should establish an internal digital hub to develop and enhance its digital influence, as well as laying the foundations for a Welsh-medium digital cluster.

We very much welcome the important recognition that S4C needs to provide digital services for audiences. There are various levels of usage across the audience – from those who mainly use digital services to those who do not yet use any digital content. Providing for these different levels by providing a strong digital and television offer gives rise to clear challenges. However, we are clear that offering this provision is vital to the future of our services and to the use of the Welsh language in the media.

While we will continue to ensure that the S4C television service is available to viewers over the border to the extent that this is possible within our budget, the advantages of a digital

service will also bring benefits to viewers wherever they live, within the UK and beyond, where rights permit.

### Partnerships

We accept the review's recommendation that S4C should establish a language partnership with the Welsh Government and others to help to achieve the Welsh Government's aim of a million Welsh speakers by 2050 (Recommendation 3).

This recommendation is compatible with activity that is already underway by S4C and a number of other partners who are active on the Welsh language to work more closely together on strategic plans, and we welcome the UK Government's support for this kind of collaboration.

Discussions continue with potential partners, with S4C focusing our efforts in three areas over the coming years – Education, Learners and Children and young people.

We will be announcing joint plans with partners as they are agreed, with each one leading clearly to benefits for the Welsh language.

### Funding

As stated above, we have welcomed the UK Government's decision to provide financial stability for S4C over the coming years by maintaining our funding at the current level until the end of the Government's current spending round. At present, S4C receives £74.5m from television licence fee income, and DCMS contributes £6.7m directly to our budget. This means that S4C receives a total of £81.2m in public funding.

In addition, the UK Government has accepted the recommendation that S4C should be wholly funded from the television licence fee from 2022/23 (Recommendation 4), with all decisions about future funding made as part of discussions on the licence fee funding settlement. In accepting this recommendation, the government robustly and clearly emphasises S4C's independence. It also clearly recognises that the Secretary of State will continue to be responsible for deciding how much funding will be sufficient for S4C. We welcome this recognition, taking it as a firm basis from which we can build long-term financial stability for S4C. We accept the reviewer's recommendation that funding S4C from licence fee income is a way of achieving this stability.

Alongside the issues mentioned above, the contents of the Partnership Agreement (November 2017) between S4C and the BBC are also relevant. In this agreement, the BBC and S4C recognise their shared aim of collaborating to maintain and safeguard their mutual independence.

While the government's response provides certainty for the remainder of the current spending round, a question remained as to the future amount that DCMS would be directly contributing (currently £6.7m per annum) between the end of the current spending round and the beginning of the new arrangement to fund S4C entirely from licence fee income (2020-2022). The UK Government's Minister for digital issues has stated that this amount will be maintained until 2022. We welcome this statement, which reinforces previous comments by the UK Government regarding the importance of giving S4C financial stability.

In terms of S4C's ability to generate its own income by investing in commercial ventures, we made a case for simplifying the formal parliamentary process that S4C must adhere to if we wish to invest in some types of schemes. We welcome the recommendation that the government should amend these requirements (Recommendation 5), and we also welcome the government's willingness to do so.



We are currently discussing with officials from DCMS the procedure and timetable for the legislative changes that will be needed to implement this recommendation.

#### Governance, Regulation and External audit

We are working towards implementing the review's recommendation that a Unitary Board model should be adopted (Recommendation 6) as soon as is practicable, without having to wait for the legislation required to do so formally.

In the first instance, we are in the process of discussing the details of the new arrangement, with the intention of introducing a shadow Unitary Board in the autumn of this year.

In terms of adopting the model on a legislative basis, we are in the process of discussing with officials at DCMS what elements would need to be incorporated in law and what elements could be more appropriately included in the Memorandum of Understanding with DCMS.

With regard to our relationship with Ofcom, we are in the process of working with Ofcom with the intention of agreeing how we can ensure higher levels of awareness of the relationship between us in the form of a simple and concise document.

In terms of the recommendation that the Government should consider appointing the Audit Office as S4C's external auditor (Recommendation 7), S4C continues to be very open to this should DCMS decide to proceed. If DCMS confirms the decision to appoint the NAO with regard to S4C, we will need to discuss the scope of the NAO's work and an appropriate payment structure, as well as a migration process from the current contract.

# Euryn Ogwen Williams' report on S4C

Comments by Cymdeithas yr Iaith (the Welsh Language Society)

## 1. Introduction

1.1. The proposals in Euryn Ogwen Williams' report, and the decisions of the UK Government based on these proposals, would lead to the end of S4C as an independent broadcaster.

1.2. The obvious risks to S4C are part of a wider picture that should be of major concern to the committee.

1.3. The committee is fully aware of the decline of Welsh media and Welsh language media over recent years. In addition, you are aware of the serious democratic deficit here in Wales that threatens the sustainability of our Welsh democracy. Also, despite the publication of several reports by your committee, we must ask, to what extent have politicians proposed any real solutions to these problems.

1.4. S4C has suffered numerous cuts to its income, while the income of Sky, ITV, BBC, Channel 4 and others has increased. Following years of battling for crumbs from the UK Government's table (the UK Government, according to TAC, is an organisation that does not understand S4C or the Welsh language), it is time for this committee to realise that only by making decisions about broadcasting here in Wales can we achieve a viable democracy and a viable language.

1.5. We very much hope that the committee will not, once again, try to avoid detailed consideration of the case for the devolution of broadcasting to Wales.

## 2. The proposals in the report

2.1. In brief, Euryn Ogwen's report:

- allows the UK Government to make further budget cuts, in real terms for the next 2 years with a flat settlement in cash terms;
- between 2020 and 2022, there will be further cuts of around 10% to the budget, as the British Government scraps its £7 million grant to the channel;
- after 2022, there is no guarantee of any funding for S4C, and without a formula, there would be no certainty in statute. The Government in London will rest on its laurels, and leave S4C to be dependent upon the license fee settlement every ten years;
- is erroneous, in terms of the devolution of broadcasting, by failing to acknowledge a petition that was presented to him during the review, supporting the transfer of powers.

## 3. Impact of the report

3.1. S4C will not exist as an independent broadcaster after 2022 if Euryn Ogwen's and the UK Government's current plans are implemented.

3.2. From relocating half of S4C's staff posts to the BBC headquarters in Cardiff to using S4C's funding to support more and more of their own English language programmes, BBC chiefs are pleased to get their hands on money that was earmarked and fought for on behalf of Welsh language broadcasting. It will be the only Welsh language broadcaster – it is impossible to argue that this would be a healthy situation for the language or for our democracy.

3.3. The Government in London now wants to rest on its laurels and let S4C be dependent upon the license fee settlement every ten years. The only certain element within a situation such as that is

that the BBC's British priorities will come first, rather than the independence of S4C or the proliferation of the media in Wales.

3.4. The Government's plan is simple - to diminish the only Welsh language channel, a channel that many people sacrificed their freedom for, for it to be no more than a department of the British Broadcasting Corporation. And, after legislating to implement the plan, commencing with huge budget cuts to S4C since 2010, they wish to see further cuts to its budget over the next four years, so that the UK Government will not contribute a penny to S4C from 2022.

#### 4. The answer is to Devolve Broadcasting to Wales

4.1. We have a democracy in Wales that cannot operate fully due to a lack of coverage by British broadcasters. A large proportion of the public is not even aware that the health service is the responsibility of our Welsh Government and Parliament, let alone knowing which party is in Government. We hear regular complaints from our politicians in Cardiff Bay about the lack of scrutiny, and lack of coverage, of our devolved Government, but they do not propose a solution.

4.2. According to a YouGov opinion poll last year, 65% of the people of Wales are in favour of the devolution of broadcasting to the Senedd in Wales.

4.3. Cymdeithas yr Iaith has shown, in our policy paper, that the situation can be transformed by devolving broadcasting powers to Wales: more funding would be available for public broadcasting, totaling around £250 million per annum. This would mean that Wales could set up three radio stations and three Welsh-language television channels under a devolved system, as well as setting up new digital enterprises.

4.4. Under the model proposed in our paper, the devolution of the license fee to Wales would generate approximately £190 million per annum. The paper also sets out proposals to charge a new levy on companies such as Google, Sky and Facebook that could generate up to £30 million per annum, along with a similar figure in terms of additional funding gained by the transfer of powers to Wales. We understand that the European Union and governments, such as the Australian Government and Westminster, are now considering charging levies on the profits of such companies, and emulating countries such as India.

4.5. With regard to this disastrous report for S4C, we call for a full inquiry to be held by your committee to consider the case for the devolution of broadcasting powers to Wales.

Digital Group, Cymdeithas yr Iaith (The Welsh Language Society)

July 2018

Cynulliad Cenedlaethol Cymru / National Assembly for Wales  
Pwyllgor Diwylliant, y Gymraeg a Chyfathrebu / The Culture, Welsh Language and Communications Committee  
Ymchwiliad byr i ' Creu S4C ar gyfer y dyfodol: Adolygiad annibynnol gan Euryr Ogwen Williams'  
Short inquiry into 'Building an S4C for the future: An independent review by Euryr Ogwen Williams'  
CWLC(5) BS4C05  
Ymateb gan Undeb Cenedlaethol Athrawon Cymru (UCAC) / Evidence from Undeb Cenedlaethol Athrawon Cymru (UCAC)

UCAC welcomes this opportunity to respond to the Culture, Welsh Language and Communications Committee's consultation on building an S4C for the future.

UCAC is a trade union that represents teachers, school leaders, tutors and lecturers across all education sectors in Wales.

## **1. Value and Importance of S4C**

1.1. As noted in the Westminster Government's response to the independent review, 'Building an S4C for the future', S4C is the only Welsh language broadcaster in Wales, and indeed, the only Welsh language broadcaster in the world.

1.2. UCAC appreciates the channel in terms of its linguistic, cultural, social and economic value in their broadest terms.

1.3. S4C programmes create the backbone, and support for the work of the education system at all levels - providing material on a very wide range of topics, aimed at a wide range of audiences, and in contrasting genres that appeal to all sectors of society. This is valuable in terms of, not only normalising the Welsh language in these contexts, but in terms of creating high quality original content that can support learning and teaching, directly or indirectly, at all levels of the education system from the Foundation Phase, to Higher Education, and apprenticeships, including of course teaching Welsh as a subject or as a language.

1.4. S4C also provides a platform to discuss issues that are relevant to Wales in a fully Welsh language sphere. For example, it is one of the rare limited platforms that are available to discuss Welsh politics, including any of the devolved policy areas (such as education). This discussion can take place without it being an appendix to a 'wider' discussion, without offering incomplete or confusing information, and without completely ignoring issues. S4C is valuable as a Welsh and a Welsh language voice in an increasingly journalistically and linguistically uniform and monolithic landscape.

1.5. The employment created by S4C is an incentive for people to learn Welsh, and for people to use and develop their Welsh language skills. Broadcasting is one of the areas where it is easy to demonstrate that there are career opportunities of all kinds available where the ability to speak Welsh is desirable.

## **2. Recommendations and Response of the Westminster Government**

2.1. Recommendation 1: We would welcome the expansion of S4C's public service remit to include digital and online services, in order to facilitate the development of these areas and build on the good work already done.

2.2. Recommendation 4: UCAC wishes to express its concern regarding the funding methods recommended by the Review and supported by the Westminster Government in its response. We cannot agree that this model can provide a 'stable and transparent foundation for S4C funding' for the future.

2.3. A flat cash settlement over two years is a decrease in real terms, and it's clear that such further cuts will have repercussions for the channel. The abandoning of the grant aid from the Department for Digital Affairs, Culture, Media and Sport will be a further blow.

2.4. We are concerned about the recommendation to provide S4C's total 'public' funding by means of the license fee from 2022/23, for a number of reasons:

- S4C's editorial independence, and the perception (and the reality) of the channel as an independent broadcaster;
- a resulting decrease in the proliferation of journalist voices, and Welsh language voices in Wales that is already worryingly limited;
- a lack of accountability to audiences in Wales;
- the funding levels that S4C will be able to secure within the context of competing priorities, and broadcasting very firmly within a British rather than a Welsh context - without a formula, there will be no certainty in statute.

## **3. What we are calling for**

3.1. The establishment of a funding formula for S4C that will provide some security over certain periods of time, and that would, at the very least, increase in line with inflation.

3.2. A full inquiry, to consider the case for the devolution of broadcasting powers to Wales.



Document is Restricted



## **ACTIVE MUSIC SERVICES**

# **Music Consultancy & Choral Music Centre**

**Senior Consultant: Dinah Pye AGSM, Dip. Ed, CFPS**  
**Welsh Woman of the Year Winner**

Bethan Sayed  
Chair of Culture, Welsh Language and Communications Committee  
National Assembly for Wales  
Cardiff Bay  
Cardiff  
CF99 1NA

3.7.18

Dear Bethan

Following our telephone conversation on 25th June I appreciate that, as I was otherwise engaged for three years reopening the Cynon Valley Museum and missed the initial consultation, that there is still an opportunity to respond to the Committee's report "Hitting the right notes".

Previous to the report I had meetings with Kirsty Williams, Chair of WLGA, WLGA officers, Chair of CAGAC, Chair & members of the Music Education Council, Bethan Sayed, Arts Policy officers covering Arts & Education as well as correspondence with Lord Elis-Thomas.

The Cultural Committee's report is a welcome comprehensive snapshot regarding the present delivery of music across Wales and reflects my investigations since June 2017.

I worked with Helena Braithwaite MBE from the end of the 1980s and we tried various ways of keeping the music services financially viable. From 1999 to 2004 the ring fenced Music Development Fund had a significant impact until it was reduced then finally lost in transfer to the Revenue Support Fund.

I have read the report several times and there are numerous issues with some solutions but the priorities that need to be addressed as soon as possible are:-

\* I have written to Mark Drakeford to inform him that there is complete confusion about the £2 million in the Budget agreed with Plaid Cymru and what it is to be used for. The Task & Finish group produced a tremendous amount of work on a way forward over three years ago and still no outcome agreed whilst, due to a lack of leadership, councils continue to cut services, graduate musicians are being reduced to instructor pay or made redundant. An urgent decision

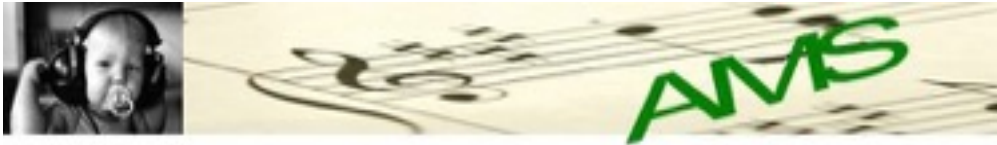
### **HEAD OFFICE**

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## ACTIVE MUSIC SERVICES

# Music Consultancy & Choral Music Centre

**Senior Consultant: Dinah Pye AGSM, Dip. Ed, CFPS**  
**Welsh Woman of the Year Winner**

is required in order to release this money to a suitable organisation either to develop a way forward or to assist the young musicians stuck in the Government's Pyramid Structure for Music that is now dysfunctional due to the ineffective move of National Youth Arts from the WJEC. Bright musicians are losing out because they cannot afford the creeping privatisation being introduced. Those that should have the loudest shout for this money are the Cultural Committee, Plaid Cymru and CAGAC and not arts or education organisations that have not proved in the past to understand the intricacies of developing instrumental and choral skills and techniques.

- \* The Government's Pyramid Structure for Music Education covers all aspects of learning from early years up to the specialised domain that has recently been removed from WJEC with a serious effect on access, removal of "entitlement" that was originally fought for in the Music Development Fund but more seriously contradicts the Arts Policy and the Education Policy featured on the Welsh Government website.
- \* The Welsh Assembly **MUST** accept the Cultural report and I have written to several Cabinet Secretaries and Ministers to request their support for an urgent debate as soon as possible after the summer recess to discuss a sustainable Welsh National Plan for Music that covers the progression in the Government's Pyramid Structure for Music intact under one Cabinet Secretary portfolio.

I can confirm that England has a clear and well-funded National Plan for music while Scotland and NI are well ahead with developing crucial strategies to keep their music services sustainable. What is extremely sad and frustrating is that following notable efforts from numerous sources the vision for music education in Wales continues to be patchy, cloudy and in some cases non-existent and well behind other nations. Wales, as a musical nation, has a lot to lose and decisions have been made or not being made that leaves Wales well behind the rest of the UK.

"Hitting the right note" contains compelling evidence that the Welsh Government not only "took their eye off the ball" with regard to education but never even glanced at the decline in music provision since 2005. I am well aware of the extreme austerity affecting the Government and local councils as well as the possibility of reduced council partnerships in the future but I will remain critical of the lack of leadership, lack of respect for music's contribution to the economy and the growing perception that music has been taken for granted in Wales for too long. I will do everything I can to support the Committee in turning the present situation around.

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## ACTIVE MUSIC SERVICES

# Music Consultancy & Choral Music Centre

**Senior Consultant: Dinah Pye AGSM, Dip. Ed, CFPS  
Welsh Woman of the Year Winner**

I wish to thank yourself and the members of the committee for the time you have given to this important report and I trust as the Chair you may be able to find time in your busy schedule to continue to look at this growing crisis with your colleagues and as you yourself said in an interview, before it is too late.

I have attached a copy of my CV to the email for the committee to acquaint themselves with who I am.

Yours sincerely

A rectangular box containing a handwritten signature in black ink that reads 'Dinah Pye'.

Dinah Pye

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**Iain Bell** | Deputy National Statistician and Director  
General for Population & Public Policy

Bethan Sayed AM,  
Committee Chair,  
Culture, Welsh Language and Communications Committee  
National Assembly for Wales  
Cardiff Bay  
Cardiff  
CF99 1NA

6 July 2018

Dear Ms Sayed,

Thank you for inviting the Office for National Statistics (ONS) to give evidence to the Committee on 18 April.

At the session, I committed to providing some further information in response to questions around data security. I understand there were also questions on Armed Forces, Volunteering and Income data that time did not allow for on the day.

In response, I attach a brief note which summarises ONS' current position on these issues.

Yours sincerely,



**Iain Bell**  
Deputy National Statistician and Director General, Population and Public Policy  
Office for National Statistics

In December 2017, we published an update on our topic research for the 2021 Census which contains details on our testing and evaluation to date on a number of Census topics<sup>1</sup>.

## **Armed Forces data**

In October 2017<sup>2</sup>, ONS announced that it would recommend the inclusion of a question on the Armed Forces in the 2021 Census for England and Wales. Our research and consultation have established that there is a clear need for information on the Armed Forces and Veteran community<sup>3</sup>.

Central and local government have told us they need information on the Armed Forces and Veteran community to fulfil their commitments under the Armed Forces Covenant. Services and support need to be delivered to the Armed Forces community in areas such as health, housing, qualifications, employment and others. Administrative data provides some of the data required, but not all.

ONS have developed and successfully tested a Census question, which we hope will meet the needs of decision-makers. We therefore intend to recommend inclusion of this topic in the 2021 Census.

## **Volunteering**

We have designed two different questions on volunteering. In both rounds of testing, respondents had difficulty matching their volunteering activities to a response option. Results of the Census Test Evaluation Survey suggest challenges to collect information of sufficient quality to meet the user need. Alongside this, our understanding of user needs for other topics has grown. And so, to manage respondent burden and meet space constraints on the paper questionnaire, we intend to recommend not collecting information on volunteering in the 2021 Census.

We are currently researching how to provide this data by other means. Our economic well-being team are leading an area of work to understand the value of unpaid work, including volunteering. Valuations of unpaid work are produced in the Household Satellite Accounts which was released in 2016<sup>4</sup> and provided data from 2005 to 2014. The team also use time-use data to understand the division of unpaid labour within households and are now planning a new time use survey to further develop and modernise these statistics.

## **Income**

ONS will not recommend that questions about personal income or household income be included in the 2021 Census for England and Wales. Our testing has shown that including a question on income within the Census negatively impacts on response rates, and undermines the quality of data. Instead, we are carrying out research to see if it is feasible to produce income statistics using administrative data.

Our current focus is on producing small area income outputs and understanding the precise user needs for the definition of income. We'll then extend the research to multivariate outputs.

We are encouraged that our early analysis using administrative data broadly reflects the patterns we expect to see regarding income.

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<sup>1</sup> [2021 Census topic research: December 2017](#)

<sup>2</sup> [Update on Armed Forces, October 2017, ONS](#)

<sup>3</sup> [Armed Forces Topic Report, ONS](#)

<sup>4</sup> [Changes in the value and division of unpaid volunteering in the UK: 2000 to 2015, ONS](#)

## Data access and security

ONS has a strong record in protecting and safeguarding the security of data and information supplied to the Census, not least in its rigorous protection of personal Census information collected over the past 200 years.

ONS successfully outsourced census services in 1991 (e.g. publicity, distribution), in 2001 (e.g. postal services, questionnaire printing, questionnaire scanning, data capture and coding as well as the census call centre and helpline) and in 2011 (e.g. publicity, questionnaire printing, postal services, questionnaire scanning, data capture and coding, census helpline, field staff recruitment, payment and training).

The 2021 Census plans to collect the majority of the data using on-line systems with considerably fewer paper forms than in 2011. Outsourced services for a 2021 Census would be conducted in accordance with government procurement standards and requirements, designed and managed to safeguard the confidentiality of personal information and to deliver value for money. Any companies bidding for work would be subject to the same security requirements as apply to ONS, including those set out in the Statistics and Registration Service Act 2007 (e.g. provisions in s.39) and the Data Protection Act 2018.

The security of Census data is a top priority and ONS has stringent safeguards to protect this data in all our operations. This includes control of physical access to any site or room where the Census data is stored, the secure control of access to Information Technology (IT) systems, personnel security controls to assure the trustworthiness of employees and suppliers working on the Census.

All the Information Technology (IT) systems within ONS and its suppliers are designed with security in mind based on UK Government and industry best practice guidelines. Rigorous controls are implemented to protect data during transmission, storage and processing. Specific technical testing is also performed to ensure the systems are built and configured correctly. These security controls are additionally reviewed by the National Cyber Security Centre. The census security programme and its supplier operations activity is managed to the framework of ISO27001 - the internationally recognised Information Security Management Standard.

ONS provides assurance for the trustworthiness, integrity and reliability of our employees and suppliers involved in the Census. The data collected contains sensitive personal information and ONS has a duty to protect this. A security clearance plays a significant and important role in assessing and managing access to this sensitive information. All staff working on the Census undergo a range of personal checks to validate their identity and check their criminal record. Those employees with access to personal information have an additional national security vetting performed.

ONS tightly controls access to IT systems that hold Census data to ensure that only those employees with the need to access this can do so. The proposals for the 2021 Census ensure that the data captured electronically will at all times be handled securely. These measures cover the completed questionnaires, the electronic Census data set and all infrastructure relating to the operation of the Census including websites, supplier systems and communications links. Specific governance and processes authorise and manage access to Census data. Protective monitoring of this access ensures that it is used in accordance with the ONS rules. All of the electronic communications links used for routing personal census information are encrypted.

Our current plans for data collection mean that completed paper forms will be securely scanned and passed to ONS by a supplier operating under ONS oversight. Suppliers will also be used in recruiting the field force and providing services such as the operation of our contact centre. All those working on the Census as employees of ONS or as suppliers or sub-contractors providing services to support the 2021 Census will be security checked and required to sign an undertaking to demonstrate that they understand their legal obligations and will not disclose any information relating to an individual person or a household.

A Data Protection Impact Assessment (DPIA) is a legal requirement of the new Data Protection Act implementing the General Data Protection Regulation, where the processing of personal data is likely to result in a high risk to the rights and freedoms of individuals. A Privacy Impact Assessment (the previous name for DPIAs) was completed for the 2011 Census and published on the ONS website. ONS has produced and published a privacy impact assessment at the initial research stage (The Census and Future Provision of Population Statistics in England and Wales: Privacy Impact Assessment for the Initial Research Stage', March 2015). The DPIA for the 2021 Census will identify the risks to privacy and assess those risks; detail all our processing activities; ensure that our processing meets the principles of data protection, such as transparency and fairness; ensure that we have undertaken necessary consultation with relevant stakeholders.

Ongoing security reviews are performed on all Census systems to ensure that the security defences remain effective and cyber security with the potential to affect Census data are detected.

Finally, at the core of ONS' data security is our Five Safes Framework<sup>5</sup> – Safe people; Safe projects; Safe settings; Safe outputs; Safe data. Under the safe people pillar is the Approved Researchers Scheme. This scheme is used by ONS to grant access to data that cannot be published openly, for statistical research purposes, as permitted by the Statistics and Registration Service Act 2007. To access data in this way, an individual must hold ONS Researcher Accreditation and have their research proposal approved by the ONS Microdata Release Panel, on behalf of the National Statistician. The processes and criteria used within the Approved Researcher Scheme were revised in 2016. The criteria for accreditation require that all researchers be fit and proper, and their specific research proposals are scrutinised to ensure there is a clear public benefit. Further information about the Approved Researchers Scheme can be found on our website<sup>6</sup>.

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<sup>5</sup> <https://blog.ons.gov.uk/2017/01/27/the-five-safes-data-privacy-at-ons/>

<sup>6</sup> <https://www.ons.gov.uk/aboutus/whatwedo/statistics/requestingstatistics/approvedresearcherscheme>

**Subject: OFCOM proposals to reduce localness on commercial local radio in Wales**

I wanted to draw your attention to a new consultation OFCOM has launched in relation to amending the hours of local content commercial radio licence holders are obliged to produce.

[https://www.ofcom.org.uk/\\_\\_\\_data/assets/pdf\\_file/0012/115113/consultation-localness-radio.pdf](https://www.ofcom.org.uk/___data/assets/pdf_file/0012/115113/consultation-localness-radio.pdf)

I would urge you to read their proposals and consider a response to OFCOM from either individual Assembly members or from the Committee as a whole.

Their main proposals are..

a) Local FM stations that provide local news at regular intervals throughout the day should air at least three hours of programming each weekday between 6am and 7pm which has been made in the local (or approved) area, removing the demand for a breakfast show aimed at the local area (e.g. Capital Cardiff, Bridge FM or Radio Ceredigion). **Currently that is set at 10 hours per weekday and they must do a breakfast show locally.**

b) To intend to make the 'approved areas', within which a programme can be considered to be 'locally-made', bigger to match, as closely as possible, the ITV regions. **Currently, there are three approved areas in Wales, but this will go down to one.**

I am sure you will have your own views on how this might affect choice and delivery of content about Wales for Wales, but for what it is worth, here is my interpretation of the effects if the recommendations above were approved: –

**1) Loss of Jobs (especially in North and West Wales):** By merging three approved areas in Wales into one, companies which own multiple local licences will have the ability to switch shows that are produced in one part of Wales to a bigger hub somewhere else in Wales.

The two examples I would cite are Global/Communicorp and Nation Broadcasting.

Global/Communicorp currently produce Capital breakfast shows for North Wales and in Welsh for NW Wales out of Wrexham and Cardiff out of Cardiff.

The change in OFCOM regulations would allow those English language breakfast shows to be merged into one studio and the Welsh Language breakfast show to be moved to Cardiff (even though it is only broadcast in NW Wales).

It is, unfortunately, obvious that the North Wales output would be moved to Cardiff, causing the closure of studios in Wrexham and job losses there. Jobs may be directly moved to Cardiff and there may be no net loss of jobs – but Wrexham staff will be told its 'relocate or redundancy'. However, it is likely the N Wales and S Wales breakfast show may be merged, leading to only one presentation team being required.

The second example I would cite is Nation Broadcasting. They have already closed local studios in Bridgend and Aberystwyth in the past and co-located those stations in their St Hilary base.

The proposed change in the OFCOM guidelines would allow them to close their Narberth studios and move all output from their West Wales stations into St Hilary.

## **2) Loss of creative talent for future businesses in North and West Wales.**

If the above happens and companies close down their studios in certain areas, an audio generation skill base will go. Bearing in mind one of the drivers behind this OFCOM proposal is to allow companies to invest more into digital opportunities such as podcasting, would it not be wise to see how those skills could be retained in a community to create new podcasting opportunities in those areas, as opposed to shipping all those skills to a big hub in Cardiff or London?

## **3) Concerns over future of Capital Cymru (Formerly Champion 103).**

The OFCOM proposals would allow Capital Cymru – technically the local radio station for North West Wales, to be moved from Wrexham to Cardiff. It has to be questioned whether presenters in Cardiff would know what is like to be Caernarfon



at the same time – least of all in terms of weather, which varies wildly across the country!

However, the bigger potential here is that the OFCOM proposal says local programming can be reduced to three hours per day. Bearing in mind Capital Cymru is already a bilingual station, what would the temptation be like to cut the Welsh Language output at breakfast or drive and run with a network English Language programme from Cardiff?

If Capital Cymru were genuinely in the market to be an all Wales, all Welsh Language station, then I would see a move to Cardiff as no threat to its content – it could even be a boost.

Those are my three main thoughts relevant to Wales regarding this latest OFCOM consultation.

I think it should be noted the positive statement made by Communicorp in their evidence to you "Just because OFCOM says we only have to do so much, that doesn't mean we don't want to do more." But they have reduced local hours and presenters in the past.

Again, I do not blame radio companies making decisions which I feel lower the content about Wales when OFCOM has opened the door to this cost-cutting opportunity for them. They are businesses after all.

And, as someone who has worked in podcasting and digital media for a decade, OFCOM are absolutely right to highlight the growth of digital services...both as a market threat and opportunity.

But I feel OFCOM needs to protect Welsh content better and protect what is becoming a non-existent market for competition in audio services in Wales.

# Official Languages Scheme: Annual report 2017-18

July 2018



The National Assembly for Wales is the democratically elected body that represents the interests of Wales and its people, makes laws for Wales, agrees Welsh taxes and holds the Welsh Government to account.

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# **Official Languages Scheme:**

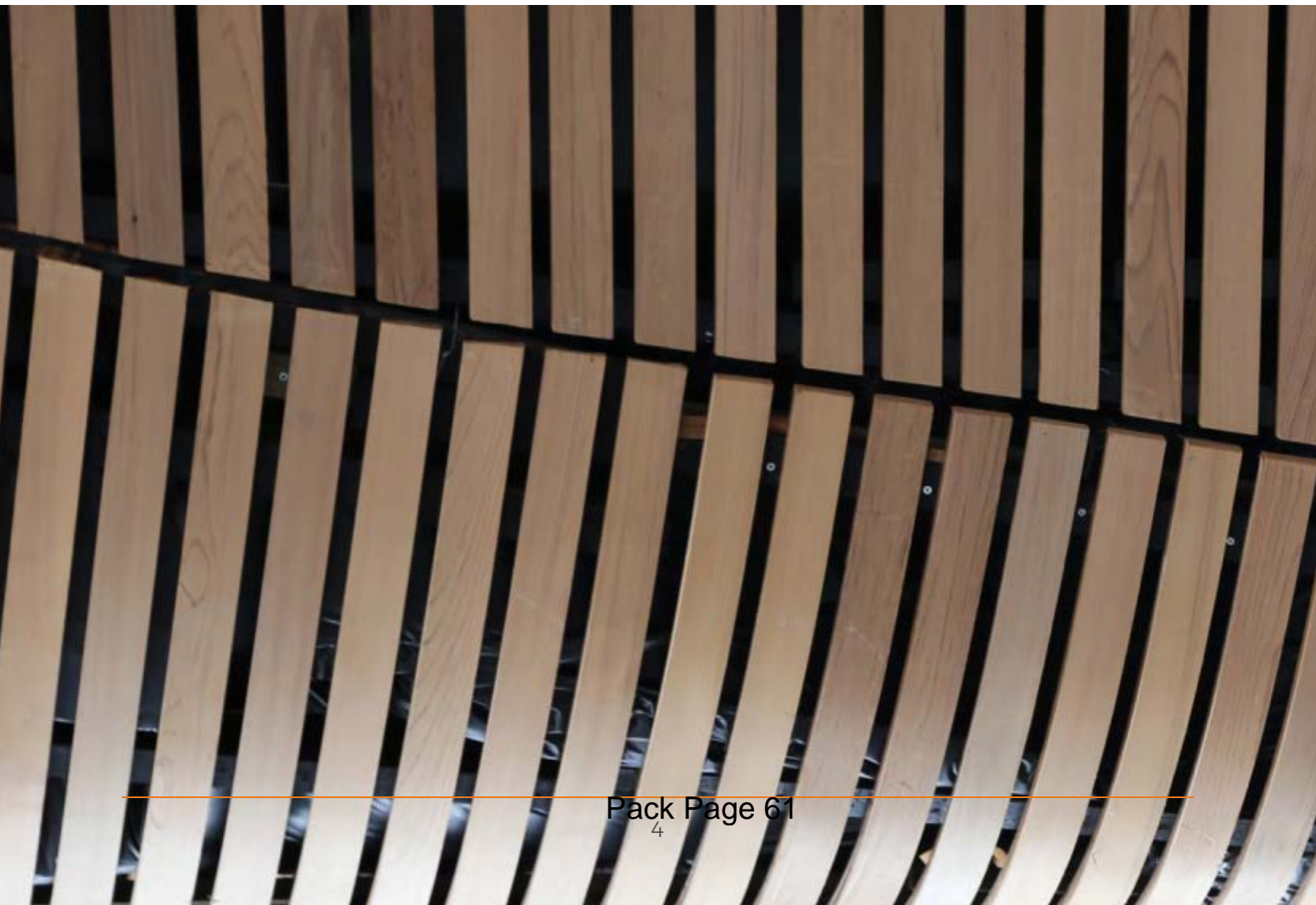
## Annual report 2017-18

July 2018

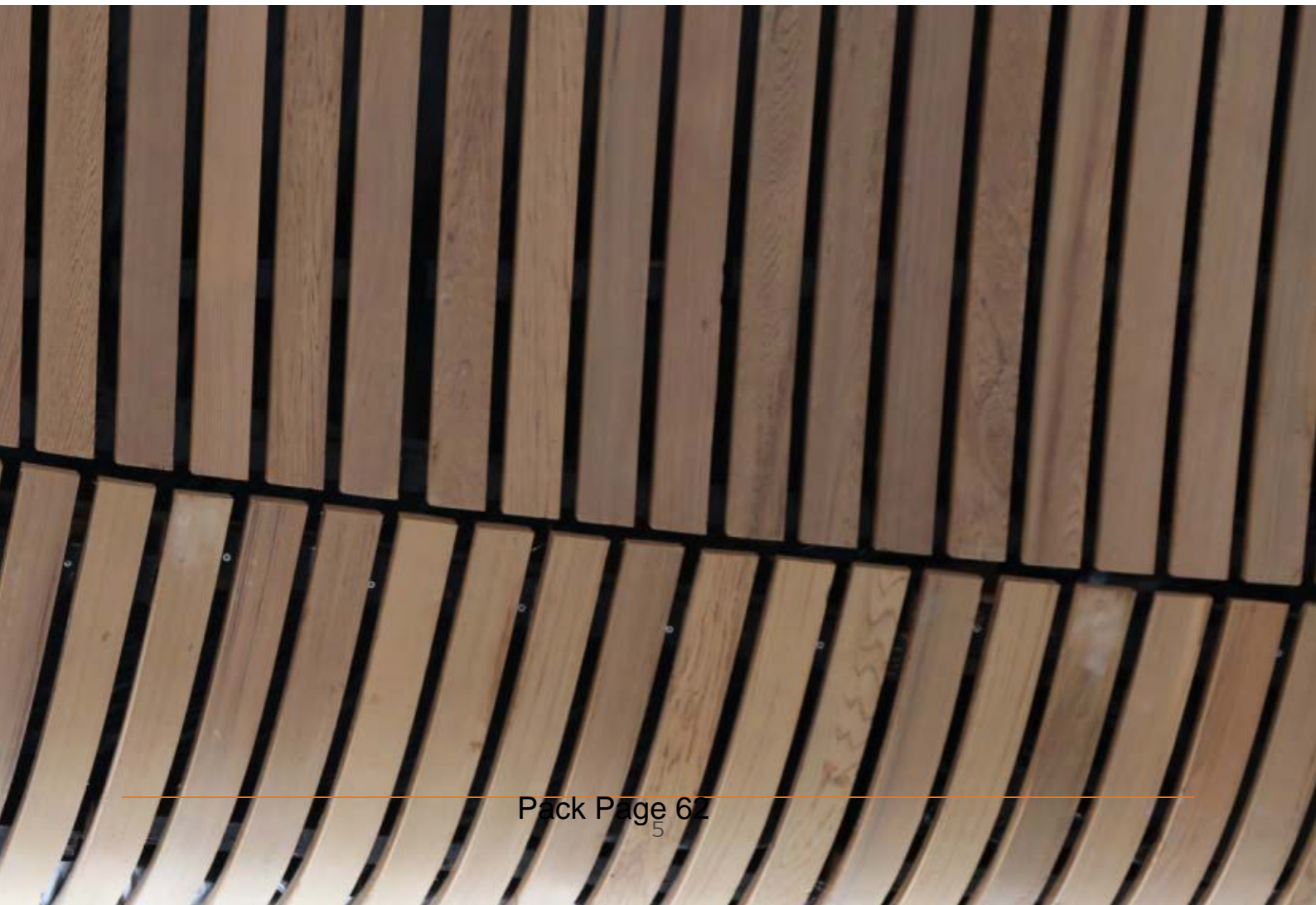


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# OUR PERFORMANCE





## Foreword



**Adam Price AM**

Commissioner with responsibility for official languages and delivery and transformation of services to Members.

I am pleased to present the first Official Languages Scheme annual report for the period April 2017 – March 2018. In drafting and implementing the Scheme, we sought ambitious and challenging targets that would enable us to realise our goal of being an organisation recognised for providing innovative and excellent bilingual services by default. Our aim is to establish a bilingual ethos and culture that permeates the organisation, and to be an exemplar to other public bodies across Wales and beyond.

The task of ensuring that we are delivering against the service standards set out in the scheme continues. Where we have not measured up to those standards, we have reflected upon those shortcomings and drawn on the experiences to improve provision.

This year, as well as upholding the service standards set out in the scheme, we have been planning and preparing further improvements. This report describes that work and, in next year's annual report, we will reflect upon the success of these new developments. We also received feedback from Assembly Members during the year. It was encouraging to see that, generally speaking, they were supportive of our work in this area, and felt that we had made continuous improvements over a period of years.

Much progress has been made over the past year. By building on the firm foundations laid in the fourth Assembly and thinking innovatively about the way we work, tangible changes have been made across the organisation. We are proud of the achievements thus far but there is more to be done. We must guard against complacency and aim higher.

Some elements of this annual report have been included for the first time. In response to the consultation on the Scheme for the fifth Assembly and comments made by the Culture, Welsh language and Communications Committee and by Members in the plenary debate, we have added some statistical information. In delivering on this annual report, we will continue to celebrate success by detailing work undertaken on its Themes and the lessons learned, whilst also comparing quantitative data. This section of the report will enable Assembly Members to map the Commission's progress and performance in several areas for the duration of the Scheme. This year's report includes initial data. Future reports will include corresponding data so that meaningful comparisons can be made over a number of years. The collation of this information will also assist the Assembly Commission in identifying trends and taking appropriate steps to provide more assistance or support, to redirect resources and skills and to modify working practices.



## Our ambition and commitment

Our ambition is to be a truly bilingual organisation where Assembly Members, the public and staff can choose to work or communicate naturally in either or both of our official languages, where the use of both languages is proactively encouraged and facilitated, and where our exemplary bilingual services are continuously improving.

The Commission's commitment to bilingualism is the basis for achieving this ambition, and our services, strategies and aspirations reflect the equal status of our official languages. We appreciate the diversity within our workforce, and the Commission is committed to ensuring diversity within the organisation through our Diversity and Inclusion Strategy. This report focuses on the way in which we deliver services in our official languages, the way we implement the Official Languages Scheme for the Fifth Assembly and the implications for us in terms of the National Assembly for Wales (Official Languages) Act 2012.

We are committed to ensuring that all our stakeholders – Assembly Members and their support staff, the public and Commission staff – are aware of the scheme and of the bilingual services that are provided. To that end, information on the scheme and how bilingual working is facilitated was given to Assembly Members and their support staff as part of the induction programme for the Fifth Assembly. We continue to ensure that bilingual staff are present in public areas across the estate, that they can be easily identified and that they are confident to deal with visitors in our two official languages. The same is true for the teams involved with the public beyond the estate.

As part of the corporate induction programme all new Commission staff members receive initial official languages awareness training and meet with a member of the Official Languages Team and a member of the Language Skills Team. Bilingualism is an integral part of all elements of the work of the Commission, from public events and publications to signage across the estate and computer program interfaces. When we fail to live up to the standard, we will learn from what happened and adapt our working methods to avoid further problems.

## Service Standards

Over the past parliamentary year, since the Official Languages scheme for the Fifth Assembly was approved, the day to day work of providing bilingual services has continued.

Maintaining the exemplary standards that have been set is part of our commitment to provide the best services in all areas.

### Feedback from Assembly Members and their support staff

As part of the formal process of understanding the needs of Assembly Members and their support staff, we ask their opinion about our bilingual services and their ability to work in the language of their choice. This year, we received positive feedback with the majority of Assembly Members and their support staff stating that they are happy with the provision. The standard of the text translation and interpretation services were praised, and their comments on these services will help us to prioritise resources and investment in order to maintain these high standards. The same is true in relation to the provision for developing or improving language skills with some comments relating to additional support or flexibility. In terms of the bilingual ethos of the organisation, once again, the feedback was positive on the whole, and reflected the progress made, not only during the fifth Assembly, but continuously for several years. Over the next parliamentary year, this feedback will help us to prioritise resources and to plan our work.

### Workforce planning and language hubs

To ensure that we're doing everything possible to meet our ambition by the end of this Official Languages Scheme in 2021, we have taken additional steps to review our service area language plans this year. These are live documents that are reviewed when a vacancy arises in service areas to establish current bilingual capacity and the needs of the service to deliver its responsibilities under the Scheme. The National Assembly for Wales has two internal languages of administration – English and Welsh, our intention is to ensure that we respond proactively to the language requirements of all our customers. During the process of reviewing the service area language plans, we have seen the development of hubs where team members work completely naturally in both languages or mainly in one official language in accordance with the requirements of their

customers. This is as a result of recruitment based on the needs of the service. The Llywydd's private office, the Education team, our North Wales public information team, the team providing reception services across the estate, the Learning and Development operation team and the Members' Liaison and Professional Development are all examples of teams that work mainly through the medium of Welsh. The teams include a combination of fluent speakers and Welsh learners. There are other examples across the organisation of teams that work through the medium of English, making use of other services to provide bilingual elements as required. In addition to these hubs, there are a growing number of examples where Welsh is used more naturally in everyday situations. These include:

- Recruitment and HR procedures can be undertaken in Welsh
- Our Leadership Team meetings are undertaken bilingually
- Individual team meetings are undertaken bilingually
- Steering group and taskforce meetings undertaken bilingually.

Internal language or languages of administration have been the subject of increasing discussion in the field of language planning for several reasons over the past few years. For example the subject was discussed by the working group chaired by Rhodri Glyn Thomas in its report Language, work and bilingual services (2016), and as the Welsh language standards system came into force, organisations that have duties placed upon them are required to develop a policy on the use of Welsh in their internal administration. By reviewing our language plans on an ongoing basis we as an organisation will also develop this area of work to ensure that those who use our services or work with them, are able to do so both orally and in writing through the medium of Welsh, as they can through the medium of English.

By using these workforce planning techniques, the committee services have started to establish teams that are able to work with committee chairs in their chosen language. The integrated team approach, and ensuring that key staff have the required skills, we are moving towards a situation where we will be able to provide full support to committee chairs in the official language of their choice. This in turn will enable them to prepare for meetings in that language. Through enabling chairs to work in their language of choice, we hope that we will create a more bilingual ethos in committees which will in turn encourage Assembly Members and witnesses to contribute in their chosen language.

## Statistical Information

This section is a new addition to the annual report following feedback from Assembly Members and stakeholders. We will use the statistics to prioritise our work on the themes for the duration of the Scheme.

The new system developed for the Table Office and production of the Record of Proceedings enables us to collate statistics on business and proceedings. The process of implementing the new software began in September 2017.

### Recruitment

We will use the statistics below as a tool to monitor how the new recruitment system will be implemented. Along with the data collected by recording the language skills levels of all our staff, it will be a way to observe changes in the pattern of language skills at the organisation. This year we include details of jobs advertised according to the current description, namely 'Welsh essential'. From summer 2018 onwards, we will record the number of posts advertised at each language skills level including Courtesy Level Welsh.

*Table 1: The number of jobs advertised that stipulated a language requirement*

External		Internal		Total	
Posts advertised	Welsh essential	Posts advertised	Welsh essential	Posts advertised	Welsh essential
24	12	13	1	37	13

Percentage of posts advertised as Welsh essential – **35%**

## Assembly Business

These statistics provide an outline of the way in which business is introduced. Based on these statistics, we will look at ways to support Members and their staff to ensure they understand the systems and are confident to submit business in their official language of choice. We will also look at our systems for receiving items from a third parties to ensure that we are clear about our expectations with regard to the requirements of the Official Languages Scheme.

**Table 2: Percentage of business tabled in Welsh by item**

Oral question	Written question	Motions	Amends	Statements of opinion	Topical questions
13%	7%	2%	7%	2%	10%

**Table 3: Documents laid**

Number of documents laid	Number of documents not laid bilingually	Percentage
431	109	25%

All Assembly Commission documents are laid bilingually as a default. Our work processes ensure that documents are available bilingually before they are laid. The majority of the documents not laid bilingually are explanatory memoranda or documents relating to sub legislation. Table Office procedures include checking if bilingual versions are tabled bilingually and ensuring that documents are not laid bilingually conform to the exceptions set out in Standing Orders. The Assembly Commission expects organisations and bodies subject to Welsh language standards, or language schemes to conform to those standards. The practice of tabling monolingual documents, particularly in the context of sub legislation is not in the spirit of the Scheme. It is not possible for Assembly Members to prepare for proceedings in their language of choice without access to such important documents in both languages. The Commissioner with responsibility for Official Languages will write to the Assembly's Business Committee to draw attention to this pattern and we will continue to consider ways of addressing this lack of provision during the coming year.

We do not currently monitor the extent to which Assembly Members receive timely answers to written questions in their language of choice or bilingually. We will look at ways of recording this information in order to ensure that Assembly Members are able to use those answers in their day to day work.



## Assembly Proceedings

We are committed to ensuring that we support Assembly Members to work in their official language of choice. We will use the statistics below to guide our work on providing bespoke training to the Assembly Members. The information on committee proceedings will help us to support witnesses appearing before committees, ensuring that they are aware that they can use their language of choice. During the coming year, we will consider alternative methods of supporting Chairs who wish to work bilingually and Assembly Members who wish to prepare and make bilingual contributions. We will also look at how we can support witnesses to ensure they understand the principles of bilingual committee meetings and reinforce their right to use their language of choice when taking part in committee meetings.

**Table 4: Percentage of Welsh contributions**

Contribution type	Percentage of Welsh contributions
Plenary proceedings	20%
Committee proceedings	8%

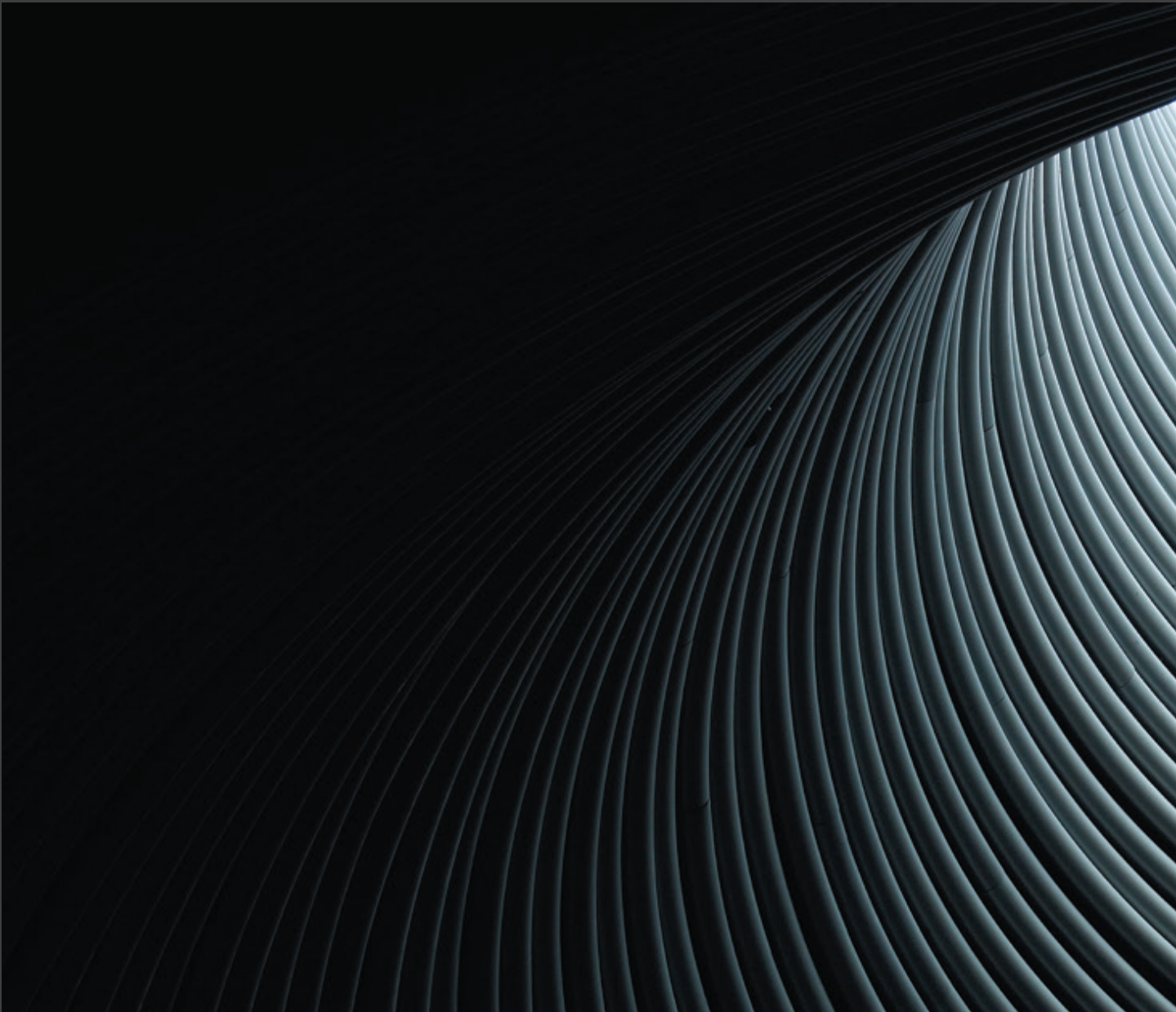
## Committees

As discussed above, an important element of ensuring that Assembly Members are able to prepare for debating and considering business in their language of choice is to ensure that we provide documentation for meetings in both languages at the same time. When they request evidence from external organisations, committee teams emphasise the need to provide documents bilingually, and remind public bodies that we expect them to conform to the requirements of their standards or language schemes. We recognise the fact that it is not always possible for individuals or voluntary organisations to provide bilingual submissions. Private briefing papers for committee members take account of the individual language requirements of Assembly Members. This means that not every briefing paper is fully bilingual, and each committee has its own unique arrangements.

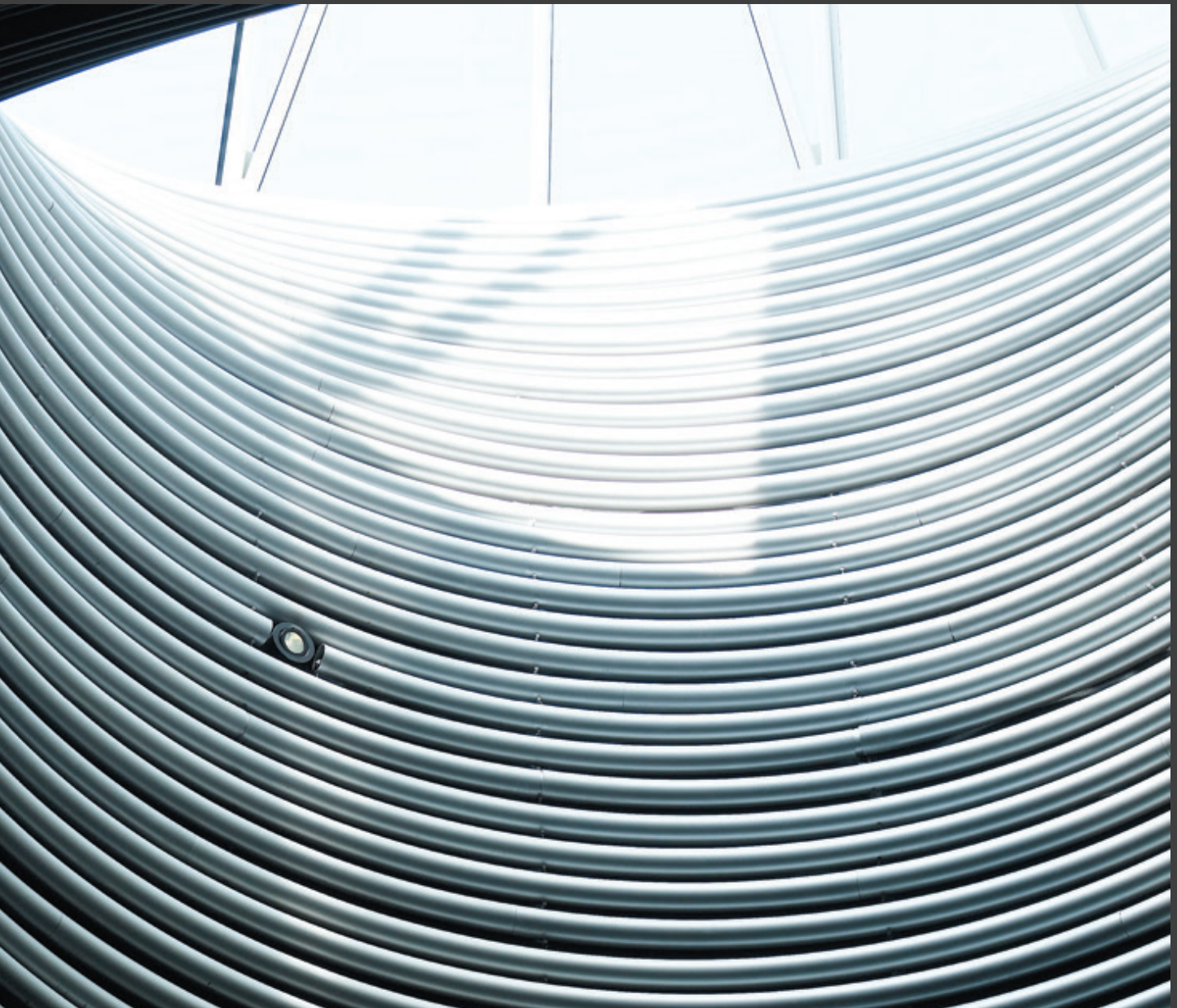
*Table 5: Committee Papers Published*

	Welsh only	English only	Bilingual
<b>Internally prepared papers</b>	0	40 <sup>1</sup>	1172
<b>Consultation responses submitted</b>	13	438	218
<b>Secretary of State for Wales or UK Government</b>	0	23	8
<b>Welsh Government</b>	0	174	580
<b>Individual AMs</b>	0	3	6
<b>External individuals or organisations</b>	9	659	337

<sup>1</sup> Direct responses to correspondence received in English. In accordance with the Scheme, any written responses to correspondence from individuals or organisations is drafted and published in the language of choice of the recipient.



# THEMES FOR THE DURATION OF THE SCHEME



## Theme 1: Recruitment

The Scheme sets out a series of objectives to be achieved by summer 2018, and in line with those objectives, a working group was established to work on the theme.

### Objectives to be achieved by summer 2018

Therefore, in order to increase the level of basic level Welsh-language skills across the organisation over time, and to build on our existing bilingual ethos, by summer 2018, we will:

- adopt an approach where all posts advertised require at least a basic level of Welsh language skills ('basic linguistic courtesy') with candidates expected to either evidence those skills on appointment, or commit to gain those skills as part of the induction process;
- provide guidance to all candidates on gaining the appropriate language skills prior to appointment if they wish to do so, including creating and providing online resources;
- provide bespoke training for all new staff members and any existing staff members who are required to gain language skills as part of the induction process;
- develop a mechanism to help determine the fluency levels required for each post and describe them in the job advertisement;
- provide guidance for recruitment managers on the appropriate wording to reflect the requirements of each post;
- ensure that the language requirement status of all posts advertised will be scrutinised by the Assembly Commission's Investment and Resource Board prior to approval;
- ensure that recruitment panels are able to accurately assess the relevant language skills of the post advertised;
- ensure that all potential candidates are aware of the bilingual ethos of the organisation before applying for a post;
- investigate alternative methods of recruiting bilingual staff to certain areas where we have not succeeded in attracting them in the past.

A working group was established to work on this theme which deals with Assembly Commission staff posts only. Members of the working group were nominated from among Commission staff including the Director with responsibility for official languages, the Official Languages Scheme Manager, representatives from the recruitment team, the diversity and inclusion team, the trade union side, and chair of the REACH workplace equality network (the race, ethnicity and cultural heritage network).

#### **Terms of reference**

- Prepare for the introduction of Theme 1 (Recruitment) of the Official Languages Scheme for the Fifth Assembly.
- Consider all aspects and relevant actions within the Equality Impact Assessment and supervising or carrying out their implementation.
- Meet at least every month as a core group to plan provision and map progress.
- Maintain a focus on communicating progress on implementing actions.
- Cross-reference other actions within the Official Languages Scheme and other corporate initiatives against the progress of this working group to ensure that delivery schedules are compatible.
- Introduction of Theme 1 by summer 2018.
- Report on progress within the Official Languages Scheme annual report.

By the end of this year's summer term, the new system will be in place. Over the past year, the working group has met on a regular basis by allocating tasks and agreeing on principles and processes to ensure that the new system is implemented smoothly and effectively.

The most important elements to be agreed from the outset were the definitions of Courtesy Level Welsh and language skills levels. Examples of skills levels frameworks of other organisations across Wales were used to benchmark and to ensure consistency in their development. Subsequently, guidance was designed for recruitment managers. The guidance is crucial in ensuring that the new system is implemented consistently and effectively throughout the organisation. They also include standard text that will appear in job descriptions.

Stemming from this work, and as a result of a project to update the recruitment team's webpages, there was an opportunity to clarify the new recruitment method and offer reassurance to those who were concerned about the change. This was done by producing resources to assist applicants in understanding

Courtesy Level Welsh and a frequently asked questions section in order to allay any concerns. The working group also regularly checked that the tasks arising from the Equality Impact Assessment drawn up when the Official Languages Scheme was published in 2017, were being undertaken.

The process of engagement with the trade union side and thereafter with the heads of services, official languages coordinators and members of the workplace equality networks has been very valuable. It offered security to the working group that no part of the work will cause the organisation to discriminate unintentionally against applicants.

Work also started on offering training and optional Courtesy Level Welsh assessments to all Assembly Commission staff. The Language Skills team is available to provide training and support to teams or individuals, and a Courtesy Level Welsh module was prepared for use as required. Regular opportunities is offered for staff to be assessed for Courtesy Level Welsh, and everyone who reaches the required level receives a certificate which is valid for two years.

In February of this year the Chief Executive and Clerk to the Assembly held an informal ceremony to acknowledge the success of the first group who were successful in the assessment. It was good to have the opportunity to celebrate staff members' commitment and to present them with their certificates.



## Theme 2: Language Skills

The Commission is committed to support all Assembly Members and their support staff, and Commission staff to develop or improve their language skills. Following up on the work that has already taken place on recruitment, there will be additional and significant elements to the work of the Language Skills team.

The team has already worked on developing and testing a package of resources and assessments for potential candidates, and the work of advising, assessing and supporting the process continues. The team will also form an integral part of the process of identifying the skills levels of learners and assisting individuals to map their skills to match the skills levels defined as part of the work on Theme 1 above.

The team has now developed a programme of dedicated and flexible language skills training for all our learners, with regular training given to 123 learners. There has been an encouraging increase in the number of regular learners, and there has also been an increase in the ad-hoc sessions given. This includes one-to-one provision, developing bespoke learning resources, and varying the learning methods according to the needs of learners. Over the past year several courses have been developed, especially tailored for specific teams within the organisation at all levels, including provision for fluent Welsh speakers who wish to refresh their written Welsh skills.

During the year the Language Skills team has also considered alternative methods of providing language skills training. The organisation has registered for Welsh Work, the e-learning taster course, and as part of the same scheme, the Assembly Commission will work with the National Centre for Learning Welsh to offer residential Welsh courses for Assembly Members, their support staff and Commission staff.

We have also worked with external training providers to ensure that the tutors have the appropriate skills to work with learners with additional learning needs, and to create appropriate learning resources as part of the teaching provision. An important element of the Language Skills team's work is to provide bespoke training for all learners, and we will continue to ensure that the team has the skills and awareness to do so.

Over the summer recess, the Language Skills team will be working with groups of learners to provide intensive training by making the best use of less busy periods in the organisation's calendar. The team has already piloted some ideas including



intensive training days for groups of learners and additional training days for learners who have enrolled for examinations. The introduction of the new recruitment system and the language skills levels descriptions has provided an opportunity for the team to consult with learners and more widely to identify any new learning needs, with the work around this beginning during the summer recess.

To better recognise the investment made by our learners, the Language Skills team will also introduce a contract system for learners. The system is intended to secure an agreement between the learner, the line manager and the tutor regarding learning targets for the coming six months, and to provide feedback on the learner's progress for the previous six months. This will give individual learners control over their progress and help them in planning their careers.

For line managers, the system will ensure that progress is recorded as part of the performance management process to allow us to celebrate success and recognise the effort of individuals. When recording targets and progress formally, heads of service will be aware of the bilingual capacity within their services and will be able to use the information to plan their bilingual provision as appropriate.

Individual service language plans will also reflect the progress of individuals as they move through the skills levels. For the duration of the Scheme, we will also look at ways of maintaining up-to-date information on language skills in a reportable format, either through our HR and payroll system or through our performance management system.



### **Case study:** Language Skills

The Language Skills team has worked closely with the ICT and Broadcasting teams to provide a comprehensive programme of language skills training. A Courtesy Level Welsh module was developed and given to non-Welsh speaking staff.

The module went a step further than the general Courtesy Level Welsh assessment, and included terminology, phrases and exercises relevant to the work of the team as well as elements around pronunciation and awareness more generally.

Having studied the module, several members of the team were keen to continue to learn, and now receive weekly lessons as a group. Welsh refresher training was also provided for bilingual speakers within the team to help them to use the skills they already have in the workplace.

This training programme has provided the opportunity for all staff to develop their skills and gain confidence, which has enabled the team to provide better bilingual services to customers.

## Theme 3: Language planning

During the last six months, the Official Languages team has met with heads of services and Official Languages Coordinators to discuss individual service area language plans. The meetings provided an opportunity to discuss how the plans will feed into the process of planning the bilingual capacity within service areas, and following the discussions, the plans were reviewed and updated. There has been a process of further scrutiny at a corporate level thereafter to ensure that our approach to language planning and bilingual capacity is applied consistently across the organisation. Each service area has received feedback on their individual plans, with suggestions for ways of adding more challenging and ambitious targets within some plans. Following the introduction of the new recruitment system and the language skills levels for new posts and vacancies, service areas will need to review their plans. This will ensure that the linguistic requirements of posts are more detailed than the existing descriptions of posts as being Welsh essential or Welsh desirable.



The plans have also given assurance to the Investment and Resources Board that recruiting managers consider the bilingual services needed, the skills within teams to do so, and the most effective way of accomplishing those aims. When considering the need to recruit for new jobs, or to fill vacancies, the Board receives information about the language skills requirement of the posts and how that is reflected within individual service areas' language plans among other things. The information provided is the basis for any determination made.

When the new Welsh language skills framework has been implemented, and the service area language plans reviewed, it will be necessary to conduct a language skills survey across the organisation. Over the next year, we will be asking all Assembly Commission Staff to undertake a self-assessment of their Welsh language skills, based on the new framework. The results of the self-assessments will be incorporated into the human resources and payroll system, and preparations are already underway to enable the system to record this information. This work will provide information regarding language skills levels in a measurable way, which will allow for any changes and increased skills levels across all Assembly Commission staff to be reported annually. The process will also be a way of recognising learners' progress and of celebrating successes.



## Theme 4: Assembly proceedings

The work on developing an understanding of individual Members' language of preference is continuing. The integrated teams are the main ways of achieving that, and the current system is working well. The Research Service and the Translation and Reporting Service will continue to work on producing glossaries for committees when they are considering legislation, with glossaries also being produced for committee inquiries as required.

The Language Skills team has developed a comprehensive training programme for the individual needs of Assembly Members. This includes individual lessons on a weekly basis, more flexible arrangements such as pronunciation sessions before a Plenary speech or a series of sessions when the diary allows. Since the establishment of the team, many Assembly Members who are Welsh learners have gained the confidence to use their skills in debates or statements on the floor of the Siambr or at public events. The team has developed a training package to assist Members to undertake media interviews through the medium of Welsh. Several more fluent Assembly Members have also helped to re-gain their confidence to use their language skills in more formal situations.

One of the key developments for the Fifth Assembly in terms of supporting Members to work bilingually has been the establishment of the Contact Buddy system. Over the summer recess of 2017, all Assembly Members received information about their individual Contact Buddy in the form of a postcard containing contact details and other useful information to the Member. The buddies are available to offer advice on any matter relating to working bilingually. Over the year the buddies have provided advice on how to translate documents, how to arrange simultaneous translation for public meetings, and how to produce publications bilingually. The buddies meet occasionally as a group to discuss any queries or problems that have arisen, to share examples of good practice and to receive information on any support or additional provision to Assembly Members.

As part of the work of supporting Assembly Members the Members Business Support has initiated a project to ensure that Members are aware of what is expected of them in terms of the Official Languages Scheme. Following discussions with Assembly Members and their support staff, the team has produced a series of pages for the Members' intranet summarising practical information including the requirements laid out in the plan and how to arrange translations. The pages will also include tips for producing posters or publications bilingually. To assist with the process, a number of templates for surgeries'

advertisements and constituency newsletters were developed. It became clear also that more needs to be done to assist with the process of producing bilingual websites. Lists of bilingual terms and expressions have been produced in order to facilitate the process of planning and designing websites and piloting different methods of creating website content. This included arranging translations of key information, the use of information already available bilingually and reproducing messages from social media. The Official Languages team also advise individual Members as they go through the process of producing their website.

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When I was elected as an Assembly Member, I was unfamiliar with the principles of working in a bilingual environment. The Members Business Support team helped me to identify the parts of the Official Languages Scheme that is relevant to me in my role as an Assembly Member. The team then supported me to make the required changes including help with translation and advice on creating bilingual publications and websites. I now feel confident that my surgery notices and other publications are fully bilingual taking account of best practice and in accordance with the Official Languages Scheme. I have also updated my website with the support of the team.

Dawn Bowden AM

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## Theme 5: Developing the bilingual ethos of the organisation

### Identifying bilingual staff

Assembly Commission staff are encouraged to wear lanyards or badges stating they are Welsh speakers or learners. When they start to work with the Commission we offer them an appropriate lanyard on their first day. Official Languages Coordinators of individual service areas also meet new entrants to discuss the Scheme as part of their induction training, and offer them a lanyard or badge. New learners who register for Welsh lessons receive a learners' lanyard as part of their welcome pack. Contact buddies can also provide lanyards or badges to Assembly Members and their staff as necessary. A large number of bilingual Assembly Commission are now using the Iaith Gwaith logo as part of their email signatures. Support is available to staff if they wish to include the logo as part of their electronic signature, and the contact buddies can assist Assembly Members or their support staff if they wish to do the same.

Historically, some service areas have found it difficult to recruit and retain bilingual staff. The Assembly Commission is committed to considering innovative ways to recruit new staff, and the Security Service is leading the way in trialling alternative methods of recruitment. We are hopeful that the work on the recruitment theme and the introduction of the new language skills framework will assist service areas to better describe their needs in terms of language skills. In turn, we hope that this will attract candidates who would not have applied for a job on the basis of a 'Welsh essential' job description. In the case of the Security Service, several steps were taken to try to attract candidates with appropriate skills, including the use of detailed descriptions of the language requirements of the post, and appropriate tests. The analysis of the effectiveness of different approaches used will continue, and the lessons learned will assist us in our recruitment processes in the future.



**Case study:** Identifying bilingual staff

We needed a way to identify Welsh learners who were unable to wear lanyards, including Security Service staff. This is particularly important in order to enable visitors to the estate to choose to use Welsh.

Having looked at the type of products available, it was decided to use the same idea as the Dysgwr lanyard, and to produce a simple badge to be worn by staff on uniforms and clothing as required. The badges, along with the Dysgwr lanyards and 'iaith gwaith' products, are worn by Assembly Members, their support staff and Commission staff.

This is an important element of the work to ensure that it is easier to identify bilingual staff across the Assembly estate.



## Awareness

All new staff members attend a language awareness session as part of the corporate induction training. These sessions include an introduction to the bilingual ethos of the organisation and the principles of working bilingually, along with a short taster lesson from a member of the Language Skills team. In addition, Official Languages Co-ordinators provide a presentation on the Scheme and the implications for individual service areas as well as showing the language awareness video to new staff during their first few weeks. During the parliamentary year numerous awareness raising events are held; this year, we celebrated Shwmae/Su'mae Day, St Dwynwen's Day, St David's Day and Welsh Language Music Day. Each of these events provides an opportunity to remind Members, their support staff and Commission staff of our commitments in terms of official languages, to talk about working bilingually and to highlight the services of the Language Skills team. Gloywi iaith sessions and Courtesy Level Welsh sessions were also offered as part of the learning at work week.



Things have improved substantially over the last few years. As a Welsh speaker, the ability to work bilingually is excellent and there is a good bilingual ethos. On the whole, I feel that the balance is right, and it allows people to make their own choices.

Anna Daniel, Head of the Strategic Transformation Service



## Technology

The relationship with Microsoft continues with the launch of a neural machine translation model for Welsh. The work undertaken on the system has led to an improvement in the quality of the translations which are produced by the Microsoft Translator facility.

Machine translation technology was also integrated into the new digital system to produce the Record of Proceedings and to process Table Office business. The new system was built in conjunction with Assembly Commission staff, and by now, the Record of Plenary proceedings, committee transcripts and all business laid in the Table Office are produced in the form of searchable open data. Translators are also able to use machine translation technology within the system.

During the coming year, we will continue to explore new ways of using technology to support Assembly Members, their support staff and Assembly Commission staff to work in their official language of choice, and to provide bilingual services of the highest standard.

During the past year, work has begun on investigating ways of using the language choices of Assembly Members, their support staff and Commission staff to provide ICT interfaces in Welsh by default. The ICT and HR teams have started identifying ways of transferring language preferences as part of the process of planning for the provision of ICT equipment. Work processes will be modified in order to trial the system with new bilingual Assembly Commission staff so that we can gather feedback and plan for providing support to encourage bilingual speakers to use those systems.

There was a campaign during the year to provide support to users of our ICT system which incorporates telephony systems. Easy-to-follow guidance was provided to record a personal answerphone message. As well as noting the practical steps to be taken, the guidance also contains simple messages with phonetic wording and sound files in order to encourage users to record their messages themselves. Alternatively, members of the Official Languages Team were available to record messages on behalf of users. As part of the ongoing training and awareness programme, the Language Skills team can offer sessions to Assembly Members, their support staff and Assembly Commission staff on answering the telephone and recording answerphone messages.

## Simultaneous interpretation

The Scheme notes that we will provide simultaneous interpretation into English for all proceedings and for any other official business or events. The service is also available for internal meetings and events as required. When we are unable to ensure that bilingual staff are available, we will also provide simultaneous interpretation for employment related meetings. Our work on language planning has meant that we have not been required to provide this service as yet. Over the past year, we have been considering our simultaneous interpretation policy. This includes the principle of providing simultaneous interpretation into Welsh and the changes in processes and staffing levels, and training needs.

## Sharing expertise

Following a decision by the House of Commons to allow MPs to use Welsh for some of its proceedings, the Welsh Grand Committee undertook its first bilingual meeting in February this year. Leading up to the meeting the translation and reporting teams advised on practical arrangements and also assisted the Hansard team to prepare for reporting the contributions and translations including adapting the house style and providing advice to editors who speak Welsh but who were not used to reporting Welsh contributions. Also, interpretation at the meeting was provided by members of the Assembly Commission's interpretation team. The Translation and Reporting Service will continue to maintain the relationship and provide advice as required.

Recently, the Llywydd participated in a discussion about the future of minority languages across Europe during a meeting of the Conference of European Regional Legislative Assemblies. During the day, she gave a presentation that shared the Assembly's experiences of working as a completely bilingual legislature. It was an opportunity to raise awareness of the Welsh language and of its status as an official language here at the National Assembly for Wales. The Official Languages Team has also advised several external organisations on issues ranging from language technology to recruitment. These organisations have included the University of South Wales, Gwent Police, the Independent Office for Police Conduct, Rhondda Cynon Taf County Borough Council and Cardiff Council. Once again this year, a member of the Official Languages team gave a number of training sessions in conjunction with the Association of Welsh Translators and Interpreters to demonstrate to translators how to use machine translation technology to facilitate their work. The Manager of the Official Languages Scheme is a member of the Welsh Government's Welsh Technology Board that advises the

Minister for Welsh Language and Lifelong Learning on issues relating to technology and the Welsh language.

## Monitoring and compliance

Monitoring work has continued throughout the year through the work of the Official Languages Scheme coordinators, who report cases of non-compliance with the requirements of the Scheme. The Assembly Commission also prepares monthly reports on any praise or complaints received. In terms of complaints, the report outlines broadly the details of the complaint, our response to the individual or group who made a complaint, and any action taken to remedy the situation including changing processes or redirecting resources or skills. This is an effective way of ensuring that we learn lessons from any problems, and of sharing examples of good practice across the organisation. During the meetings of the Official Languages Coordinators Forum there is an opportunity to discuss any problems and receive guidance or advice as a way of ensuring fewer cases of non-compliance.

At times during the year we have failed to live up to the high standards we have set ourselves or failed to meet the expectations of Assembly Members, their support staff or the public. A number of informal and formal complaints have been received, and can be categorized as follows:

### Information on our website

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Once again this year, there have been times when we failed to publish documents in accordance with the requirements of our Scheme because of technological issues. We have been informed of several cases of links to Welsh documents leading to the English versions, broken links, or English text appearing on Welsh pages. Feedback on such issues is extremely valuable to us as it enables us to correct mistakes or problems quickly. Following feedback on these cases, and as part of the work to refresh our website, we will look at ways to improve training for staff members who publish on the website, including reinforcing the need to check content and links before publication.

### Information on our intranet

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There have been a few examples over the past year of messages published in English only on the intranet newpage. The issues were investigated immediately, and on the whole it was possible to publish a bilingual version very quickly. On the whole, a lack of planning was the cause of the problem, with staff uncertain about

the processes for requesting urgent translations, or about the requirements of the Scheme in respect of such messages. Following discussions with Official Languages Coordinators and heads of services, it was agreed that there was a need to remind staff about the services available through the Translation and Reporting Service, and there was an opportunity to do this by going to service area team meetings and through giving a session as part of the learning at work week.

#### Papers and documents relating to Assembly business

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There have been a few examples of failures to provide Assembly business documents bilingually. Again, a lack of planning, or last minute changes to business was responsible for these cases. When it became clear that we had failed to provide a document in a bilingual format, arrangements were made immediately to ensure that a translation was available as soon as possible. The relevant Assembly Members were also informed about what had gone wrong, the actions taken to resolve the problem, and when it would be possible for them to receive the document in their language of choice.

#### Answerphone messages

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We received several complaints informally about the standard of the automated voicemail message on our telephony system. At present, there is no way to turn off the message as it is part of the system itself. It was therefore decided to draw up guidance for all system users to help them to record personal messages. In future, as part of their ICT induction, we will remind new users that they need to record a message. The ICT team and the Official Languages team are also available to help individuals or teams to record messages.

#### Broadcasting Assembly proceedings

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We broadcast live verbatim proceedings, and simultaneously interpreted proceedings on Senedd.tv and YouTube. We provide a verbatim sound feed and a simultaneously interpreted of every Plenary meeting for broadcasters. BBC Wales live streams Plenary on their website in Welsh and English. First Minister's Questions is broadcast with the interpreted feed on BBC2 Wales every Tuesday, and BBC Parliament broadcasts First Minister's Questions and some other items from Plenary each week. A number of complaints have been received, including a question to the Assembly Commission in the Siambwr, regarding the way in which broadcasters use the feeds we provide. One element of the complaints was that both languages are broadcast at the same time, and that some people,

particularly older people, find it difficult to hear either language when an Assembly Member makes a contribution in Welsh.

In addition, the current situation means that if an Assembly Member makes a contribution in Welsh, the simultaneous interpretation is broadcast rather than the contribution in the original language. Another issue raised was that the complainants would prefer to hear the contribution in the original language with subtitles for the translation.

It is essential that the people of Wales can follow their democracy in both of our official languages. The Commissioner with responsibility for Official Languages will write to the BBC to request assurances that it will be possible to understand Welsh contributions made by Members. More generally, we will continue to do everything within our means to ensure that broadcasters treat both our official languages equally and to work with them to ensure a solution to the problem.

#### Remote participation

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On occasions, witnesses or Assembly Members will take part in committee meetings through a video conference or Skype facility. It is not currently possible, due to technical restrictions, to provide bilingual sound feeds to them without having additional staff on location. This means that they can only choose to hear the proceedings in one language, rather than in their language of choice. We will continue to investigate the latest developments and consider the matter when arranging committee meetings and events.

#### Procuring software for Assembly Members and their support staff

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A project to replace the existing caseworker system is underway. An Assembly Member approached the Commission to express concern that the pricing of the replacement systems indicated that those who chose to implement a Welsh language solution would have to pay higher cost. In the spirit of the Official Languages Scheme and to uphold the principle that both languages should be treated equally, Commission officials have resolved the issue. Annual costs of the caseworker system in question will be the same for those wishing to use a bilingual system.

# Agenda Item 7

Document is Restricted