

Recruitment of Welsh Language Commissioner

Vacancy summary:

The Welsh Language (Wales) Measure 2011 (“the Measure”) confirmed the official status of the Welsh language in Wales, created a new regulatory system of Welsh language standards, and created the role of the Welsh Language Commissioner (“the Commissioner”). The appointment of the Commissioner is made by the First Minister.

The term of office of the Commissioner is 7 years and is non-renewable. The post will attract a salary of circa £95,000. The salary is subject to tax and national insurance and is pensionable

Background:

In 2017, the Welsh Government published an ambitious, long term strategy for the Welsh language, *Cymraeg 2050*. The strategy sets out its ambition to reach a million Welsh speakers by 2050, and the kinds of interventions and actions the Welsh Government and other bodies need to take to achieve this ambition. As a result, it is clear that the right balance must be struck between achieving a growth in the number of Welsh speakers, interventions to increase the use of Welsh, and regulation.

The Welsh Government’s strategy, *Cymraeg 2050*, can be found here:

<https://gov.wales/topics/welshlanguage/welsh-language-strategy-and-policies/cymraeg-2050-welsh-language-strategy/?lang=en>

In July 2021 the Welsh Government published a Cymraeg 2050 Work Programme for 2021 to 2026. The programme details what policies the Government will prioritise over between 2021 and 2026 to help reach a million Welsh speakers and double the daily use of Welsh by 2050. The Welsh Language Commissioner is a key partner as the Government works towards those targets.

Publicity summary:

The Welsh Government circulated details of the appointment through stakeholder lists held by the Public Bodies Unit (PBU) and posted the vacancy on the Welsh Government public appointments website and the UK Cabinet Office website.

The vacancy was promoted by the following Social Media channels and advertised through the media listed below:

- Safle Swyddi – online only
- Golwg 360 – online only
- Lleol - online only

Recruitment process summary:

Advertised on both Welsh Government and Cabinet Office website between 6 May and 17 June 2022

Sift – 7 July 2022

Interviews – 23 September

Assessment advisory panel membership:

Bethan Webb, Deputy Director Welsh Language, Welsh Government,
Craig Stephenson, Senior Independent Panel Member
Rhian Huws-Williams, Independent Panel Member
Delyth Jewell MS

Delyth Jewell had to withdraw from the interview panel and was replaced by Heledd Fychan MS.

A total of 9 applications for the new role were received. The sift meeting took place on 7 July and **4 candidates were recommended for interview**. The Assessment Advisory Panel considered there to be **1 Appointable candidate**.

First Minister and Minister for Education and Welsh Language's preferred candidate: Efa Gruffudd Jones

Conflict of Interest

None

Political Activity

None

Welsh Language Commissioner: Diversity Data

	Applied	Short Listed
Number of Candidates	9	4
Gender		
Female	4	2
Male	5	2
Self-Description		
Prefer not to say		
Disability		
Declared Disability	1	0
No disability		
Prefer not to say		
Ethnicity		
Asian		
Black		
White	7	3
Mixed Ethnic		

Prefer not to say	2	1
Age		
18-25		
26-35	1	
36-45	1	1
46-55	5	2
56-65	1	1
66+		
Prefer not to say	1	
Sexual Orientation		
LGBTQ		
Heterosexual	7	2
Prefer not to say	2	2
Religion		
Person of faith/belief	5	2
No religion/Atheist	2	1
Prefer not to say	2	1
Principal Residence	Wales: 9	Wales: 4
Principal Employment		
Civil Service		
Private Sector	1	
Third Sector	1	1
Wider Public Sector	5	3
Mixed	2	
Prefer not to say		
Political Activity		
<i>Political Activity undertaken</i>	1	1
Public Appointments Held		
0 Public Appointments Held	7	3
1 Public Appointments Held	2	1
2 Public Appointments Held		
3 Public Appointments Held		
4 Public Appointments Held		
5-9 Public Appointments Held		
10+ Public Appointments Held		
Public Appointments Held prefer not to say		

Welsh Language Commissioner: Communication Strategy

The job was advertised on the following websites:

- Welsh Government website
- Cabinet Office Public Appointments website
- Golwg360
- Job site
- Lleol.net

The total cost of advertising was £680

The post was also advertised on the Welsh Government's social media channels, including:

@WelshGovernment
@Llywodraethcym
@wgmin_Lifelaith
@wgcs_education
@wg_education
@Cymraeg

Networks

- Stakeholders and grant recipients in the area of Welsh language policy were contacted.
- As part of the Welsh Government's commitment to increase diversity in public appointments, the advertisement was sent to other organisations (see Appendix 1).
- The details have been sent to individuals who have registered to receive Public Appointment notifications.

Appendix 1. Equality and other interested organisations

- Accountancy4U
- Age Concern Cardiff
- All Wales People First
- Association of Muslim Professionals
- AWETU - All Wales Black & Minority Ethnic Mental Health Group Ltd
- Baha'i Council in Wales
- BAWSO - Black Association of Women Step-out Ltd
- BENNW - Black Environment Network North Wales
- BENSU - Black Environment Network South Wales
- British Deaf Association
- British Humanist Association
- British Red Cross South Wales
- BTCV - British Trust for Conservation Volunteers
- BVSNU - Black Voluntary Sector Network Wales
- Cardiff & Vale Coalition of Disabled People
- Cardiff and the Vale Coalition of Disabled People
- Cardiff Institute for the Blind
- Carers Wales / Cynhalwyr Cymru
- CATCH-UP - Co-operative Action to Change & Hurry Up Progress
- CCF - Cardiff Communities First
- CEMVO - The Council of Ethnic Minority Voluntary Organisations
- Church in Wales
- Chwarae Teg
- Common Purpose Wales
- Contact a Family
- Crossroads Wales
- CTP International
- Cytun
- DAC - Disability Arts Wales
- South Gwynedd Women's Aid
- Deaf Association Wales
- Disability Advice Project (Torfaen)
- DPIA _ Displaced People in Action
- Duffryn Community Link
- DW - Disability Wales
- EBSP - Ethnic Business Support Programme
- EHRC - Equality & Human Rights Commission
- Equalities and Human Rights Network
- Evangelical Alliance Wales
- FAN Network
- Federation of Disability Sport Wales
- Goodmoves
- Government Equalities Office
- Gwent Police
- Hafal

- Help the Aged in Wales
- Hindu Cultural Centre
- HM Revenue and Customs
- Institute of Welsh Affairs
- Jewish Community Representative
- Journey - Depression Alliance Cymru
- LDW - Learning Disability Wales
- Leonard Cheshire Trust
- Mencap Cymru
- MENFA - Mentoring for All
- Menter a Busnes
- Merchant Navy & Ex Armed Services Organisation
- Merthyr Tydfil Institute for the Blind
- MEWN Cymru - Minority Ethnic Women's Network Wales
- Mind Cymru
- NALSVI - National Association of Local Societies for Visually Impaired People
- NFWI Wales - National Federation of Women's Institutes Wales
- North Wales Deaf Association
- North Wales Deaf Association
- North Wales Town Council Association
- NWDA - North Wales Deaf Association
- NWREN - North Wales Race Equality Network
- One Voice Wales
- OPAN Network from Swansea Uni
- Pakistani Welfare Association
- Pembrokeshire Connect DRA
- REACH (Supported Living) Ltd
- REF - Race Equality First
- RMS Disability Issues Consultancy
- RNIB Cymru - Royal National Institute for the Blind Wales
- RNID Cymru - Royal National Institute for the Deaf Wales
- Romani Cultural and Arts Company
- Royal College of GPs Cymru Wales
- Royal Pharmaceutical Society of Great Britain
- Safe-Home-Watch
- SBREC - Swansea Bay Race Equality Council
- SCOPE Wales
- SEWREC - South East Wales Race Equality Council
- SNPT Dial - Swansea, Neath and Port Talbot Dial
- Soroptimist International
- SOVA - Supporting Others Through Volunteering Action
- Stonewall Cymru
- Taran Disability Forum Ltd
- THT - Terrance Higgins Trust
- UK Resource Center for Women in SET
- UNIFEM in Wales
- VALREC - Valleys Race Equality Council

- Wales Neurological Alliance (MS Society)
- WCB - Wales Council for the Blind
- WCD - Wales Council for Deaf People
- WCVA - Wales Council for Voluntary Action
- Welsh Food Alliance
- Welsh Refugee Council
- Welsh Women's Aid
- WLGA - Welsh Local Government Association
- Women Connect First
- Women Making a Difference
- Women on Boards UK
- Women's Voice
- Women's Workshop
- Wrexham County Borough Council
- YMCA Wales
- YOU.....bethebestyoucan
- Young Disabled People's Network