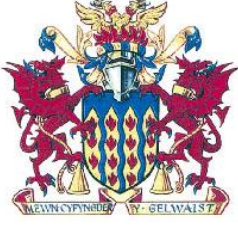


Report to	North Wales Fire and Rescue Authority	
Date	20 October 2025	
Lead Officer	Dawn Docx, Chief Fire Officer	
Contact Officer	Natalie Lloyd Jones, Welsh Language Officer	
Subject	Welsh Language Standards Annual Monitoring Report 2024/25	

PURPOSE OF REPORT

- 1 To present for Members' approval the Welsh Language Standards Annual Monitoring Report for 2024/25 in relation to;
 - Compliance with Welsh Language Standards 155,161,167, that details that the Authority must produce a monitoring report each financial year.

EXECUTIVE SUMMARY

- 2 The Report attached outlines the Service's compliance with the Welsh Language Standards.
- 3 The Monitoring Report highlights how we have monitored, promoted, and developed the Welsh language within the Service throughout the year. The Report also gives information on Welsh Language Development within the Service as well as the future opportunities that have been identified for improvement.

RECOMMENDATION

- 4 That Members:
 - i) approve the Welsh Language Standards Annual Monitoring Report for 2024/25 for publication on the Authority's website; and
 - ii) note the Service's intention to publicise the document as noted in Standards 155,161,167. Publication will be on the Service website and corporate social media accounts (namely Facebook and Instagram).

BACKGROUND

- 5 Since 30 March 2017, North Wales Fire and Rescue Service has been required to comply with the Welsh Language Standards which are regulated by the Welsh Language Commissioner and replaced the previous system of Welsh language schemes. The Service must produce an annual report which deals with the way it has complied with the standards.

INFORMATION

- 6 The Welsh language is an integral part of our core values and is essential to our People, Prevention, and Protection Principles, which form part of our Community Risk Management Plan 2024 – 2029.
- 7 As of 31 March 2025, 87.6% of our staff were able to demonstrate that they had Welsh language skills (Level 1 and above), 38% of whom were classed as fluent speakers (Level 4 and 5 skills). This has remained consistent in comparison with the previous year.
- 8 Welsh language learning continues to be facilitated by tutors from Coleg Cambria and in partnership with The National Centre for Learning Welsh, easing the process for staff to develop their Welsh skills. This is complemented with learning support from the Welsh Language Officer, and the offer for additional resources such as the use of digital and audio methods of learning.
- 9 The popular Welsh language promotional events, 'Tanio Sgwrs' were held again this year at three different fire stations to improve accessibility for more staff to attend. Around 70 staff in total attended the three events.
- 10 One complaint has been received during the year in relation to the Welsh language.
- 11 The methods used to promote the Welsh language and proactively encourage a language choice for all staff and Service users are also described in this report, including the various ways the Welsh language is promoted internally and externally.
- 12 The improvement opportunities that have been identified for the next year have been noted at the end of the report. These include more facilitation for staff to use the Welsh language in the workplace, and working to increase the number of Safe and Well checks that are carried out through the medium of Welsh.

IMPLICATIONS

Well-being Objectives	
Budget	None identified.
Legal	The document discharges the Authority's duties under the Welsh Language (Wales) Measure 2011.
Staffing	None identified.
Equalities/Human Rights/ Welsh Language	Implications for the Welsh language are contained within this document.
Risks	None identified.