

Update on the Council's Welsh Language Promotion Strategy – Year 3 (2019-20)

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 Welsh for Adults Centre)	The number of enrolments of adults learning Welsh increased by over 100% between 2016 and 2019, from 180 to 385 on mainstream courses. In 2020 the number of adult Welsh learners enrolled on regular courses is 404.
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 Welsh for Adults Centre)	The number of learners on Higher and Fluency level courses increased to 58 in 2019 from 24 in 2016. 2020 update- 66 learners.
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 Welsh for Adults Centre)	LWtV trains 64 employees of the VOG Council on mainstream Welsh for Adults course in 2019-2020. Two courses are delivered in workplaces in Cardiff by LWTV as part of the Work Welsh framework of the National Centre for Learning Welsh.
1.4		Provide informal opportunities for Welsh learners to meet and	Organise social activities and 'sesiynau sgwrs'	Establish 4 locations in the area to hold weekly	Learn Welsh the Vale; Menter Bro Morgannwg	LWtV organises regular events for learners and fluent Welsh speakers together, including

		practise their language skills	(conversation sessions) to increase confidence and fluency levels	opportunities for informal use of Welsh		seasonal celebrations and Saturday Schools. Menter Bro Morgannwg have continued to support 4 weekly conversational sessions with volunteers leading the groups by now. An informal quiz will be piloted at the end of February in order to test informal methods to offer social opportunities for less confident Welsh speakers and Welsh learners.
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	With partnership working between Cymrodorion y Barri and LWtV, the number of advanced learners attending Cymrodorion meetings has increased substantially. Joint events are organised including Noson Lawen. Learn Welsh the Vale have a presence in Gŵyl Fach y Fro to share information and run activities specifically for Welsh learners. Over the last year Menter Bro Morgannwg has held another 4 Yoga sessions during the spring term, as well as a craft class in December. 2 Gigs Bach y Fro have been held during the year – one in May (Al Lewis – 75 audience) and

						one in December (Bryn Fôn – 80 audience). Gŵyl Fach y Fro also provides a great opportunity to integrate into Welsh networks and to socialise with fluent Welsh speakers, and Learn Welsh the Vale have presence in the festival to share information and run activities specifically for Welsh learners
1.6		Provide opportunities for parents and children to learn Welsh together	Arrange courses for families whereby adults and children can enjoy activities that support their language learning	Organise family language courses during school holidays	Learn Welsh the Vale;	LWtV receives an Innovation Grant by the NCLW to provide a Homework Club for families with children in Welsh schools. Parents, grandparents and carers attend with children of primary school age. Families from every Welsh school in the Vale have attended Clwb Ni. Activities provided by LWTV and Urdd enable parents to participate with the children, using the Welsh language. This grant was much smaller in 2019-2020 and is not likely to be available in 2020-2021.

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	LWtV Facebook and Twitter streams are in increasing use by learners and the organisation in order 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.
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	Menter Bro Morgannwg continues to run 4 weekly Amser Stori sessions in Roose, Barry, Penarth and Llantwit Major. An average of 46 children and 40 parents attend each week. This is in the process of being re-branded with a new tutor to try to increase and broaden the appeal. Menter Bro Morgannwg has also held activities for families to learn together – find out more about nature and be introduced to new Welsh vocabulary,

						through seasonal Welly Walk Nature Trails and fundays (Miri).
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;	See below
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	The Urdd's Sports Department in conjunction with Menter continues to provide 7 weekly clubs for primary aged children. These include swimming lessons in Penarth Leisure Centre, Barry Leisure Centre and Hebron Hall, gymnastics club, a number of multi-sports sessions and a new drama club in Penarth (began in the Autumn with numbers increasing each term)
2.4		Provide support for parents with children in WM schools to alleviate concerns	Establish Homework Clubs in WM schools or Community Centres to support	Discussions to be held during current academic year with a view of	WM Primary Schools; Ysgol Gymraeg Bro Morgannwg; Learn Welsh the Vale	LWtV continues to run Clwb Ni, a Homework Club for families with children in Welsh

Appendix 2

		about helping with homework	parents who are non-Welsh speaking	establishing Homework Clubs by September 2018.		schools, during term times in Palmerston Centre. Staff get to know the families and are supportive of parents and prepare additional materials or activities in response to identified needs.
2.5		Encourage greater social use of Welsh by pupils attending Ysgol Gymraeg Bro Morgannwg	The school to agree a Mission Statement and code of conduct and establish a Language Use Forum	Language Use Forum to include representatives of every school year and to be established by September 2017	Ysgol Gymraeg Bro Morgannwg;	Meetings have been set up with the Learning and Skills department to co-ordinate as part of the WESP work.
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	Meetings have been set up with the Learning and Skills department to co-ordinate as part of the WESP work.
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;	See 2.3
2.8		Share information with	Ensure that Careers	Careers Wales,	Careers Wales;	A business officer has

		young people about job opportunities and apprenticeships that require bilingual skills	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	Ysgol Gymraeg Bro Morgannwg and Cardiff and Vale College to agree a plan of action by September 2017 and devise innovative ways of providing information via apps and social media	Ysgol Gymraeg Bro Morgannwg; Cardiff and Vale College;	been funded by Welsh Government. Further meetings will take place.
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;	As above
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	Under discussion
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 continues to run the Holiday Care Scheme at Ysgol Gymraeg Bro Morgannwg for 9 weeks of the year. This is still the

						<p>only full day childcare provision available through the medium of Welsh in the Vale. During this period an average of 28 children attended each day.</p> <p>Menter Bro Morgannwg also ran the open access BWRLWM play schemes during Easter, Whitsun, summer holidays and October half term. An average of 40 children attended the sessions during the summer holidays, with some days attracting 60!</p> <p>Menter received additional support during the October half term through the Welsh Government Holiday Hunger pilot scheme to offer a packed lunch for each child that attended the Bwrlwm sessions. They received really positive feedback and are hopeful we can continue this provision during 2020-21.</p>
2.12		Provide day care	Carry out feasibility	Complete feasibility	Menter Bro Morgannwg;	Under discussion

		provision through the medium of Welsh	study to investigate viability of establishing WM day care provision in the Vale	study by March 2017	Vale of Glamorgan Council	
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 continues to run its annual festival on Barry Island, Gŵyl Fach y Fro. As organisers we are pleased that the festival continues to develop and grow from strength to strength, and without a doubt Gŵyl Fach y Fro is now considered one of the highlights of the summer events calendar for citizens of the Vale and beyond. They attracted more than 6,000 people to enjoy the festival in 2019 and the feedback we have received has once again been very positive from partners and those who attended the event.
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	Hold 6 events a year for adults around the Vale and ensure that at	Menter Bro Morgannwg; Vale of Glamorgan Council	See above

			locations across the Vale and build on the success of Gigs Bach y Fro	least 60 people attend each event		
2.15		Increase leisure opportunities through the medium of Welsh for children and young people	Ensure that swimming lessons are available in Welsh for all WM schools	All WM schools to be offered swimming lessons through the medium of Welsh by September 2017	Leisure Services; Legacy Leisure (the Council's Leisure Management Contractor); Urdd Gobaith Cymru; Cardiff and Vale College	Welsh Medium Schools now have the opportunity to have swimming lessons delivered 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. Additional swimming lessons in Welsh will be offered in the future subject to demand.
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	Through the 5x60 scheme, one fitness class per week is delivered at Ysgol Gyfun Bro Morgannwg targeting female participation. This is delivered by Live Fit Wales.
2.18		Increase leisure opportunities through	Collaborate with sports associations to	Agree a plan of action by	Sports Associations; Leisure Services;	The Sports Development Team have a Partnership

		<p>the medium of Welsh</p>	<p>ensure that coaching is available through the medium of Welsh in activities like gymnastics, netball, hockey, tennis, rugby, football etc</p>	<p>September 2018 with main sports associations to train Welsh speaking coaches and establish Welsh-medium leisure clubs and activities</p>	<p>Urdd Gobaith Cymru</p>	<p>Agreement in place with the URDD who provide a qualified Sports Apprentice to deliver 6 hours of extra-curricular activities within the 5x60 scheme at Ysgol Gyfun Bro Morgannwg (participation stats available if required). The activities have included table tennis, girls basketball, basketball, dodgeball and girls rugby</p> <p>The Sports Development Team have delivered training to Welsh speaking pupils who are involved in the delivery of activities in school and community settings including :</p> <ul style="list-style-type: none"> • 2 Bronze ambassadors in Pen y Garth assisting in school provision • 5 Silver Young Ambassador's in Bro Morgannwg assisting in 5x60 delivery. • 2 Coaches of the Future
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						<p>delivering activity to over 500 participants in football and gymnastics, offering 135 hours of their time.</p> <ul style="list-style-type: none"> • Sports Leaders – Delivery of course to 25 pupils in years 8/9 who were identified by the school PE teachers. They are each currently volunteering 5 hours of their time in local primary schools, 5x60 scheme and community based sessions. • Sports Leaders Playmaker training and disability inclusion training (Playtogether) training offered for Year 5/6 pupils to assist in the delivery of PA in curricular and non-curricular settings. <p>Additional links forged with the Welsh medium cluster primary schools. Opportunities offered to take part in local</p>
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						<p>competitions and festivals.</p> <p>The Sports Development Team are represented in the Welsh Education Strategic Plan meetings and relevant action included in the plan.</p>
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 now 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 hold consistent 'campaigns' in order to increase the events database. This includes sharing information about the Menter and having stands in a number of events, distributing registration forms in our activities, and visiting

						<p>every Welsh class for adults at the start of the academic year.</p> <p>By March 2018, over 1,100 residents were receiving information through e-mail about Welsh medium events and activities in the Vale. This is an effective source of sharing information about the Menter's activities, but they also share information/adverts from other Welsh partners in the area. Menter Bro Morgannwg continues to develop and promote the 'Echlysur' service, with 1,300 subscribers currently on the database.</p>
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 Facebook and Linked in groups at the moment. 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/	Menter Bro Morgannwg; Urdd Gobaith Cymru; Vale of Glamorgan Council	Menter Bro Morgannwg use a range of digital social media platforms to promote their services, including: Twitter (1,272), Instagram (339) and Facebook (851).

				events		
3.4	MBMs current budget doesn't allow for weekly articles	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	Due to a lack of funding, Menter Bro Morgannwg does not currently produce regular bilingual content for the Glamorgan GEM. However we will continue to share content and advertise when possible e.g. Gŵyl Fach y Fro.
3.5		Consider the possibility of establishing a Welsh Language Centre in the Vale	Undertake a feasibility study to explore the potential of establishing a Welsh Language Centre in Barry	Seek funding and carry out a feasibility study by September 2018	Vale of Glamorgan Council; Welsh Government; Menter Bro Morgannwg; Barry Town Council.	To be addressed.
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	An action plan has been developed and the majority of the actions have now been completed.
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.
4.3		Increase number of bilingual staff in order	The Council to recruit sufficient Welsh	The Language Skills Strategy to be	Vale of Glamorgan Council	The Council is taking positive action to train

		to provide services in accordance with requirements of the Welsh Language Standards	speakers, invest in current Welsh speaking staff and support staff to increase their Welsh language skills across all levels of language learning	reviewed by September 2017 with the aim of ensuring by 2021 that the proportion of bilingual staff broadly reflects that of the County Council.		more staff and to recruit Welsh staff.
4.4		Adopt a proactive recruitment policy which will enable the Council to provide more bilingual services in line with the requirements of the Welsh Language Standards	All posts to be designated as either Welsh 'essential' or '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.	A revised Language Skills Strategy outlining recruitment policy to be produced by March 2018	Vale of Glamorgan Council	All posts are designated as Welsh 'desirable' as a 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 weekly course during their work time and free of charge, funded jointly by LWTW and VOG Council. 63 staff members are enrolled in courses in 2019-2020.
4.6		Enable staff and elected members to be aware of history and culture of Welsh	Arrange a programme of Welsh Language Awareness and Compliance training	Agree a training programme by June 2017	Vale of Glamorgan Council	Welsh awareness sessions are planned for 2020. This is dependent on several factors. A

		language including compliance with Welsh language legislation	and include in induction for new staff			'Welsh welcome' course is available online.
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 speakers and learners	Use intranet to sign-post staff to useful language resources e.g. e-learning, on-line grammar and spell checkers, on-line dictionaries and translation tools	Complete list of on-line resources by January 2017	Vale of Glamorgan Council	A page has been developed for learners with links to resources and also a page for speakers to explain 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;	See above.
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	Assessment to be completed by March 2017	Vale of Glamorgan Council	Was done as part of the audit exercise.eg Staff survey was provided in Welsh to Welsh speakers.

			policies, internal meetings etc			
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 now 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 where required. A new grant received 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, and Learn Welsh the Vale staff will provide training in its

						use.in 2020.
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	To be addressed Some internal staff training sessions have been provided in Welsh, where multiple opportunities for attendance were available one of these was in Welsh.