

Update on the Council's Welsh Language Promotion Strategy – Year 5 (2021-2022)

Action	Policy Area	Aims	Activity	Target by 2021	Responsibility	Update
1.1	Welsh for Adults	Increase the number of adults learning Welsh	Increase marketing activity and extend number of courses available at all levels	Increase number of enrolments by 20%	Learn Welsh the Vale; Canolfan Dysgu Cymraeg Genedlaethol (National Centre for Learning Welsh)	<p>There are 44 VOG Council employees enrolled with LWtV: Entry level 12 Foundation level 8 Intermediate level 15 Higher level 5 Proficiency 4</p> <p>There are 140 learners across the Council currently enrolled on courses with National Centre for Learning Welsh. 10 learners enrolled during 2021/22. 3 learners enrolled on Part 2 of courses in 2021/22.</p>
1.2		Increase the number of learners progressing from Entry and Foundation levels to Higher level courses	Provide targeted support and guidance to encourage learners to progress to higher levels of fluency	Increase progression rates to higher levels by 20%	Learn Welsh the Vale; Canolfan Dysgu Cymraeg Genedlaethol (National Centre for Learning Welsh)	<p>There are 44 VOG Council employees enrolled with LWtV: Entry level 12 Foundation level 8 Intermediate level 15 Higher level 5 Proficiency 4</p> <p>There are 140 learners across the Council currently enrolled on courses with National Centre for Learning Welsh. 10 learners enrolled during 2021/22. 3 learners enrolled on Part 2 of courses in 2021/22.</p>

1.3		Provide more language courses in the workplace at various levels of proficiency to enable more employees to work bilingually	Increase workplace provision in the public and voluntary sectors for beginners and tentative Welsh speakers	Increase workplace provision by 100%	Learn Welsh the Vale; Canolfan Dysgu Cymraeg Genedlaethol (National Centre for Learning Welsh)	LWtV have 44 VOG council employees enrolled in Welsh courses. These are delivered through a mix of digital and in-person sessions. Work Welsh courses through National Centre for Learning Welsh are delivered remotely.
1.4		Provide informal opportunities for Welsh learners to meet and practise their language skills	Organise social activities and 'sesiynau sgwrs' (conversation sessions) to increase confidence and fluency levels	Establish 4 locations in the area to hold weekly opportunities for informal use of Welsh	Learn Welsh the Vale; Menter Bro Morgannwg	LWtV and Adult Community Learning hold regular Amser Coffi sessions at Palmerston and Barry Library, as well as supporting the Cynllun Siarad scheme with coffee groups in each town.
1.5		Provide opportunities for Welsh learners to integrate into Welsh speaking networks and organisations	Plan a varied programme of social activities to bring Welsh speakers and learners together	Draw up an annual calendar of events and provide marketing support	Learn Welsh the Vale; Menter Bro Morgannwg	LWtV organise regular events for learners and fluent Welsh speakers together including seasonal celebrations (St David's Day, Diwrnod Santes Dwynwen, Christmas) and coffee mornings. Events have been held remotely, but more are in-person again as restrictions were lifted. Menter Bro Morgannwg advertises and promotes many events, clubs and sessions for adults, including cookery, dance, exercise, buggyfit, music, lectures and trips.
1.6		Provide opportunities for parents and children to learn Welsh together	Arrange courses for families whereby adults and children can enjoy activities	Organise family language courses during school holidays	Learn Welsh the Vale	The grant which supported the Welsh homework Club for families with children in Welsh schools, Clwb Ni, ended after

			that support their language learning			the pandemic and it no longer runs from 2022. New funding streams are being investigated to reintroduce the homework club. Resources for parents available on the LWtV and VOG websites.
1.7		Provide on-line opportunities for Welsh learners to practise their Welsh	Set up a designated on-line chat room/forum for Welsh learners in the area	To be established by September 2017	Learn Welsh the Vale; National Centre for Learning Welsh	LWtV Facebook and Twitter streams are in increasing use by learners and the organisation to share information about courses and events, opportunities to converse etc. LWtV shares information from partner organisations and other Welsh providers including Menter Bro Morgannwg and VOG Council. The number of followers on Menter Bro Morgannwg's social media platforms have increased. There continued to be online meetings for Siarad Scheme partners, courses and social events.
2.1	Children, Young People and Families	Provide opportunities for children and parents to learn Welsh together	Arrange story time sessions in Welsh in various locations across the Vale, particularly in libraries	Establish story time sessions in all the major towns and establish as part of mainstream provision	Vale of Glamorgan Council; Menter Bro Morgannwg	Amser Stori sessions have been delivered weekly in Barry and Llantwit since June 2021, and restarted in Penarth in February 2022

2.2		Work with key partners to create opportunities for children and young people to use Welsh outside school to strengthen the link between the language of education and the community.	Develop a joint strategy that enables Welsh to become the language of social and leisure activities	Publish joint strategy by October 2017	Vale Youth Service; Children and Young People's Programme Board; Menter Bro Morgannwg; Urdd Gobaith Cymru;	The Urdd in conjunction with Menter Bro Morgannwg continues to provide weekly clubs for primary-aged children including swimming, dance, drama, craft and cookery. The Urdd runs weekly youth club in YMCA Barry for years 7 to 9.
2.3		Increase the number of social activities through the medium of Welsh for primary age children	Arrange a series of recreational activities to cater for a variety of different interests, e.g. sport, drama, dance, arts and crafts, computer games, outdoor pursuits etc	Programme to be agreed and implemented by September 2017	Menter Bro Morgannwg; Urdd Gobaith Cymru; Vale of Glamorgan Leisure Services	A variety of clubs and classes have been delivered in Welsh for primary age children – karate, dance, drama, baking, yoga, drawing, horseriding – as well as netball and football, and science classes. The Urdd's Sports Department in conjunction with Menter Bro Morgannwg provide weekly clubs including swimming lessons and half-term activities.
2.4		Provide support for parents with children in WM schools to alleviate concerns about helping with homework	Establish Homework Clubs in WM schools or Community Centres to support parents who are non-Welsh speaking	Discussions to be held during current academic year with a view of establishing Homework Clubs by September 2018.	WM Primary Schools; Ysgol Gymraeg Bro Morgannwg; Learn Welsh the Vale	The grant which supported the Welsh homework Club for families with children in Welsh schools, Clwb Ni, ended after the pandemic and it no longer runs from 2022. New funding streams are being investigated to reintroduce the homework club.
2.5		Encourage greater	The school to agree	Language Use	Ysgol Gymraeg Bro	This is being coordinated as

		social use of Welsh by pupils attending Ysgol Gymraeg Bro Morgannwg	a Mission Statement and code of conduct and establish a Language Use Forum	Forum to include representatives of every school year and to be established by September 2017	Morgannwg;	part of the WESP.
2.6		Provide opportunities for young people in Ysgol Gymraeg Bro Morgannwg to use Welsh in the community	Establish a Young People's Forum in Ysgol Gymraeg Bro Morgannwg and support it to arrange a series of social activities	Arrange at least 3 significant Welsh language activities during each school year	Ysgol Gymraeg Bro Morgannwg; Urdd Gobaith Cymru	This is being coordinated as part of the WESP.
2.7		Provide opportunities for young people in Ysgol Gymraeg Bro Morgannwg to use Welsh outside the classroom	Support current Welsh-medium youth club at the Palmerston Centre, Barry and consider possibility of setting up similar provision elsewhere	Extend current provision to include Penarth and Cowbridge	Vale of Glamorgan Council; Urdd Gobaith Cymru;	There are numerous extra-curricular activities and clubs for pupils of all ages at Ysgol Gymraeg Bro Morgannwg, as well as youth clubs provided by Urdd and Menter Bro Morgannwg.
2.8		Share information with young people about job opportunities and apprenticeships that require bilingual skills	Ensure that Careers Wales and careers officers in schools have the most up-to-date information about jobs requiring Welsh-language ability and proactively share this information with young people	Careers Wales, Ysgol Gymraeg Bro Morgannwg and Cardiff and Vale College to agree a plan of action by September 2017 and devise innovative ways of providing	Careers Wales; Ysgol Gymraeg Bro Morgannwg; Cardiff and Vale College;	All job vacancies are advertised bilingually on the CW website. There is also a section for people to look at jobs where specific subjects are useful and Welsh is included. In addition, CW promotes the use of Welsh in the workplace via an LMI group session aimed at year 10 and have a YouTube video promoting the

				information via apps and social media		<p>Welsh language in work https://youtu.be/oatiMdHKhU0</p> <p>Advisers will notify young people of specific vacancies if they have identified an occupational interest.</p> <p>Careers Wales' business engagement offer to schools includes a Welsh in the Workplace event and all schools are invited to the All Wales Welsh in the Workplace event held annually They have a Welsh speaking adviser in Bro Morgannwg and Working Wales advisers who can provide guidance interviews in Welsh (one of whom sits on the Welsh medium stakeholder group)..</p>
2.9		Use communication technology to advertise employment opportunities requiring bilingual skills	Develop a designated website, app and directory to advertise jobs and apprenticeships that require Welsh language skills	Set up an information sharing Hub for major employers in the area which can be used to recruit bilingual staff and apprentices	Careers Wales; LEA; Ysgol Gymraeg Bro Morgannwg; Cardiff and Vale College;	There are a number of Welsh language job and career recruitment sites, advertised and shared by Careers Wales and University of South Wales. CAVC offer a number of courses in Welsh (childcare, sport, or bilingually, health & social care) helping to support students into bilingual careers. Urdd has information and advice about Welsh language apprenticeships.

						Careers Wales advertise vacancies that require Welsh language skills via our own website. They also advertise a large range of job search sites including specific sites that advertise Welsh speaking vacancies and host the Apprenticeship Search for WG apprenticeship matching service.
2.10		Support the development of childcare through the medium of Welsh	Carry out a review of the childcare needs of parents with children in WM education	Support the development of after-school or wrap-around childcare where needs are identified.	Menter Bro Morgannwg; CYPP; Vale of Glamorgan Council	This aim and area of discussion is a key subject of the WESP. Cylch Meithrin Llanillyd Fawr is due to move to larger premises in 2022 to enable wrap-around Welsh-medium childcare.
2.11		Support the development of Welsh Medium childcare opportunities during school holidays	Continue with Welsh-medium play schemes during school holidays	Increase numbers attending holiday play schemes by 100%	Menter Bro Morgannwg; CYPP; Vale of Glamorgan Council	Menter Bro Morgannwg delivered open access BWRLWM play schemes during the summer, Christmas and Easter holidays as well as half term breaks in Barry, Penarth, and Llantwit Major.
2.12		Provide day care provision through the medium of Welsh	Carry out feasibility study to investigate viability of establishing WM day care provision in the Vale	Complete feasibility study by March 2017	Menter Bro Morgannwg; Vale of Glamorgan Council	This aim and area of activity is currently being discussed as part of the WESP. Welsh medium day care is available through playgroups and nursery education.

2.13		Increase number of Welsh language activities that cater for the interest of families	Build on the success of Gŵyl Fach y Fro and arrange similar events to coincide with Christmas, Santes Dwynwen and St David's Day celebrations	Arrange 3 family fun days during the year in different parts of the county and increase attendance at Gŵyl Fach y Fro to 3,000	Menter Bro Morgannwg; Urdd Gobaith Cymru; Learn Welsh the Vale; Vale of Glamorgan Council;	Menter Bro Morgannwg staff worked with Menter Caerdydd to produce a digital / limited crowd Tafwyl in June 2021 – which was very well received and was viewed by over 45,000 viewers on various digital platforms and social media. Gwyl Fach y Fro was held digitally in April 2021 on the AM app, an online platform that shares and celebrates Welsh creativity. The Urdd Eisteddfod was a digital event in 2021, but returns in-person in 2022 with many young people from the Vale taking part in qualifying competitions in March 2022
2.14		Develop the Welsh music scene and the arts through the Gigs Bach y Fro scheme	Continue with the Welsh language music and arts provision in different locations across the Vale and build on the success of Gigs Bach y Fro	Hold 6 events a year for adults around the Vale and ensure that at least 60 people attend each event	Menter Bro Morgannwg; Vale of Glamorgan Council	Menter Bro Morgannwg staff worked with Menter Caerdydd to produce a digital / limited crowd Tafwyl in June 2021 – which was very well received and was viewed by over 45,000 viewers on various digital platforms and social media. Gwyl Fach y Fro was held digitally in April 2021 on the AM app, an online platform that shares and celebrates Welsh creativity.
2.15		Increase leisure opportunities through the medium of Welsh	Ensure that swimming lessons are available in	All WM schools to be offered swimming lessons	Leisure Services; Legacy Leisure (the Council's Leisure	Welsh medium schools have the opportunity to have swimming lessons delivered

		for children and young people	Welsh for all WM schools	through the medium of Welsh by September 2017	Management Contractor); Urdd Gobaith Cymru; Cardiff and Vale College	through the medium of Welsh by prior arrangement.
2.16		Increase leisure opportunities through the medium of Welsh	Ensure that swimming lessons are available in after-school provision through the medium of Welsh up to at least Level 1	Swimming lessons up to Level 1 to be available through the medium of Welsh in all main leisure centres by September 2017	Leisure Services; Legacy Leisure (the Council's Leisure Management Contractor); Urdd Gobaith Cymru; Cardiff and Vale College	Efforts have been made to explore both demand and opportunities for after school provision to be delivered through the medium of Welsh and level 1 classes are now available at Barry Leisure Centre at certain times.
2.17		Increase leisure opportunities through the medium of Welsh	Ensure that fitness classes are available through the medium of Welsh	Establish at least 2 WM fitness classes by September 2018 and increase number over the next four years	Leisure Services; Legacy Leisure (the Council's Leisure Management Contractor); Menter Bro Morgannwg; Urdd Gobaith Cymru	Menter Bro Morgannwg have offered classes and clubs for children, young people and adults in keep fit, bootcamp, buggyfit, karate, dance, netball and football. The Urdd also provide many Welsh-medium sports clubs and opportunities including Starting Blocs in Colcot Sports Centre Funding provided via Sports Wales/VOGC partnership has developed additional activities
2.18		Increase leisure opportunities through the medium of Welsh	Collaborate with sports associations to ensure that coaching is available through the medium of Welsh in activities like gymnastics,	Agree a plan of action by September 2018 with main sports associations to train Welsh speaking coaches	Sports Associations; Leisure Services; Urdd Gobaith Cymru	Sessions for pupils in Ysgol Bro Morgannwg delivered in partnership with Urdd Gobaith Cymru with regards to delivering activities in school and community settings. Welsh language leisure activities including football, netball and karate provided by

			netball, hockey, tennis, rugby, football etc	and establish Welsh-medium leisure clubs and activities		Menter Bro Morgannwg, and sports activities like football and athletics provided by Urdd.
2.19		Ensure that Leisure Centres proactively promote the use of Welsh	Appoint a Language Champion in every leisure centre with responsibility for actively promoting Welsh both visually and in its leisure provision	Training for Language Champions to be completed by September 2017 with monitoring processes established to evaluate progress on language use	Leisure Services; Legacy Leisure (the Council's Leisure Management Contractor); Urdd Gobaith Cymru; Menter Bro Morgannwg	Welsh Language is a permanent item on the Client/Contractor management meeting
3.1	Community Activities	Use communication technology as an information and networking platform for Welsh speakers and learners	Further develop 'Echlysur' in the Vale as a communication network which provides information to Welsh speakers and learners about activities, events, job opportunities etc	Expand marketing of the networking platform and set a five year target of 3,000 subscribers	Menter Bro Morgannwg; Youth Service; Ysgol Gymraeg Bro Morgannwg; Urdd Gobaith Cymru	Menter Bro Morgannwg use various digital platforms to share, promote and encourages residents to take part in a range of Welsh language activities in the Vale and includes Twitter (1,555) Instagram (435) Facebook (928) More than 1,685 residents subscribe to Menter Bro Morgannwg's e-newsletter – sharing information about Welsh-medium evnts and activities in the Vale. This is an effective way to promote Menter's activities, as well as sharing information / adverts

						from other Welsh partners in the area like Urdd and Menter Cardiff.
3.2		Use communication technology to keep in touch with pupils after they leave Ysgol Gymraeg Bro Morgannwg	Ensure that contact details of as many school leavers as possible are added to the networking platform	Collect contact details on an annual basis	Ysgol Gymraeg Bro Morgannwg; Menter Bro Morgannwg; Youth Service	There are informal groups in place, but discussions will take place on how these can be developed and expanded.
3.3		Ensure community and volunteer involvement in planning and organising Welsh language activities	Set up a Community Hub to promote social activities in Welsh	Establish a Community Hub in the Vale by September 2018 and support them to arrange an annual programme of popular activities/ events	Menter Bro Morgannwg; Urdd Gobaith Cymru; Vale of Glamorgan Council	Menter Bro Morgannwg use a range of social media platforms to promote their services including: Twitter (1,555) Instagram (988) Facebook (1,060) The number of followers on all platforms have increased from last year – Twitter +283, Instagram +659, Facebook +209
3.4		Raise awareness of Welsh language in digital and print networks	Continue to ensure that Welsh language content is included in the Glamorgan Gem which is a printed and on-line community newspaper	Develop provision to include articles in the Glamorgan Gem both in the printed and on-line versions	Menter Bro Morgannwg; Glamorgan Gem	The Glamorgan Gem ceased to be printed in 2019. Furthermore, due to a lack of funding, Menter Bro Morgannwg does not currently produce regular bilingual content. The VOG Council continues to share content and advertise when possible in relevant printed media
3.5		Consider the possibility of establishing a Welsh Language Centre in	Undertake a feasibility study to explore the potential of establishing a	Seek funding and carry out a feasibility study by September 2018	Vale of Glamorgan Council; Welsh Government; Menter Bro Morgannwg;	This aim and area of activity remains subject to discussion.

		the Vale	Welsh Language Centre in Barry		Barry Town Council.	
4.1	Welsh in the Workplace	The Council to comply fully with the Welsh Language Standards	Continue to implement the Welsh Standards Action Plan	The Insight group receive regular updates on compliance developments and issues	Vale of Glamorgan Council	A Welsh Language Standards action plan was developed and the majority of actions have now been completed or are continuous.
4.2		Assess linguistic skills of staff	Carry out a comprehensive analysis of the linguistic skills of staff and identify gaps in service areas that require bilingual skills and identify training needs	Complete language skills audit and analysis by December 2017	Vale of Glamorgan Council	A second linguistic skills audit took place in September 2018. Information was collected from all computer users. A further audit will take place in 2022/2023, including a survey of school staff Welsh language skills.
4.3		Increase number of bilingual staff in order to provide services in accordance with requirements of the Welsh Language Standards	The Council to recruit sufficient Welsh speakers, invest in current Welsh speaking staff and support staff to increase their Welsh language skills across all levels of language learning	The Language Skills Strategy to be reviewed by September 2017 with the aim of ensuring by 2021 that the proportion of bilingual staff broadly reflects that of the County Council.	Vale of Glamorgan Council	The Council is taking positive action to train more staff and recruit more Welsh speaking staff.
4.4		Adopt a proactive recruitment policy	All posts to be designated as either Welsh 'essential' or	A revised Language Skills	Vale of Glamorgan Council	All posts are designated as Welsh 'desirable' as a

		which will enable the Council to provide more bilingual services in line with the requirements of the Welsh Language Standards	'desirable'. Posts to be deemed 'essential' if no Welsh-speaker is currently employed in a service team or if the need for more bilingual capacity has been identified by managers.	Strategy outlining recruitment policy to be produced by March 2018		minimum
4.5		Provide opportunities for staff to improve their language skills	Draw up a programme of language courses to develop skills and confidence of Welsh speakers and learners	Agree a training programme by June 2017	Vale of Glamorgan Council	Staff can attend any Learn Welsh course free of charge during their work time. This is funded jointly by LWTV and VOG council. There are currently 44 staff members enrolled on courses.
4.6		Enable staff and elected members to be aware of history and culture of Welsh language including compliance with Welsh language legislation	Arrange a programme of Welsh Language Awareness and Compliance training and include in induction for new staff	Agree a training programme by June 2017	Vale of Glamorgan Council	A new Welsh Awareness module is to be rolled out Summer 2022.
4.7		Create an environment that encourages greater use of Welsh	Produce resources, promotional material and visual impacts that promote language use and fosters respect and support for bilingualism	On-going	Vale of Glamorgan Council	Welsh badges on emails have been developed for speakers and learners. Welsh speakers wear lanyards. Signs throughout the building indicate the use of Welsh is welcome.
4.8		Provide intranet support for Welsh	Use intranet to sign-post staff to useful	Complete list of on-line resources	Vale of Glamorgan Council	A page is available on the staff intranet for learners with

		speakers and learners	language resources e.g. e-learning, on-line grammar and spell checkers, on-line dictionaries and translation tools	by January 2017		links to resources and a page for speakers with details about their rights
4.9		Provide intranet support for Welsh speakers and learners	Develop intranet to sign-post staff to Welsh language courses and Welsh language activities in the community	Complete by October 2016 and continuously update	Vale of Glamorgan Council; Learn Welsh the Vale;	As above. There are also informal chat groups for learners.
4.10		Normalise the use of Welsh in the workplace	Assess language preferences of staff in relation to internal operations:- correspondence; forms; complaints; performance reviews; training needs; staff policies, internal meetings etc	Assessment to be completed by March 2017	Vale of Glamorgan Council	Carried out as part of the 2018 linguistic skills audit, will be updated in the 2022/23 survey. Where possible, all internal communication is bilingual.
4.11		Promote schemes that visually illustrate that Welsh is welcomed in the workplace	Continue to develop initiatives that create an environment which fosters the use of Welsh by staff, e.g. badges, posters, lanyards, use of <i>Cymraeg</i> logo on e-mail and intranet, e-mail signatures and out-of-office messages	On-going	Vale of Glamorgan Council	Email footers and lanyards indicate prominently if members of staff are Welsh speakers or learners.

4.12		Distribute Welsh language promotional material to staff on intranet	Distribute badges, lanyards, posters, create bilingual screen savers and promote Welsh language courses	On-going	Vale of Glamorgan Council	This takes place regularly.
4.13		Develop confidence in the use of written Welsh	Install Cysill and Cysgair (Welsh language grammar and spell checkers) on all staff and elected members' computers and iPads	All computer packages installed and operational by December 2016	Vale of Glamorgan Council	Installed on all computers. A grant obtained by the Adult Community Learning service has paid for a licence for all staff to be able to use the updated versions of this software.
4.14		Encourage staff and elected members to use Welsh in internal and external meetings and in presentations	Provide training on presentational skills in Welsh and explore the practicalities of providing translation facilities at internal meetings	Draw up a training programme by September 2017	Vale of Glamorgan Council	All-staff communications sent from the Managing Director are bilingual. Some internal staff training sessions have been provided in Welsh.