

Meeting of:	Cabinet
Date of Meeting:	Thursday, 06 July 2023
Relevant Scrutiny Committee:	Learning and Culture and Corporate Performance and Resources
Report Title:	Welsh Language Standards Annual Monitoring Report 2022-23
Purpose of Report:	To seek approval for the Council's Annual Welsh Monitoring Report and update on 5-year Promotion Strategy
Report Owner:	Executive Leader and Cabinet Member for Performance and Resources
Responsible Officer:	Tom Bowring, Director of Corporate Resources
Elected Member and Officer Consultation:	Due to the strategic nature of this report, no elected member consultation has been undertaken, with this report recommended to be referred to Scrutiny Committee for consideration. The report summarises work undertaken by a range of Council departments and partners.
Policy Framework:	This is a matter for Executive decision.
Executive Summary:	<ul style="list-style-type: none"> • During 2015 the Council was issued with a Compliance Notice by the Welsh Language Commissioner specifying which Standards applied to the Council. In order to achieve the 174 standards within the notice the Council developed a comprehensive Action Plan. • We were also required to produce a 5-year Promotion Strategy as part of the compliance process. • This report brings to the attention of the Cabinet our progress against the Welsh Language Standards (Appendix 1) and against our Promotional Strategy for the Vale of Glamorgan (Appendix 2) for 2022/23. • It summarises the main areas where progress has been made and provides annual updates required by the Welsh Language Commissioner.

Recommendations

1. It is recommended that Cabinet considers and approves the Annual Welsh Monitoring Report for 2022/23 (Appendix 1) and Update on the Welsh Language Promotional Strategy (Appendix 2) in principle, subject to consideration by Learning and Culture and Corporate Performance and Resources Scrutiny Committees.
2. It is recommended that Cabinet refers this report (and appendices) to Learning and Culture and Corporate Performance and Resources Scrutiny Committees for Committees' consideration and if endorsed by the Committees, that the report be published.

Reasons for Recommendations

1. To allow the Council to meet its reporting duty to the Welsh Commissioner as part of the Welsh Language Standards.
2. To enable Learning and Culture and Corporate Performance and Resources Scrutiny Committees (to consider the report (and appendices) prior to publication.

1. Background

- 1.1** The Welsh Language (Wales) Measure 2011 makes provision for specifying standards of conduct in relation to the Welsh language. The Measure enables Welsh Ministers to authorise the Welsh Language Commissioner to issue a "Compliance Notice" to those organisations to which the Measure applies. The Compliance Notice for the Vale of Glamorgan Council was issued in September 2015.
- 1.2** The Welsh Standards Compliance Notice for the Council is a list of standards relating to service delivery, policy making, operational matters, promotion and record keeping. One of the standards in the Compliance Notice states that:
 - a) You must produce a report (an "annual report"), in Welsh, in relation to each financial year, which deals with the way in which you have complied with the standards with which you were under a duty to comply during that year.
 - b) You must publish the annual report no later than 30 June following the financial year to which the report relates.
 - c) You must publicise the fact that you have published an annual report.
 - d) You must ensure that a current copy of your annual report is available - (a) on your website, and (b) in each of your offices that are open to the public.

- 1.3 As part of the Compliance Notice the Council was also required to produce a 5-year Promotion Strategy and to review it regularly. Cabinet will note that a new 5-year Promotion Strategy was endorsed in 2022.
- 1.4 This report provides Cabinet with the Annual Report for 2022/23.

2. Key Issues for Consideration

- 2.1 Appendix 1 sets out the Welsh Language Annual Monitoring Report for 2022/23. The report outlines the main achievements for 2022/23, including progress with the website and increases in provision available to support Welsh learners and speakers.
- 2.2 The Annual Report contains a summary of the progress achieved in the year for each of the 33 actions contained in the Council's plan associated with the introduction of the standards.
- 2.3 The Report also sets out details of performance against this area of work, including details regarding the number of Welsh Language complaints, a skills profile for the Council and the number of staff learning Welsh at different levels. A key priority for 2023/24 is to recruit more Welsh speakers into the workforce and to encourage more members of staff to update their Welsh language skills.
- 2.4 Appendix 2 provides Cabinet with an update on the Council's Welsh Promotional Strategy as required by the standards. The promotional strategy seeks to address a variety of policy areas, including Welsh for Adults, for Children, Young People and Families, the Community and the Workplace.
- 2.5 The promotional strategy is delivered by a variety of council departments working to deliver actions designed to promote the use of Welsh and address various aspects of the standards. The Council also works with partners, notably Menter Bro Morgannwg, to further enhance its work. The work with Menter Bro Morgannwg has been refreshed in 2022, with a revised agreement based on providing a variety of different opportunities to promote Welsh and to trial new and innovative approaches. For each area of the promotional strategy, an update is provided to demonstrate progress and identify areas for future focus.
- 2.6 Cabinet is recommended to consider and approve the report (and appendices) and to refer the same to Scrutiny Committees (Learning and Culture and Corporate Performance and Resources) for their consideration, prior to the report being published.

3. How do proposals evidence the Five Ways of Working and contribute to our Well-being Objectives?

- 3.1 The Promotional Strategy outlines the Council's plans for future years and helps contribute to the Welsh Government's target for one million speakers by 2050. The accompanying action plans ensure that staff are aware of their

responsibilities under the Standards, thereby avoiding complaints. The achievement of the action plan and the promotional strategy are inter-related with the delivery of the Council's Corporate Plan and reflects the priorities of partner organisations. Delivery of the Plan and Promotional Strategy involves other key partners in the achievement of shared goals for the Welsh language. A key characteristic of the work with Menter Bro Morgannwg is to involve people in the design and delivery of services that meet a range of needs in the medium of Welsh.

4. Climate Change and Nature Implications

- 4.1 There are no direct climate change or nature implications associated with this report.

5. Resources and Legal Considerations

Financial

- 5.1 There are no direct financial implications associated with this report. Officer time is needed to collect, analyse and report on Welsh language information. The main costs are translation costs throughout the year, Menter y Fro funding, and meeting 50% of the cost of staff learning Welsh.
- 5.2 The actions ensure that the Council complies with legislation (avoiding a potential adverse cost implication for non-compliance).

Employment

- 5.3 There are no direct employment implications associated with this report.
- 5.4 Officer time is needed to collect, analyse and report on Welsh language information.

Legal (Including Equalities)

- 5.5 The Council is bound by the Welsh Language (Wales) Measure 2011 and acting in accordance with the Commissioner's Compliance Notice is a statutory duty for the Council.

6. Background Papers

[Compliance Notice](#) from the Welsh Language Commissioner



Welsh Language Standards

Annual Monitoring Report

2022-2023

Statws Dim Drafft

No Status Draft

This form is available in Welsh
Mae'r ffurflen hon ar gael yn Gymraeg

Annual Welsh Language Report 2022 – 2023

Introduction

The Council is committed to the provision of an excellent service to Welsh speakers in the area and strives year on year to improve on its provision.

During 2015 we were issued with a legal [Compliance Notice](#) by the Welsh Commissioner specifying which Standards apply to the Council.

To achieve the 174 standards within the notice, the Council developed an [Action Plan](#) which is published on our website. We monitor progress on a regular basis and have included a summary within this report.

We also published a 5-year Promotion Strategy for 2022-27 as part of the compliance process. This is available on our [website](#). Details of progress are included in Appendix 2.

Main achievements 2022 – 2023

Website

The website editor prompts to a Welsh translation before English pages can be updated, ensuring the website is fully bilingual. A system has also been devised which generates reports and identifies pages where the English and Welsh content does not match.

A review of historic web pages is underway by the web editor team to ensure each page, menu and form is fully functional and accurately translated.

Internal communications

As well as Staffnet on corporate computers, Staffnet+ is available to staff on personal devices allowing access to information on internal news items, payslips, internal job vacancies, and some policies. This is well used and is also available bilingually.

The Chief Executive sends all staff a weekly message and round-up of news at the end of every week. This is sent in both Welsh and English.

The Communications Team send regular emails to all Vale of Glamorgan staff with alerts and news. These are sent in both Welsh and English.

Social Media accounts

The Council's main social media accounts, as well as other Twitter, Facebook and Instagram accounts, are operated separately in Welsh and English.

Contact Centre and Main Reception Areas

The Council continues to offer all callers an option to undertake their enquiries through the medium of Welsh. The total number of callers to the contact centre who used this option during 2022/23 was 1749, which is an increase from 2021/22 (1074). Calls in Welsh during 2022/23 represent approximately 1% of the total calls made (171,986).

The number of bilingual staff at the contact centre has unfortunately decreased by 70% to a single member of staff by the end of 2022/23. Recruitment and retention of bilingual staff has been difficult, and we are exploring new recruitment routes and opportunities such as sharing staff with other authorities. The recruitment of bilingual staff is a priority for 2023/24.

Despite staffing issues, wait times for all calls decreased in this period. On average, callers using the Welsh language option in 2022/23 waited for 257 seconds, a decrease from 304 seconds in 2021/22. This is compared to the overall average of 327 seconds across the call centre, which has also gone down from 334 seconds in 2021/22.

Face to face services have fully resumed and the main reception is staffed daily by Welsh speaking customer service representatives.

Welsh Learners

The new Work Welsh Coordinator began in September 2022. Welsh language courses at all levels are offered during work time and at no cost to staff. Classes are held remotely and include members of the community.

As of March 2023, there are 59 learners registered with the Work Welsh Coordinator, which is an increase of 9 from 2021/22.

For the academic year 2021/2022 which ended in August 2022, a total of 354 learners completed a main course with Learn Welsh the Vale at the Palmerston Centre. This figure includes Vale of Glamorgan staff, as some staff learnt alongside residents and community members until August 2022. In September 2022, 69% of learners returned at a higher level than in 2021/2022

The National Centre for Learning Welsh continues to offer free Work Welsh courses for all staff online via their website, including courses for specific sectors like health and social care, sport and leisure, and tourism.

Work Welsh

The Work Welsh scheme started from September 2022 with our new Work Welsh Coordinator. A series of taster sessions were offered before formal courses began. Prior to September 2022, 41 learners from Vale of Glamorgan Council were learning Welsh in the community for the academic year 2021/22. Of these, 16 enrolled on Work Welsh courses and progressed to the next level: 8 to Sylfaen/Foundation, 6 to Uwch/Higher, and 2 to Gloywi/Proficient.

The other learners opted to remain with their classes in the community. Since September, one member of staff has left the authority and two have returned to slower-paced community classes. From September 2022, there have been three new entry classes for Mynediad/Entry level: 17 started in September, 8 started in November 8, and 27 started in January.

The Work Welsh Coordinator and Welsh Language Officer have worked together to create a Staffnet page dedicated to Welsh learners and speakers, Yr Hwb. This provides information, links to courses, news from Learn Welsh the Vale, and details of social events. Events this year have included a Zoom quiz and curry nights. The Work Welsh Coordinator created a short film featuring learners talking about learning Welsh. The film was played in the Civic Offices' reception on Welsh Language Rights Day and was also shared on the Council's social media. This has supported lots of other promotional work to encourage staff to learn Welsh.

Welsh Language in the Workplace Policy

In line with requirements of a Welsh Language Commissioner investigation, we revised and updated the Welsh Language in the Workplace Policy.

Welsh Language Officer

The Equalities and Welsh Language Officer was recruited in May 2022. The Equalities and Welsh Language Officer has responsibilities for communication and co-ordination for the future development of the Welsh language within the authority.



Welsh language training

We have provided Welsh awareness training for elected members. This gives an overview of the Welsh-related work we do and explains the Welsh Language Standards. The sessions were mandatory and delivered as part of equalities training.

In February 2023, we provided an overview and update of Welsh language work and activities for the Strategic Insight Group, and again in March 2023 for the Heads of Service group. There are plans to deliver the session for trade unions and the Change Forum.

The Council has restarted in-person induction sessions called 'Welcome to the Vale' in early 2023. The induction programme is also available on iDev so can be accessed at a later date or by existing staff. Part of the induction references Welsh language, as shown in this screenshot of the iDev course:

Welsh Language

 Work Welsh: Yr Hwb 

The Vale of Glamorgan Council strongly encourages staff to learn Welsh – there are so many benefits for you, for the organisation, for our customers, and for our community.

Work Welsh is not just for learners but also for Welsh speakers who want to improve their language skills and gain confidence to use their Welsh more in the workplace.

Courses are free of charge to staff and will take place in work time – you will not have to use your leave or own time to attend the courses. Please however check with your manager before signing up.

Welsh language awareness module

The online Welsh Awareness training via iDev has been promoted during February and March 2023 as part of our St David's Day celebrations. The module was developed and successfully rolled out by Cardiff Council and has been adapted for the Vale.

The module will go live for all staff members in 2023.

Agreement with Menter Bro Morgannwg

The Council provides funding for Menter Bro Morgannwg to offer opportunities for Welsh speakers and learners in the Vale of Glamorgan to enjoy social activities as well as supplementing pre-school and after-school activities for young people. This has involved liaison with youth, adult education, and schools' teams. Some activities and workshops are still held online. The agreement with Menter Bro Morgannwg was refreshed in 2022 and included extra funding to pilot new activities.

Menter Bro Morgannwg use various digital platforms to share, promote and encourage residents to take part in a range of Welsh language activities in the Vale. They provide daily/weekly information on the organisation's activities. Menter also

use their digital platform to advertise events and projects by partner organisations including the Urdd and Learn Welsh the Vale.

The highlight of the year for Menter Bro Morgannwg was the hugely successful Gwyl Fach y Fro, held in May 2022. The record attendance of over 8,000 people enjoyed performances from significant Welsh language music acts and schools in the Vale, as well as sports activities, children's activities, and craft traders. There were two popular Gigs Fach y Fro held in 2022 with over 300 people attending the Paget Rooms, Penarth for a gig including Dafydd Iwan, and over 200 people at the Memo Arts Centre in Barry. A comedy night with television star Tudur Owen held at the Memo in November 2022 was also well attended.

Other events and activities for adults include monthly online talks, walks, wellbeing activities, and adult education classes. Over 1850 adults attended events and activities, including the gigs and comedy night.

Menter provide a host of activities for teenagers and young people, including staffing and helping to fund a Welsh language youth club in Barry. Extra funding through the Summer of Fun and a one-off payment from the parent organisation, Mentrau Iaith, were focussed on activities for this age group including radio workshops, music sessions, and paddle boarding. Other activities throughout the year include graffiti workshops, craft sessions, trips, gigs, and sports classes. Menter also helped deliver a careers fayre in January 2023 at Ysgol Bro Morgannwg, as well as providing information about volunteering opportunities.

There are lots of activities and services provided for the children of the Vale, including weekly football, netball, karate, dance, and drama clubs as well as cookery and craft sessions. Summer of Fun provision included graffiti and radio workshops, as well as horse riding sessions. The Bwrlwm open access play scheme is provided during all school holiday periods in four locations across the Vale: Barry, Cowbridge, Llantwit Major, and Penarth. During the 2022/23 period, over 2,100 children attended.

Menter also provide a range of activities and classes for babies, pre-school children, and their families. These include baby sensory classes, baby massage classes, and Buggy Fitness sessions for parents. The most popular activity is the weekly storytelling sessions held in libraries across the Vale. There are four Story Time sessions each week attended by over 2680 babies, parents and guardians. Family fun days were held at Easter, during the summer holidays, and at Christmas.

Learn Welsh the Vale

Learn Welsh the Vale works in partnership with Menter Bro Morgannwg and supports the Adult Community Learning team to provide Welsh-medium adult education. Learn Welsh the Vale support Welsh speakers and learners who come together in informal coffee mornings through a number of Caffi Cymraeg across the Vale at different locations on different days.

Learn Welsh the Vale advertise and promote various events on its calendar which is issued as a hard copy at the start of the academic year and updated on a weekly basis as a digital edition on its website. Events are also shared with learners in their weekly lessons.

From September 2022, Welsh courses were free to learners aged under 25. Some separate courses were specifically advertised for that age group. Unfortunately it was difficult to recruit learners over the summer and many fail to attend the lessons in September. This can be due to starting new courses or jobs after the summer holidays. Going forward, it has been decided to continue to offer free courses but to integrate with learners of all ages.

Learn Welsh the Vale is not able to accept children under 16 in the main teaching programme. However, there are a range of events throughout the year to welcome the family to learn together such as Dathliad Nadolig – Christmas Celebration.

Translation agreement with Cardiff Council

The Council signed a contract in 2017 with Cardiff Council for all Welsh translation work following a successful period with a Service Level Agreement. The contract was renewed in September 2021 for a further three years.

During 2022/23, 3721 documents were translated for the Vale of Glamorgan Council. A total of 2,939,599 words were translated between 1 April 2022 and 31 March 2023, which is an increase of 8% on the previous year and indicates the volume of work that is produced bilingually.

The total cost of Welsh translation for 2022/23 was £288,197.23.

Linguistic Skills Assessment

The first planning steps of a Council-wide linguistic skills assessment took place in early 2023. The introduction of the new Oracle Fusion has meant the skills survey will be delayed until later in 2023.

This will update the picture of the numbers of Welsh speakers and level of Welsh language proficiency amongst staff in all areas of the Council, including school staff. The Work Welsh coordinator will assist with this.

Welsh speaking spellchecker and email footers

All Council staff have received a copy of 'Cysgair' on their computers. The latest version of this software has been installed on all council computers enabling staff to communicate more easily in Welsh and to feel confident about their grammar. This was promoted again during St David's Day and Welsh Language Rights Day.

We have arranged for all council staff to have bilingual footers with their job titles and to have bilingual out-of-office messages. A prominent logo has also been added to the names of those who speak Welsh fluently and a separate logo to indicate members of staff who are learning Welsh. In addition, Welsh speaking staff and learners can wear lanyards or pin badges to indicate their skills when in the office.

Page on Staffnet for Welsh speakers

There is a dedicated page on our Staffnet that provides useful information for Welsh speakers and learners as well as setting out their rights regarding internal documentation and standards. Staff are also directed to suitable Welsh courses.

A new page was set up on Staffnet in 2022 for Welsh speakers and learners, called Yr Hwb (The Hub). This page includes a promotional film created by the Work Welsh Coordinator and Welsh learners for Welsh Language Rights Day in December 2022 as well as testimonials from senior management who are learning Welsh. The page has links to courses, events and useful resources. There is also a section for news from Work Welsh and Learn Welsh the Vale, which is updated on a weekly basis. The page was created by the Work Welsh Coordinator and Welsh Language Officer to provide a dedicate hub for Welsh speaking staff and learners.

The page can be found here: [Work Welsh: Yr Hwb \(valeofglamorgan.gov.uk\)](http://valeofglamorgan.gov.uk)

The screenshot shows the Staffnet website interface. At the top, there is a search bar and navigation links for MEMBERNET, RESHAPING SERVICES, SCHOOLS, STAFF CENTRAL, TRAINING, TOP TASKS, STAFFNET+, and VALE WEBSITE. The main content area is titled 'Work Welsh: Yr Hwb' and includes a purple banner with the 'Cymraeg Gwaith Work Welsh' logo. Below the banner, there is a sub-header 'Work Welsh: Yr Hwb' and a paragraph of text: 'This is the page for Welsh learners - current and prospective. The Vale of Glamorgan Council strongly encourages staff to learn Welsh - there are so many benefits for you, for the organisation, for our customers, and for our community.' There are also several paragraphs of text providing more details about the program. On the right side, there are three cards: 'Welsh Courses' (Find a Welsh Language course), 'Upcoming Events' (Come to an event and practise your Welsh), and 'Useful Resources' (Browse useful resources to help support your learning). Below these is a 'Newyddion' section with a 'Newyddion Wythnos 19' link, and a 'Her Dydd Gwyl Dewi: Welsh in the Workplace' section with a 'Did you know that using Welsh every day makes you a Welsh speaker?' headline and a 'Try using a few words every day...' sub-headline.

Mwy Na Geiriau/More than just words

Welsh Government produced a five-year Mwy na Geiriau action plan in 2022. We have used this as a basis for our own action plan. This has been considered and discussed by colleagues from Equalities and Social Services.

As part of the wider Mwy na Geiriau program, Social Services have taken steps to make all new posts 'Welsh essential'. They have not seen a negative impact on the number and range of applicants to posts and are able to recruit from a wider pool. They ask for entry level Welsh, which allows for new recruits to undertake Welsh language training to improve their skills.

Welsh Language Promotion Strategy

Under Standard 145 of the Welsh Language Standards, we are required to develop a 5-year strategy to promote the Welsh language. This includes details on the statutory and legal duties with which the Vale of Glamorgan Council must comply as well as an action plan to show the actions that have been developed and agreed upon. The actions were developed in consultation with various local and regional partners, as partnership working is essential for the strategy's success.

The Welsh Language Promotion Strategy was renewed for the period 2022 to 2027 and can be viewed [here](#).

The strategy has been restructured to align with the three themes within Welsh Government's Cymraeg 2050 strategy. We have also ensured that each target sits with the Council's four well-being objectives as shown in the Corporate Plan.

Welsh in Education Strategic Plan (WESP)

The WESP has been renewed for the ten-year period 2022-2032, building on the work and achievements of the previous WESP. Our ten-year vision for increasing and improving the planning of the provision of Welsh-medium education in the Vale of Glamorgan will be to increase the number of Year 1 children taught through the medium of Welsh to 24% by 2031/32. This target is based on our contribution to Welsh Government's overall long-term target of one million people in Wales being Welsh speakers by 2050. The challenging 24% target is the midpoint of the range set by Welsh Government and recognises the need for a careful balance between being ambitious and being realistic.

Another key focus is increasing capacity of Welsh medium education. Work has been carried out in 2022/23 to build a new 2-form entry primary school building in the new Barry Waterfront development. Ysgol Sant Baruc will transfer to the new building in Spring 2023, providing an additional 210 primary places.

The WESP is closely aligned to the updated Welsh Language Promotion Strategy so we have worked to avoid duplication of actions relating to Welsh-medium education and instead collaborated to synergise similar actions.

The WESP can be viewed [here](#).

Grwp Deddf and Welsh Education Regional Champion

We are a member of Grwp Deddf. This is a national group of Welsh language officers from all Welsh local authorities. It provides the opportunity to share experiences and good practice, and also forge links across the councils.

The south-east members of the group have developed the role of 'Regional Welsh Language Education Champion'. The Champion is funded by Welsh Government and hosted by Menter Iaith Caerffili, and started in April 2023. The Champion will be able to apply for different funding streams than local authorities currently can.

Councils including the Vale of Glamorgan will be able to apply for help from the Champion as well as mutually benefit from regional-wide resources. These include

promotional videos for Welsh medium education and data on current Welsh medium provision.

The group has a website www.grwpdeddf.cymru which provides details of the projects, the Champion's role, and available resources.

St David's Day

We celebrated St David's Day in person in the Civic Offices for the first time since 2020. Children from Cadoxton Primary School sang a number of Welsh songs in Reception and the Cosmeston Room. Coffee and Welsh cakes were provided for staff to enjoy whilst listening to the choir. Welsh recipes and suggestions of easy daily Welsh phrases were available for staff to take away. These have also been made available on the Yr Hwb Staffnet page.

The morning event was attended by staff from across the Council, including one councillor and one member of Senior Leadership Team. In the afternoon, the Work Welsh Coordinator and Welsh Language Officer provided information to staff about Welsh courses.

Throughout the day, we also introduced the idea of starting and ending every meeting in Welsh, as well as using simple Welsh words and phrases every day. The impact of this will be reviewed in December 2023 for Welsh Language Rights Day / Mae Gen i Hawl.

Schools

The Welsh Government has developed various projects and frameworks to promote the Welsh language in schools, which include objectives, outcomes, and opportunities to use the Welsh language in and out of school. In Welsh medium schools, the Siarter Iaith framework has been implemented. Two schools have

achieved Gold standard: Ysgol Gwaun y Nant and Ysgol Iolo Morgannwg. Four schools have reached Silver standard, one has Bronze standard, and Ysgol Gyfun Bro Morgannwg has started the process.

For English medium schools, the framework is slightly different. Called Cymraeg Campus, all schools in the Vale have either started the process or achieved Bronze and/or Silver standard. Two schools, Cadoxton Primary School and Oakfield Primary School have been awarded Gold standard. An awards evening was held in March 2023 to recognise schools who have achieved awards since 2020.

This national recognition of the promotion of Welsh language, providing opportunities to use the Welsh language, and supporting the new curriculum for Wales, is a positive step in our efforts to promote the Welsh language in the Vale.

Welsh-medium schools from the Vale of Glamorgan participated and triumphed in the 2022 Urdd Eisteddfod. Pupils from Ysgol Sant Baruc, Ysgol Pen-y-Garth, Ysgol Dewi Sant, and Ysgol Bro Morgannwg participated and placed highly in a range of categories. Some of the Vale's English-medium schools took part in preliminary rounds in March 2023 of the 2023 Urdd Eisteddfod, with Cadoxton Primary School going through to the finals in May 2023.

A Welsh-medium school in the Vale of Glamorgan, Ysgol Gwaun y Nant, celebrated its 25th anniversary in June 2022. The school officially opened at its current site in Gibbonsdown in 2001 and has grown from 26 to 250 pupils.

Welsh Language Immersion Centre

The Welsh Language Immersion Centre opened in February 2022. The centre provides support for 65 children currently attending Welsh-medium education. These are children who have been identified by teachers as pupils who could benefit from additional support to increase understanding and vocabulary, practice common sentence structures, and grow in confidence. Between September 2022 and May 2023, three more Year 2 learners were welcomed at the Welsh Language Centre to receive late immersion education.

The Centre has also contributed towards Cymraeg 2050's goals by encouraging the learners' families to take part in events that promote and celebrate the Welsh language and culture and use Welsh socially.

We have worked with Welsh medium headteachers to develop immersion services for older pupils which we hope will start in September 2023.

Summer of Fun

Summer of Fun was a programme of free play, sports and cultural activities delivered between July and September 2022. Funded by Welsh Government, the programme aimed to support the mental, social and physical wellbeing of children and young people, recognising the difficulties of the previous two years. Nearly 150 different activities were offered in partnership with a range of organisations.

A number of Welsh language activities were provided by Menter Bro Morgannwg, the Urdd, Clwb Carco, the library service, and the Memo Arts Centre. Whilst uptake was generally positive for the Welsh language provision events, some of the Urdd sports activities targeted at females were cancelled due to low uptake.

The Summer of Fun report includes a comment from a participant who "really appreciated the fact that there were Welsh language opportunities".

The report can be viewed on the Vale of Glamorgan Council's website [here](#)

Summary of the Council's Welsh Language Standards action plan with progress

	Action	Areas covered	Standard Ref. No.	Comment/ update
1	Provide a briefing note for senior managers/elected members to be cascaded via CMT/DMT/team meetings	<p>Correspondence Telephone calls Meetings/appointments</p> <p>Public Events</p> <p>Publishing docs for the public</p> <p>Social Media responses</p> <p>Policies/strategies available to the public</p> <p>Licences/certificates</p> <p>Official notices</p> <p>Promotion of the Welsh language</p> <p>Public address systems</p>	<p>1-5 19/20/21 24-26b, 27a-d,30- 34,65-66</p> <p>35-38</p> <p>43-50</p> <p>58-59</p> <p>44 42</p> <p>69-70</p> <p>81-82</p> <p>87</p>	<p>A briefing note was issued via Staffnet and via core brief.</p> <p>An FAQ page is available on Staffnet.</p> <p>Departmental team meetings were addressed during May/June 16. Advice continues to be sought from the corporate lead officers.</p>

2	Provide a briefing for Business Cabinet/senior managers/other elected members	<p>Correspondence Telephone calls Meetings/appointments</p> <p>Public Events</p> <p>Publishing docs for the public</p> <p>Social Media responses</p> <p>Policies/strategies available to the public</p> <p>Licences/certificates</p> <p>Official notices</p> <p>Promotion of the Welsh language</p> <p>Public address systems</p>	<p>1-5 19/20/21 24-26b, 27a-d,30- 34,65-66</p> <p>35-38</p> <p>43-50</p> <p>58-59</p> <p>44</p> <p>42</p> <p>69-70</p> <p>81-82</p> <p>87</p>	<p>Cabinet members were briefed in February 16.</p> <p>Fresh sessions were held for newly elected members in 2017 and 2019.</p> <p>Further sessions were held for new elected members in 2022.</p>
3	Compile a page on the Council's Staffnet to inform staff of their responsibilities.	As above.	As above.	A list of FAQs is on Staffnet. A page for Welsh speakers is available.

4	Inform staff via core brief and other methods.	As above.	As above.	Staff were informed in February 16 via core brief and updates have continued.
5	Ensure that all letter templates and emails as well as responses to the press indicate the availability of a Welsh language service and ensure that all staff use them.	Correspondence (refers also to some Operational Standards)	7 Also relates to Operational Standards 134/135	Templates have been issued to all staff. Translated job titles appear on all emails as well as a prominent logo for Welsh speakers and learners.
6	Provide 'Meet and Greet' training to frontline staff	Tel calls/meetings	19,20,21,24-27	Training for staff took place in 2016/17 and awareness training took place in early 2018. A Welsh Welcome module is available on Staffnet as part of the WorkWelsh Welcome initiative, as well as a number of other short online industry-specific courses. A Welsh language co-ordinator started in September 2022 to deliver Welsh courses and provide bespoke training for teams as well as basic 'meet and greet' training for frontline staff.
7	Ensure that all staff use bilingual out-of-office messages. Provide footers to indicate if members of staff speak Welsh.	Correspondence (refers also to operational standards)	7, Also relates to Operational Standards 134/138	Part of Staffnet and on core brief. Out-of-office messages have been provided to all staff. There is also a visual indicator for Welsh speakers and learners to use in email signatures.

8	Ensure that all statements to the press are bilingual where possible.	Publishing Docs and forms	46	This has taken place from 1 st April 2016.
9	Ensure that all leaflets, documents, statements and press releases, where issued in English include reference to the fact that a Welsh language version is available on request.	Publishing Docs and forms	46	This has taken place from 1 st April 2016.
10	Arrange for support to begin process of making the whole website bilingual.	Website and on-line services	52-56	The website is fully bilingual. Checks are made on historic pages, forms, and menus.
11	Arrange for pre-entry of forms to be bilingual	Website and online services	51	Internal applications are all translated - external applications are in the process of getting organised as part of the Digital Strategy.
12	Ensure that all new or replacement signs and/or notices are bilingual with Welsh first.	Signs/notices	61-63	All staff have been reminded of this. Facilities started to review and update all Civic Offices signage in 2022.
13	Ensure that main reception areas provide a Welsh service with signage advising of the availability of that service.	Reception areas	64,67,68	Main reception areas are bilingual.
14	Invitations for grants must state that submissions can be made in Welsh and interviews must be offered if requested. There must be no delay if Welsh is used. Invitations to tender	Grants/Tenders	72-75,76-77a	This information has been cascaded within the Finance department. A new Grants policy is in progress.

	for contracts must be bilingual and must state that Welsh tenders are welcome. There must be no delay if Welsh is used.			
15	Assess every new education course offered to the public to evaluate the need to provide it in Welsh <u>and keep a record of the assessment.</u>	Education	84-86	Adult Education and Youth Service have been informed about this. Learn Welsh the Vale also monitor courses.
16	Translate agendas of all Council, Cabinet and Committee meetings.	Democratic	41	This has taken place from 1 April 16.
17	Translate minutes of Council, Cabinet and Committee meetings	Democratic	41	Agendas are bilingual, decision notices and minutes are published bilingually.
18	Impact assessment, including consideration for Welsh language, to be completed on all new or amended policies.	Policies & research	88-97	To be achieved by reference in relevant cabinet/committee reports. Consideration of the impact of policies on the Welsh Language is included in the Council's equality impact assessment process.
19	Establish project group to organise questionnaire for all staff	Linguistic skills and language preferences for forms and procedures	104, 127,100,101-103	A second audit took place in 2018 of all computer-based staff. Further skills audit planned for 2023/2024.
20	Translate all HR policies	All HR policies	105 – 111	All policies have been translated.
21	Raise awareness of staff in relation to offering Welsh language provision in relation to new contracts, complaints and disciplinary	Briefing	99,114,118	A list has been compiled of those users requesting Welsh.

	situations.			
22	Prepare page on Staffnet & core brief article informing Welsh speaking staff of their rights & providing support for learners.	HR procedures	112 – 125,141-143	This is available on Staffnet: Work Welsh: Yr Hwb (valeofglamorgan.gov.uk) Our Work in Welsh (valeofglamorgan.gov.uk)
23	Provide Welsh speaking staff with software for spelling & grammar checks & Welsh language interfaces where available.	ICT software	120	'Cysgeir', 'Cysill' and 'Gwirio' have been installed on the computers of all staff.
24	Provide opportunities for basic Welsh language training for all staff and also for managers if required in their role. Further training should be free of charge to the employee.	Training	130 -131	Taster courses take place on a regular basis which has helped to increase the number of learners on full-time courses. Work Welsh courses began September 2022 with the new Work Welsh Coordinator. All Welsh language courses are free of charge and in work time. Reminders are sent prior to the new term.
25	Provide Welsh language awareness training	Training	132	An online Welsh Awareness module has been developed and will be available for all staff on iDev in 2023/24.
26	Include Welsh language information in Corporate Induction	Training	133	Welsh information is included and presented at induction. A screenshot of the section can be viewed here

27	Assess all new and vacant posts for required level of Welsh and record as appropriate.- Essential/Needs to be learnt/Desirable/Not necessary.	Review of procedures	136	Managers must confirm whether posts are Welsh essential or desirable as part of the online recruitment process.
28	All relevant material relating to recruitment is available in Welsh and English.	Recruitment/selection procedures	137	All relevant material has been translated and is sent out as required.
29	Prepare a policy on the use of Welsh internally.	Awareness	98	A copy is available on Staffnet
30	Intranet should be available in Welsh – homepage, new/amended pages and menus.	ICT/Communications team	122-126	Bilingual pages are available on Staffnet.
31	Specific HR courses to be provided in Welsh- <ul style="list-style-type: none"> - Recruitment and Interviewing - Performance Management - Complaints and Disciplinary procedures - Induction - Dealing with the public - Health and Safety 	HR training	128	Courses are available in Welsh on request.
32	Provide training on effective use of Welsh in HR meetings.	Training	129	This will be considered for 2023/24 to increase the daily use of Welsh in the Council.
33	Identify a member of staff in each department to act as a champion.			This has been done. A refreshed list will be compiled in 2023/24.

Information on performance

The Council collects and reports information on all measures that are national statutory measures and sets targets for them. We have adopted a limited number of local indicators which assist in measuring progress against this scheme. This information is publicly available via the Council's Improvement Plan and service plans, which are published annually and is available on the Council's website www.valeofglamorgan.gov.uk or www.bromorgannwg.gov.uk

In addition to this, the Council published this report on the Equalities section of the Council website along with other data on language matters.

Information below relates to indicators requested by the Welsh Commissioner.

Standard	Update
<p>Standard 158 (2) 164 (2) 170 (2d)</p> <p>Number of complaints about implementation of the Welsh Language Scheme.</p> <p>This performance indicator will be measured on the basis of the number of those complaints about the content or implementation of the Welsh language Standards.</p>	<p>We have received five complaints via the Welsh Language Commissioner. Two of these relate to third-party applications on the website, one relates to Welsh language registration service, and the other two were from the same customer regarding Welsh language correspondence preferences. The Commissioner has decided to take no further action with one of these complaints, three are completed, and we are awaiting the final determination on the fifth. The</p>

	<p>complaints all raise valid points of consideration for the Council as a whole in terms of website and service improvement.</p> <p>We have received three informal complaints from members of the public. Two raised issue with the Welsh language in general, and the third was connected to a school sign.</p> <p>A further two complaints were received through the corporate complaints system.</p> <p>We have also received two informal complaints from members of staff. One complaint concerns Welsh language references for a Welsh-speaking new starter and the other relates to Welsh language Human Resources forms.</p>
<p>Standard 170 (2a)</p> <p>Number of staff with Welsh skills in the Council.</p> <p>This indicator has been measured as part of the Linguistic Skills Survey in September 2018.</p>	<p>A linguistic skills audit will take place in 2023. Human Resources have started the process and Strategic Leadership Team have been informed.</p> <p>As well as providing an up-to-date account of Welsh language skills in the Council, this will also create a record of Welsh speakers.</p>
<p>Standard 170 (2b)</p> <p>Number of staff undertaking training and to what level/degree of proficiency.</p>	<p>April 2022 – March 2023</p> <p>Work Welsh scheme – workplace based learning</p> <p>Entry 35</p> <p>Foundation 8</p>

<p>This will be based on the number of staff undertaking Welsh language training provided by the Council. This measure will be reported as a number under each of the categories: Entry and Foundation; Intermediate; Advanced; Advanced/Mastering.</p>	<p>Intermediate 0 Advanced 6 Proficiency 2 Total 54</p>
<p>Standards 154,170 ch)</p> <p>The number of new and vacant posts which were categorised as Welsh essential and desirable.</p>	<p>April 2022– March 2023</p> <p>Total number of adverts logged: 1953</p> <ul style="list-style-type: none"> • Welsh language skills essential = 17 • Welsh language skills desirable = 1432 • Welsh language skills to be learnt when appointed to post = 24 <p>Adverts for ad hoc/training posts and school posts do not include Welsh language skills essential / Welsh language skills desirable / Welsh language skills to be learnt when appointed to post.</p> <ul style="list-style-type: none"> • Number of ad hoc/training/schools posts = 480

The Council’s continued priority for 2022/23 is to increase the number of Welsh speakers in the workforce, to encourage and support more members of staff to learn or update their Welsh language skills, and to promote the use of the Welsh language in the Vale. During the St David’s Day events, we encouraged staff to use more incidental Welsh in their day-to-day work. We provided lists of simple Welsh words and phrases, and also introduced the concept of starting and ending every meeting in Welsh. We will review progress with this work.



Update on the Council's Welsh Language Promotion Strategy Action Plan 2022 – 2027

Year 1 2022 – 2023

Statws Dim Drafft

No Status Draft

**This document is available in Welsh
Mae'r ddogfen hon ar gael yn Gymraeg**

Theme 1: Increasing the number of Welsh speakers

1.1	Aims: Survey preschool parents to identify future demand for Welsh medium education in the Vale of Glamorgan		
Activity	WESP forum group on engagement established to seek ways of monitoring and assessing the demand for Welsh medium education as well as promoting the benefits of bilingualism - link with Health Board to provide information to new and prospective parents	Target by 2027	Gather survey figures annually to inform the process of planning for school places and school buildings
Responsibility	Vale of Glamorgan Council (Learning and Skills) in partnership with: Flying Start Dechrau'n Deg; Menter Bro Morgannwg; Mudiad Meithrin; Cardiff and Vale Health Board; all other Fforwm Iaith partners	Link to Corporate Plan Wellbeing objective	1 - To work with and for our communities 2 - To support learning, employment and sustainable economic growth 3 - To support people at home and in their community
<p>Update</p> <p>A full update will be included in the WESP.</p> <p>The Learning & Skills Directorate are currently drafting the Vale of Glamorgan Council's WESP Annual Report 2022-23 for approval by Welsh Government. The deadline submission date is 31 July 2023 and the WESP Annual Report will feed into the relevant actions of the Vale's 2022-23 Welsh Language Promotion Strategy once completed and approved by Welsh Government.</p> <p>We continue to promote bilingualism through the 'Your Bilingual Journey' scheme and accompanying campaign materials. The website also provides information about Welsh medium schools and the Welsh Language Centre: Your Bilingual Journey (valeofglamorgan.gov.uk)</p> <p>All parents contacting the Family Informaiton Service about childcare are sent information about raising a child bilingually, and information about Cylchoedd Meithrin and Ti a Fi groups.</p> <p>We also look forward to working with the Regional Welsh Education Champion to promote bilingualism and Welsh medium education.</p> <p>A full Childcare Sufficiency Assessment (CSA) was completed for submission to Welsh Government in June 2022. A range of partners and organisations were involved, but parental input remained low. It is believed that the range of partners involved reflect parental opinions. The CSA has been discussed as subsequent meetings with the Early Years Development and Childcare Partnership, of which Mudiad Meithrin are also attendees.</p>			

1.2	Aims: Develop and support Cylchoedd Meithrin and Cylchoedd Ti a Fi as a point of entry to Welsh medium education		
Activity	Situation and feasibility report to be prepared in 2022/2023 showing likely demand, location options, other relevant issues	Target by 2027	Increase number of Cylchoedd Meithrin by 50%, progress/increase to be reported annually
Responsibility	Vale of Glamorgan Council (Learning and Skills) in partnership with: Mudiad Meithrin; Menter Bro Morgannwg; Vale of Glamorgan Council; Flying Start Dechrau'n Deg	Link to Corporate Plan Wellbeing objective	2 - To support learning, employment and sustainable economic growth
<p>Update</p> <p>An update will be included in the WESP.</p> <p>Enquiries have been made about developing Welsh medium childcare provision across the Vale. Some have not progressed, but we are confident about a potential new development within Ysgol Pen y Garth in Penarth.</p> <p>Four Ti a Fi groups have been established and ongoing support remains in place for existing Ti a Fi groups. The Family Information Service has held parent information sessions in libraries that coincide with Ti a Fi sessions to engage with parents. Mudiad Meithrin also have information stands at those events.</p>			
1.3	Aims: Increase the number of adults learning Welsh		
Activity	Increase marketing activity and extend number of courses available at all levels, specific marketing aimed at 18-25 year olds and job-seekers as a work-related skill	Target by 2027	Increase number of enrolments by 20%, progress/increase to be reported annually
Responsibility	Vale of Glamorgan Council (Learning and Skills) in partnership with: Canolfan Dysgu Cymraeg Genedlaethol (National Centre for Learning Welsh)	Link to Corporate Plan Wellbeing objective	2 - To support learning, employment and sustainable economic growth
<p>Update</p> <p>The total number learning under the Work Welsh scheme is a 15.9% increase on the number of learners registered with Learn Welsh the Vale last year.</p> <p>In 2021/2022 354 learners completed a main course >50 hours</p> <p>These figures include all learners as staff learnt alongside Vale residents until August 2022.</p> <p>Nine members of staff attended fully-funded residential and virtual Welsh immersion courses at Nant Gwrtheyrn.</p>			

Number of learners with Work Welsh as of March 2023:

Work Welsh scheme
Entry 35
Foundation 8
Intermediate 0
Higher 6
Proficiency 2
Total 51

1.4	Aims: Increase the number of learners progressing from Entry and Foundation levels to Higher level courses		
Activity	Provide targeted support and guidance to encourage learners to progress to higher levels of fluency	Target by 2027	Increase progression rates to higher levels by 20% from 2022 baseline figures
Responsibility	Vale of Glamorgan Council (Learning and Skills) in partnership with: National Centre for Learning Welsh	Link to Corporate Plan Wellbeing objective	2 - To support learning, employment and sustainable economic growth

Update

In September 2023 69% of learners returned at a higher level than in 2021/2022. It is important to bear in mind that from September 2023, learners employed by the Council moved to Work Welsh courses. As the Work Welsh courses are more intense, condensing previously 2-year courses into 1 year, some learners opted to stay in the same level. The number on the Higher level did increase, but the biggest increase was in Entry level learners.

[Read a learner testimonial here](#)

1.5	Aims: Develop and support the Work Welsh scheme with the addition of a dedicated full-time Welsh tutor to train and support Council staff		
Activity	The aim of the Work Welsh scheme is to ensure Council staff progression within	Target by 2027	Increase progression rates to higher levels by 20% from 2022 baseline figures

	levels. (Activity dependant on additional funding from National Centre for Learning Welsh)		
Responsibility	Vale of Glamorgan Council (Learning and Skills) in partnership with: National Centre for Learning Welsh	Link to Corporate Plan Wellbeing objective	2 - To support learning, employment and sustainable economic growth

Update

The Work Welsh Coordinator has been in position from September 2022, delivering a number of Welsh courses to staff alongside community learners. Courses are free to Council staff and in worktime, over Zoom. Currently 60 staff members on WWC's register, but others may still be registered with Learn Welsh the Vale (LTtV).

In September 2022, existing learners enrolling onto the next level with Work Welsh:

Sylfaen 8
 Uwch 6
 Gloywi 2

New learners (Entry)

September/Mynediad 17(12 currently attending)
 November/Mynediad 8 (4 currently attending)
 January/Mynediad 27(24 currently attending)

We will use these figures as a baseline for future reports, as the Work Welsh scheme will have been running for at least a year.

Numbers of staff who have completed online self-study courses in September term and January term:

WELCOME: PART 1	5	0
SOCIAL CARE: Part 1	5	5
SOCIAL CARE: Part 2	5	5
WELCOME: PART 1	5	1

WELCOME: Part 2	5	1	
IMPROVING YOUR WELSH:	5	0	
WELCOME: PART 1	5	0	
WELCOME BACK: Part 1	5	2	
WELCOME: PART 1	5	1	
WELCOME: Part 2	5	0	
WELCOME: PART 1	5	0	
WELCOME: PART 1	5	0	
WELCOME: PART 1	5	0	
WELCOME: PART 1	5	0	
WELCOME BACK: Part 1	5	0	
WELCOME: PART 1	5	4	
WELCOME BACK: Part 1	5	0	
WELCOME: PART 1	5	0	
1.6	Aims: Provide opportunities for children and parents to learn and practice Welsh together		
Activity	Arrange story time sessions in Welsh in various locations across the Vale, particularly in libraries. Arrange courses for families whereby adults and children can enjoy activities that support their language learning	Target by 2027	Establish story time sessions in all the major towns and establish as part of mainstream provision. Organise family language courses during school holidays
Responsibility	Vale of Glamorgan Council (Learning and Skills) in partnership with: Menter Bro	Link to Corporate Plan Wellbeing	1 - To work with and for our communities

	Morgannwg; Mudiad Meithrin; Cardiff and Vale Health Board	objective	2 - To support learning, employment and sustainable economic growth 3 - To support people at home and in their community
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Update

Menter Bro Morgannwg provide 4 sessions per week across the Vale in Barry, Cowbridge, Llantwit Major and Penarth, delivered by library staff. Sessions are well attended.

Location	Number of sessions in 2022/23	Numbers of attendees
Cowbridge Library	30	376
Llantwit Major Library	30	358
Barry Library	30	450
Penarth Library	30	296



In addition to the library-based Storytime sessions there were a series of weekly sessions including:

- Buggy Fit sessions aimed at young parents and their babies.
- Sensory classes
- Termly Family fun days – Christmas theme (112 attended), Easter and Halloween (53 attended).

Menter attendees:

	Number	
Number of Children's activities	97	
Number of children in attendance	2,112	
Number of activities for young people (11-25)	26	
Number of young people in attendance	573	
Number of activities for families	190	
Number of participants	Children 1,496	Adults 1,123
Adult Activities	113	
Number of adults in attendance	1,736	

1.7 Aims: Provide support for parents with children in Welsh-medium schools to alleviate concerns about helping with homework

Activity	Establish Homework Clubs in Welsh-medium schools or Community Centres to support parents who are non- Welsh speaking	Target by 2027	Discussions to be held during current academic year with a view of establishing Homework Clubs
Responsibility	Vale of Glamorgan Council (Learning and Skills) in partnership with: Menter Bro Morgannwg; Welsh-medium schools	Link to Corporate Plan Wellbeing objective	3 - To support people at home and in their community

Update

LWtV co-ordinated Clwb Ni after receiving a grant. Staff from the Urdd, Mudiad Meithrin and Menter Bro Morgannwg worked in partnership to provide activities. LWtV hoped to attract parents and grandparents to courses but this did not translate into registrations for courses. Some current learners did attend with their children. When short taster courses with childcare (Mudiad Meithrin) were offered almost 100% of the learners were recruited through advertising were not parents of Clwb Ni. Mudiad Meithrin withdrew their staff due to their own staff shortages but the Urdd continued up to the lockdowns.

LWtV's own staff continued activities via Zoom until the grant ended. LWtV have proved the need for after school clubs and also that it is possible to encourage families from across the Vale to come together in one location. However, as the staff are trained to work with 16+ it does not fit with the core work. It is an area that we will explore over the course of this plan.

1.8	Aims: Explore opportunities for staff across the Fforwm laith partnership to improve their language skills		
Activity	Draw up a programme of language opportunities to develop skills and confidence of Welsh speakers and learners	Target by 2027	Deliver the training programme
Responsibility	Vale of Glamorgan Council (Learning and Skills) in partnership with: Vale of Glamorgan Council	Link to Corporate Plan Wellbeing objective	1 - To work with and for our communities 2 - To support learning, employment and sustainable economic growth

Update

Weekly events held by the Work Welsh coordinator:

Dyddiad	Lefel	Amser
Dydd Llyn	Sesiwn amser cinio	12:00-2:00
Dydd Mawrth	Bore Coffi	11:00-11:30
Dydd Gwener	Bore Coffi	11:00-11:30
	Dal-i-fyny	3:00-5:00

September

- Dafydd Iwan concert, Paget Rooms, Penarth

October

- Curry night, Dinas Powys (18 attendees)
- Singing session -national anthem and Yma o hyd (7 attendees)

November

- Preparing short film for Welsh Rights Day/Staffnet, Civic Offices

December

- Carol signing session (7 attendees)

February

- Online quiz night (10 attendees)



March

- St David's Day celebrations, Civic Offices
- Curry night, Dinas Powys (12 attendees)



1.9	Aims: Deliver a campaign to promote the use of Welsh in the home – promoting bilingualism and multi-language within non-Welsh speaking households		
Activity	An increase in the number of families participating in Welsh and bilingual activity within the home	Target by 2027	Agree and launch the campaign by September 2022 and progress to be reported annually by the delivery partners
Responsibility	Vale of Glamorgan Council (Learning and Skills) in partnership with: Menter Bro Morgannwg; Mudiad Meithrin; the Urdd; Vale of Glamorgan Council Welsh Language Officer	Link to Corporate Plan Wellbeing objective	2 - To support learning, employment and sustainable economic growth 3 - To support people at home and in their community

Update

We continue to promote bilingualism through the 'Your Bilingual Journey' scheme and accompanying campaign materials. The website also provides information about Welsh medium schools and the Welsh Language Centre:

[Your Bilingual Journey \(valeofglamorgan.gov.uk\)](http://valeofglamorgan.gov.uk)

All parents contacting the Family Informaiton Service about childcare are sent information about raising a child bilingually, and information about Cylchoedd Meithrin and Ti a Fi groups.

There are information videos, support materials and other resources available on a dedicated page on our website:

[Welsh-Medium Education and Resources for Parents \(valeofglamorgan.gov.uk\)](http://valeofglamorgan.gov.uk)

The Flying Start page has a bilingual video to promote its services:



We hope to work with the Regional Welsh Education Champion to ascertain a baseline and follow up activities to measure progress

Theme 2: Increasing the use of Welsh

2.1	Aims: Continue to provide language courses at various levels of proficiency to enable more employees to work bilingually		
Activity	Increase workplace provision for tentative Welsh speakers to boost confidence, including virtual courses	Target by 2027	Increased workplace provision of different types of courses (classroom and online)
Responsibility	Vale of Glamorgan Council (Learn Welsh the Vale/ Equalities and Welsh Language Team) in partnership with: Canolfan Dysgu Cymraeg Genedlaethol (National Centre for Learning Welsh)	Link to Corporate Plan Wellbeing objective	2 - To support learning, employment and sustainable economic growth

Update

The Work Welsh coordinator has been in position from August 2022, offering free courses available to staff in work time. Courses are available at every level from taster sessions, Mynediad/Entry, Sylfaen/Foundation, Canolradd/Intermediate, Uwch/Advanced, Gloywi/Proficiency to casual coffee mornings and 'little bit of everything' sessions.

Current courses and attendees:

Level of study	Number registered	Attendance
Mynediad 1 + 2 / Cyfunol	4	82%
Mynediad 1 + 2 / Cyfunol	16	83%
Mynediad 1 + 2 / Cyfunol	8	82%
Mynediad 1 + 2 / Cyfunol	7	87%
Sylfaen / Cyfunol	5	83%
Uwch / Dosbarth	6	90%

Gloywi / Dosbarth	2	90%
Sylfaen / Hunan-astudio	3	N/A (Target 25%)
Mynediad 1 + 2 / Cyfunol	10	94%

Numbers of staff who have completed short online courses:

WELCOME: Part 1	5	0
SOCIAL CARE: Part 1	5	5
SOCIAL CARE: Part 2	5	5
WELCOME: Part 1	5	1
WELCOME: Part 2	5	1
IMPROVING YOUR WELSH:	5	0
WELCOME: Part 1	5	0
WELCOME BACK: Part 1	5	2
WELCOME: Part 1	5	1
WELCOME: Part 2	5	0
WELCOME: Part 1	5	0
WELCOME: Part 1	5	0
WELCOME: Part 1	5	0
WELCOME: Part 1	5	0
WELCOME BACK: Part 1	5	0
WELCOME: Part 1	5	4

	WELCOME BACK: Part 1	5	0
	WELCOME: Part 1	5	0
2.2	Aims: Provide informal opportunities for Welsh learners to meet and practice their language skills		
Activity	Organise social activities and 'sesiynau sgwrs' (conversation sessions) to increase confidence and fluency levels	Target by 2027	Continue to work with community groups and partners to organise and / or support regular informal meetings between learners, new speakers and speakers in the community. Include specific details in the agreement with Menter Bro Morgannwg
Responsibility	Vale of Glamorgan Council (Learn Welsh the Vale) in partnership with: Menter Bro Morgannwg	Link to Corporate Plan Wellbeing objective	1 - To work with and for our communities 3 - To support people at home and in their community
Update			
<p>Menter continue to provide a range of social events, classes, concerts, walks, and meetings for Welsh learners and speakers to meet and practice their language skills.</p> <p>Informal and social opportunities for adults have included:</p> <ul style="list-style-type: none"> • Online Spanish classes • Monthly themed talks drawing up to 90 participants • Volunteering sessions in Duffryn Gardens • 2 online classes including Protest Organisations in Wales (Professor Paul O'Leary) and Poets of Wales (Professor Christine Jones) • Monthly Coffee Morning for Welsh Learners. • A series of trips for adults including the Abergavenny Food Festival and National Eisteddfod • A series of ukulele classes and baking workshops in partnership with LWtV <p>Total number of activities for Adults in 2022/23 = 163 Number of participants = 2,587</p> <p>Elements of the online provision were developed during the pandemic period. However, feedback from learners and participants has shown that some of the online provision is greatly valued, especially in the winter months. As such, we have kept some online provision such as the online talks.</p> <p>The Adult/Learners provision was recently recognised in the Mentrau Iaith Cymru Awards at the Temple of Peace, Cardiff.</p>			

[Read feedback from an adult learner here](#)

LWtV host Sadwrn Siarad (Saturday School) at Palmerston Centre on a monthly basis, and the Work Welsh coordinator hosted coffee mornings on Saturday mornings at Barry Library. Other social opportunities such as meals and get-togethers are promoted on the Work Welsh webpage, Yr Hwb.

LWtV continues to support Welsh speakers and learners to come together in informal coffee mornings. Some of these groups were started by Menter Bro Morgannwg who later withdrew. Other groups have been started by learners and retired tutors. These groups continue to receive the support of LWtV. On a weekly basis LWtV advertises the opportunities on its calendar which was issued as a hard copy at the start of the year and is updated in the digital version on the website.

[learn-welsh-calendar-2022-23-v-chwe-23-cym.pdf \(dysgucymraeg.cymru\)](#)

The Work Welsh coordinator has also arranged a series of informal events throughout the year, including quizzes, curry nights, and singing sessions. The Work Welsh coordinator also hosts two weekly online 'coffee mornings' for Welsh learners and speakers. See action 1.8 for further details and pictures.

2.3	Aims: Provide opportunities for Welsh learners to integrate into Welsh speaking networks and organisations		
Activity	Plan a varied programme of social activities to bring Welsh speakers and learners together, with a specific programme to target especially 11-25 year olds and also those from protected characteristic groups	Target by 2027	Draw up an annual calendar of events and provide marketing support
Responsibility	Vale of Glamorgan Council (Learn Welsh the Vale) in partnership with: Menter Bro Morgannwg; the Urdd	Link to Corporate Plan Wellbeing objective	1 - To work with and for our communities 3 - To support people at home and in their community

Update

Since September 2022, Welsh courses were made free to learners under 25. Some separate courses were advertised specifically for that age group. It has been found there are difficulties recruiting people of that age group over the summer as they often do not receive their college timetable or start a job until September. This results in many learners not attending even the first lesson. It has now been decided that offering the courses free is a suitable plan but whilst also integrating learners of all ages in classes.

The primary factor for learners in previous trials e.g., *Welsh for the Family* (a coursebook designed to prioritise the Welsh needed by parents) found that location and timetable were the driving factors in selecting a class. This has often resulted in adults without children attending these courses. These learners are accepted alongside parents and grandparents without a problem. It is more effective to tailor all classes to suit the group's dynamic rather than advertising for a particular demographic and finding it attracts everyone.

LWtV is not able to accept anyone under the age of 16 in the main teaching programme. However, family events welcome the family to learn together through activities e.g., Dathliad Nadolig- Christmas Celebration.

Menter also host targeted events to bring young 11-25 Welsh learners and fluent Welsh speakers together have been numerous.

The main integration activities have included:

- Gwyl Fach y Fro
- Welsh themed celebration days at Cardiff and Vale College including St David’s Day, Shwmae Shwmae, Welsh Music Day.
- Radio Workshops with Radio Bro
- Gigs at the Paget Rooms and Memo were also well supported by young people as school-based bands were on the line-up.

We worked closely with LWtV to provide opportunities for Welsh learners to attend social events. For example, free tickets were provided for students enrolled on Welsh for Adults course to attend the music events that we arranged. In total 125 individuals took advantage of this scheme.

2.4	Aims: 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		
Activity	Develop a joint strategy that enables Welsh to become the language of social and leisure activities Arrange a series of recreational activities to cater for a variety of different interests, for example, sport, drama, dance, arts and crafts, computer games, outdoor pursuits etc	Target by 2027	Programme to be agreed and implemented
Responsibility	Vale of Glamorgan Council (Vale Youth Service / Leisure Services) in partnership with: Children and Young People’s Programme Board; Menter Bro Morgannwg; the Urdd	Link to Corporate Plan Wellbeing objective	2 - To support learning, employment and sustainable economic growth 3 - To support people at home and in their community

Update

The main focus of Menter's work in 2022/23 has been on the development of the provision for children and young people. Ensuring that social activities and opportunities returned after the pandemic period was a key priority for us.

Weekly clubs have included:

	Sessions attended
Barry Dance Club	210
Cowbridge Netball	360
Under 5s Football	270
Football Year 1-2	300

We continued to work in partnership with the Urdd while funding the provision of sports clubs including football and netball. Alongside the sports clubs, Menter's long-term clubs such as drama and karate have continued to run in the Penarth and Llantwit Major area. These clubs provide the opportunity for children to attend a social activity through the medium of Welsh.

One of the main provisions for children was the Bwrlwm service which runs in every holiday period. The open access play sessions were provided in 4 locations across the County, attracting over 1450 children to play sessions over the year. This offered an opportunity for children to use their Welsh in social contexts outside the school term, building linguistic confidence. The provision is focused on some of the most underprivileged areas and over 85% of the children who attended were from non-Welsh speaking homes. In addition, the Bwrlwm groups have meant that there is an increase in the use of the language at a time when many children would not be involved in the Welsh language as it was the school holidays. This helps the children to establish social habits in the Welsh language as well as creating Welsh language employment for a number of young people.

As a result of the support from the Vale of Glamorgan Council's Early Years service and Mentrau iaith Cymru, we were successful in our grant applications to the Summer of Smiles fund. This enabled us to run a number of activities over the summer holidays for children of primary age including paddle boarding, pony trekking and radio workshops. These activities proved extremely popular and all were all at capacity

2.5	Aims: Encourage greater social use of Welsh by pupils attending Ysgol Gymraeg Bro Morgannwg - online and in the community		
Activity	Ysgol Gymraeg Bro Morgannwg to agree a Mission Statement and code of conduct and establish a Young People's Welsh Language Forum	Target by 2027	Arrange at least 3 significant Welsh language activities during each school year Forum to include a representative of every school year
Responsibility	Vale of Glamorgan Council (Learning and Skills) in partnership with: Ysgol Gymraeg Bro Morgannwg; the Urdd;	Link to Corporate Plan Wellbeing objective	2 - To support learning, employment and sustainable economic growth 3 - To support people at home and in their community

Update			
Ysgol Bro Morgannwg have been contacted for comment and update on the Welsh language activities arranged through the school year, the Welsh Language Forum, and mission statement.			
2.6	Support current Welsh-medium youth clubs		
Activity	Support current clubs and investigate the possibility of setting up similar provision elsewhere	Target by 2027	Extend current provision to include Penarth and Cowbridge
Responsibility	Vale of Glamorgan Council (Learning and Skills) in partnership with:the Urdd; Menter Bro Morgannwg	Link to Corporate Plan Wellbeing objective	2 - To support learning, employment and sustainable economic growth 3 - To support people at home and in their community
Update			
During the past year we have worked closely with the newly established Welsh language Youth Club in Barry. Although the club is run on a weekly basis by the Urdd, Menter play a significant role in delivering numerous workshops. As part of the weekly sessions, children have participated in craft sessions to develop deck chairs for Gwyl Fach y Fro as well as numerous bunting-creating sessions and graffiti workshops. The fruits of this work will be visible at Gwyl Fach y Fro in May. See pictures:			



During the year we have also worked closely with young people to develop a paddle boarding club through the medium of Welsh. This required the need to identify potential leaders, providing a training course, and establishing a group. Six 16–18 year-olds undertook the training course and became qualified paddle board instructors. They have since run regular paddle board sessions for teenagers.

[Read a testimonial here](#)



Resources and energy have been focussed on strengthening Welsh-medium youth club in Barry. Staffing issues and resources prevent expansion across the Vale. From September 2023, we aim to work closely with the youth service and the Urdd to develop Welsh language youth provision in other venues within the Vale.

2.7	Aims: Increase number of Welsh language activities that cater for the interest of families		
Activity	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	Target by 2027	Working within the agreement with Menter Bro Morgannwg, facilitate regular family fun days during the year in different parts of the county and support the increase attendance at Gŵyl Fach y Fro to 3,000
Responsibility	Vale of Glamorgan Council (Learn Welsh the Vale) in partnership with: Menter Bro Morgannwg; the Urdd; Cardiff and Vale UHB; Flying Start Dechrau'n Deg	Link to Corporate Plan Wellbeing objective	1 - To work with and for our communities 3 - To support people at home and in their community
Update			
<p>Gwyl Fach y Fro was held in May 2022 in a new location further along the sea front. Attendance was 8,000 (a record for the festival). Every Welsh Language school in the Vale participated on the day, as well as two English medium schools. In addition, two local choirs and a drama academy participated. Partners on the day included Welsh for Adults, the Urdd and many local crafts people providing workshops. We also engaged with twelve local business that ran a variety of stalls at the festival including crafts, clothing, art, and recycling. Many local food and drink vendors also participated on the day.</p> <p>The 2022 festival had the broadest range of performers from BAME backgrounds with four bands having BAME representation.</p> <p>In advance of the festival there were numerous arts engagement sessions with local children including graffiti workshops and sessions to develop new Welsh language rock/pop bands in the Vale.</p> <p>Learn Welsh the Vale were present at Gwyl Fach y Fro and have also worked with Menter to deliver events at Palmerston Centre for Halloween, Christmas and Easter. The calendar of events shows what took place throughout the year: learn-welsh-calendar-2022-23-v-chwe-23-cym.pdf (dysgucymraeg.cymru)</p>			
2.8	Aims: Develop the Welsh music scene and the arts		
Activity	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	Target by 2027	Hold a regular number of events each year for adults and young people around the Vale and ensure that at least 60 people attend each event
Responsibility	Vale of Glamorgan Council (Learn Welsh the Vale) in partnership with the Urdd; Menter Bro Morgannwg; Vale of	Link to Corporate Plan Wellbeing objective	1 - To work with and for our communities

	Glamorgan Council; all Fforwm Iaith Partners		3 - To support people at home and in their community															
Update																		
<p>Gwyl Fach y Fro was a big success in 2022 with over 8000 people attending and positive input from all Welsh medium schools. Arrangements for 2023 Gwyl Fach y Fro are underway, along with a fringe festival. Gigs Fach y Fro also held two events in May and September 2022, with over 450 multi-generational attendees across both events.</p>																		
<p>When LWtV are offered a funded artiste, they work in partnership with Menter Bro Morgannwg to bring learners and Welsh speakers together e.g. Gwilym Bowen on the eve of Gŵyl Fach y Fro 2022. This event proved so popular that a larger venue had to be found to accommodate the number of people who wanted to attend.</p>																		
<p>Gigs Bach y Fro returned in 2022/23</p>																		
<table border="1"> <thead> <tr> <th data-bbox="192 608 551 655">Performance</th> <th data-bbox="551 608 853 655">Location</th> <th data-bbox="853 608 1059 655">Attendance</th> </tr> </thead> <tbody> <tr> <td data-bbox="192 655 551 719">Gwilym Bowen Rhys</td> <td data-bbox="551 655 853 719">Memo, Barry</td> <td data-bbox="853 655 1059 719">90</td> </tr> <tr> <td data-bbox="192 719 551 783">Dafydd Iwan and Ukulele Orchestra</td> <td data-bbox="551 719 853 783">Paget Rooms, Penarth</td> <td data-bbox="853 719 1059 783">350</td> </tr> <tr> <td data-bbox="192 783 551 847">Brigyn</td> <td data-bbox="551 783 853 847">Foxy's Deli, Penarth</td> <td data-bbox="853 783 1059 847">35</td> </tr> <tr> <td data-bbox="192 847 551 911">Tudur Owen – comedy</td> <td data-bbox="551 847 853 911">Memo, Barry</td> <td data-bbox="853 847 1059 911">150</td> </tr> </tbody> </table>	Performance	Location	Attendance	Gwilym Bowen Rhys	Memo, Barry	90	Dafydd Iwan and Ukulele Orchestra	Paget Rooms, Penarth	350	Brigyn	Foxy's Deli, Penarth	35	Tudur Owen – comedy	Memo, Barry	150			
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Tudur Owen – comedy	Memo, Barry	150																
<p>We collaborated with Learn Welsh the Vale on all our music events and provided Welsh learners with free tickets encouraging in participation and integration with fluent Welsh speakers.</p>																		
<p>In addition, a number of music events were held In Ysgol Bro Morgannwg with singer Hanna Lili. Also, music events were held in Cardiff and Vale College to celebrate Welsh themed days – Santes Dwynwen and Welsh Music Day.</p>																		



Tudur Owen performs at the Memo, Barry.



Dafydd Iwan performs at the Paget Rooms, Penarth.

2.9	Aims: Increase fitness, leisure and well-being opportunities through the medium of Welsh		
Activity	Increase the number of swimming lessons and fitness classes that are available in Welsh for all schools and settings. Collaborate with sports associations to ensure that coaching is available through the medium of Welsh. Link with Health Board in terms of fitness as recovery	Target by 2027	Agree a plan of action in Year 1 for increasing Welsh language provision for Welsh-medium schools and increased provision as appropriate for English-medium schools and other settings
Responsibility	Vale of Glamorgan Council (Leisure Services) in partnership with: Legacy Leisure (the Council's Leisure Management Contractor); the Urdd; Cardiff and Vale Health Board; Menter Bro Morgannwg; Cardiff and Vale College	Link to Corporate Plan Wellbeing objective	1 - To work with and for our communities 2 - To support learning, employment and sustainable economic growth 3 - To support people at home and in their community

Update

We have contacted Leisure Services for an update on swimming.

Leisure services have also done the following:

- worked with Welsh medium primary schools through the Play Makers young ambassadors project and Active Schools challenge
- worked with Ysgol Bro Morgannwg in partnership with the Urdd, organising delivery of tennis activities and Young Ambassadors project

<ul style="list-style-type: none"> - Summer of Fun programme - Liaison with Menter Bro Morgannwg 			
2.10	Aims: Ensure that Leisure Centres proactively promote the use of Welsh		
Activity:	Nominate a Language Champion in every leisure centre with responsibility for actively promoting Welsh both visually and in its leisure provision (jointly with Equalities)	Target by 2027	Training for Language Champions to be completed with monitoring processes established to evaluate progress on language use
Responsibility	Vale of Glamorgan Council (Leisure Services / Equalities and Welsh Language Team) in partnership with: Legacy Leisure (the Council's Leisure Management Contractor); the Urdd; Menter Bro Morgannwg;	Link to Corporate Plan Wellbeing objective	1 - To work with and for our communities 3 - To support people at home and in their community
Update			
We have contacted Leisure Services for an update on Welsh Language Champions.			
Leisure services have also done the following:			
<ul style="list-style-type: none"> - worked with Welsh medium primary schools through the Play Makers young ambassadors project and Active Schools challenge - worked with Ysgol Bro Morgannwg in partnership with the Urdd, organising delivery of tennis activities and Young Ambassadors project - Summer of Fun programme - Liaison with Menter Bro Morgannwg 			

2.11	Aims: Enable staff and elected members to be aware of history and culture of Welsh language including compliance with Welsh language legislation		
Activity	Arrange a programme of Welsh Language Awareness and Compliance training and include in induction for new staff	Target by 2027	Agree a training programme
Responsibility	Vale of Glamorgan Council (Learn Welsh the Vale / Equalities and Welsh Language Team)	Link to Corporate Plan Wellbeing objective	2 - To support learning, employment and sustainable economic growth 4 - To respect, enhance and enjoy our environment
Update			

A Welsh Awareness course has been developed. It will be available on iDev for staff later in 2023.

Welsh awareness training was delivered to councillors as part of the mandatory new member Equalities training.

We have provided Welsh language updates for the Strategic Insight Board and Heads of Service in February 2023, as well as for heads of service in March 2023.

2.12	Aims: Encourage staff and elected members to use Welsh in internal and external meetings and in presentations		
Activity	Provide training on presentation skills in Welsh and explore the practicalities of providing translation facilities at internal meetings	Target by 2027	Develop and deliver a training programme
Responsibility	Vale of Glamorgan Council (Equalities and Welsh Language Team)	Link to Corporate Plan Wellbeing objective	2 - To support learning, employment and sustainable economic growth

Update

During our St David's Day celebrations, we talked with attending staff about starting and ending meetings in Welsh. We shared lists and examples of simple Welsh words and phrases to use throughout the working day and encouraged staff to use what they know in order to get staff more confident to use Welsh on a daily basis.

[The list we provided can be seen here](#)

This information will be shared on Staffnet on the Yr Hwb page.

2.13	Aims: Ensure that the websites and social media of all partners in the strategy are used to share information about the Welsh language		
Activity	Further develop website and social media channels to provide information to Welsh speakers and learners and partner organisations about activities, events, job opportunities. Ensure that contact details of as many school leavers as possible are recorded (with GDPR considerations in place)	Target by 2027	Regular information on Welsh Language specific activities is included in the Council's social media plans and in the further development of the website.
Responsibility	Vale of Glamorgan Council (Equalities and Welsh Language Team) in	Link to Corporate Plan Wellbeing	2 - To support learning, employment and sustainable economic growth

	partnership with all Fforwm Iaith Partners; objective	3 - To support people at home and in their community
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Update

Communications have done the following on the Council's internal and external websites and social media streams:

- Promoted the Welsh Speakers Employment and Education Fair (Feb 23)
- Welsh Language Rights Day – promoted Work Welsh with video of the Council's learners / speakers
- Promoted Menter Bro Morgannwg Summer of Fun radio sessions
- Shared some Menter Bro Morgannwg posts - eg St Davids Day event
- Shared some Learn Welsh Bro posts
- Promoted Mudiad Meithrin Videos
- Celebrated Urdd Eisteddfod
- Promoted Pen Y Garth open day
- Promoted Ysgol Iolo Morganwg consultation
- Dydd Gwyl Dewi (1 March)
- Diwrnod Hawliau (6 December)
- Ongoing promotion of Welsh Medium Education via Mudiad Meithrin videos.

Menter Bro Morgannwg digital indicators:

Indicator	Number
Social media posts	434
Online / hybrid activities	59
Number of participants	900

2.14	Enable Welsh-medium education and social activities to be available to all residents of the Vale regardless of background or location		
Activity	Gather and analyse anonymised data and statistics on the people accessing Welsh medium education and social activities around diversity, socio-economic position and if they are from Black, Asian and minority ethnic communities	Target by 2027	Information gathered in Year 1, with a view to producing an awareness raising campaign in Year 2

Responsibility	Vale of Glamorgan Council (Equalities and Welsh Language Team) in partnership with: all Fforwm Iaith Partners	Link to Corporate Plan Wellbeing objective	1 - To work with and for our communities 2 - To support learning, employment and sustainable economic growth 3 - To support people at home and in their community
Update			
Work is underway to look at equalities monitoring of people accessing Welsh medium education and social activities, to see if an awareness raising campaign or focussed marketing is required in Year 2 of the promotion strategy. We will look at whether we need to target promotion. We anticipate working with the Regional Welsh Education Champion on the promotion of Welsh medium education.			
2.15	Aims: Increase the contacts and networking with non-Welsh language organisations in the private and voluntary sectors		
Activity	Promote and encourage the Welsh language and multilingualism in general within sectors not directly covered by Welsh language legislation.	Target by 2027	Engage with the private and voluntary sectors in the Vale of Glamorgan
Responsibility	Vale of Glamorgan Council (Equalities and Welsh Language Team) in partnership with: Menter Bro Morgannwg; all Fforwm Iaith Partners	Link to Corporate Plan Wellbeing objective	1 - To work with and for our communities 2 - To support learning, employment and sustainable economic growth
Update			
Menter have worked to promote the Welsh language throughout the year with a variety of organisations including:			
<ul style="list-style-type: none"> • The Memo, Barry • Jacksons Bay Paddleboarding Club – Island SUP • Kitsch N Sync • Foxy's Deli • Hurts So Good • Duke Of Wellington and Vale of Glamorgan pubs in Cowbridge • Cardiff and Vale Health Board 			

Theme 3: Creating favourable conditions – infrastructure and context

3.1	Aims: Use social media to share information with young people and job seekers about job opportunities and apprenticeships that require bilingual skills		
Activity	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	Target by 2027	Careers Wales, Ysgol Gymraeg Bro Morgannwg and Cardiff and Vale College to agree a plan of action and devise innovative ways of providing information via apps and social media
Responsibility	Careers Wales; LEA; Ysgol Gymraeg Bro Morgannwg; Cardiff and Vale College; the Urdd	Link to Corporate Plan Wellbeing objective	2 - To support learning, employment and sustainable economic growth 3 - To support people at home and in their community
Update			
Ysgol Bro Morgannwg have been contacted for an update. We are also aiming to forge a connection with Cardiff and Vale College to obtain more data. Vale of Glamorgan Council job adverts are shared by LWTV and Menter on social media.			
3.1	Aims: Hold a Careers/Jobs Fair event targeted at promoting bilingual skills as work-related skills		
Activity	Arrange a Careers/Jobs Fair either physically or on-line promoting bilingual skills as a work-related skill including sessions aimed at 16-25 year olds, and job-seekers returning to employment.	Target by 2027	One event per financial year
Responsibility	Vale of Glamorgan Council (Learning and Skills) in partnership with: Careers Wales; all Fforwm Iaith Partners; Ysgol Gymraeg Bro Morgannwg; Cardiff and Vale College; the Urdd; Cardiff and Vale Health Board; regional partners, for example, neighbouring local authorities	Link to Corporate Plan Wellbeing objective	1 - To work with and for our communities 2 - To support learning, employment and sustainable economic growth 3 - To support people at home and in their community
Update			
Menter worked with the Urdd to organise a Careers / Jobs Fair at Ysgol Bro Morgannwg in Barry in January 2023. The following organisations took part: Urdd (Sports), Urdd (Apprenticeships), Cardiff University, University of South Wales, Careers Wales, Education Workforce Council, Menter Bro Morgannwg & Menter Caerdydd.			

3.3	Aims: Support the development of childcare through the medium of Welsh, including during school holidays		
Activity	Carry out a review of the childcare needs of parents with children in Welsh-medium education and continue with Welsh-medium play schemes during school holidays	Target by 2027	Support the development of after-school or wrap-around childcare where needs are identified and increase the numbers attending holiday play schemes by 100%
Responsibility	Vale of Glamorgan Council (Learning and Skills) in partnership with: Menter Bro Morgannwg; Children and Young People Partnership;	Link to Corporate Plan Wellbeing objective	2 - To support learning, employment and sustainable economic growth 3 - To support people at home and in their community
Update			
An update will be included in the WESP.			
The Learning & Skills Directorate are currently drafting the Vale of Glamorgan Council's WESP Annual Report 2022-23 for approval by Welsh Government. The deadline submission date is 31 July 2023 and the WESP Annual Report will feed into the relevant actions of the Vale's 2022-23 Welsh Language Promotion Strategy once completed and approved by Welsh Government.			
The percentage of children taught through Welsh medium is expected to increase incrementally over the next five years with the expansion of Ysgol Sant Baruc in April 2023 and proposed expansion of Ysgol Bro Morgannwg. Nursery places at Ysgol Sant Baruc increased in September 2022, and this is expected to continue at the new school site. These developments may likely lead to increased demand for wrap-around or after-school childcare.			
3.4	Aims: Raise awareness of Welsh language in digital and print networks		
Activity	Continue to ensure that Welsh language content is included in on-line and printed news outlets	Target by 2027	Develop provision to include articles both in the printed and on-line versions
Responsibility	Vale of Glamorgan Council (Communications) in partnership with: Menter Bro Morgannwg; all Fforwm Iaith Partners	Link to Corporate Plan Wellbeing objective	1 - To work with and for our communities 2 - To support learning, employment and sustainable economic growth 3 - To support people at home and in their community
Update			
All of the output from Communications including external articles, internal articles on Staffnet/Staffnet+, emails, and social media posts are bilingual. There are separate Welsh language social media accounts on Facebook and Twitter.			

3.5	Aims: Consider the possibility of the Fforwm Iaith partnership establishing a Welsh Language Centre / Community Hub in the Vale		
Activity	Undertake a feasibility study to explore the potential of establishing a Centre/Hub in an accessible location, to promote social activities in Welsh - liaise with Glamorgan Volunteering Services to increase participation of non-Welsh language organisations.	Target by 2027	Carry out a feasibility study and funding opportunities, including current models from across Wales, including physical asset such as the potential for Community Asset Transfer (by March 2023).
Responsibility	Vale of Glamorgan Council (Equalities and Welsh Language Team) in partnership with: all Fforwm Iaith Partners plus others locally such as Barry Town Council and across Wales such as other local authorities and Mentrau Iaith	Link to Corporate Plan Wellbeing objective	1 - To work with and for our communities 2 - To support learning, employment and sustainable economic growth
Update			
Action is to be deferred to 2023/24 due to scale and financial climate.			
3.6	Aims: Provide Staffnet support for Welsh speakers and learners		
Activity	Use Staffnet to sign-post staff to useful language resources, for example e-learning, on-line grammar and spell checkers, on-line dictionaries and translation tools, Welsh language courses, and activities in the community	Target for 2027	Complete list of on-line resources
Responsibility	Vale of Glamorgan Council; Learn Welsh the Vale; Vale of Glamorgan Council Welsh Language Officer	Link to Corporate Plan Wellbeing objective	2 - To support learning, employment and sustainable economic growth
Update			
A page on Staffnet, Yr Hwb, has been set up by the Work Welsh Coordinator and Welsh Language Officer. It includes links to Work Welsh courses, Learn Welsh the Vale online courses, tools, translation information, and events such as weekly coffee mornings and lunchtime drop-in sessions.			
Work Welsh: Yr Hwb (valeofglamorgan.gov.uk) Work Welsh: Upcoming Events (valeofglamorgan.gov.uk) Courses (valeofglamorgan.gov.uk)			
The short film made in November 2022 with Welsh learners sharing experiences is available to view:			

[Welsh Language Rights Day | Wednesday 7 December was Welsh Language Rights Day which aims to raise awareness of the opportunities available to use the Welsh language in the... | By Vale of Glamorgan Council | Facebook](#)

3.7	Aims: Develop confidence of Council staff and members in the use of written Welsh		
Activity	Ensure Cysyll and Cysgair (Welsh language grammar and spell checkers) are installed on all staff and elected members' computers as standard.	Target by 2027	All computer packages installed and operational
Responsibility	Vale of Glamorgan Council (Equalities and Welsh Language Team)	Link to Corporate Plan Wellbeing objective	2 - To support learning, employment and sustainable economic growth
Update			
<p>Cysyll and Cysgair software is installed on all Council staff computers and laptops as standard.</p> <p>During our St David's Day celebrations, we talked with attending staff about starting and ending meetings in Welsh. We shared lists and examples of simple Welsh words and phrases to use throughout the working day, and encouraged staff to use what they know in order to get staff more confident to use Welsh on a daily basis.</p> <p>We also promoted the Work Welsh courses available to staff.</p>			

3.8	Aims: Review memberships of local and regional Welsh language networks		
Activity	Fforwm Iaith to review memberships of local and regional Welsh language networks and update as necessary, inviting "missing" partners to attend the Fforwm Iaith and other groups. In accordance with Data Protection and GDPR considerations, assess what monitoring information can be shared between partners regionally to assist in achieving targets within the new Promotion Strategy.	Target by 2027	Increase participation from other partners/sectors, for example, Cardiff and Vale University Health Board, housing associations, community and third sector organisations.
Responsibility	Vale of Glamorgan Council (Equalities and Welsh Language Team) in partnership with: Menter Bro Morgannwg; all Fforwm Iaith partners	Link to Corporate Plan Wellbeing objective	1 - To work with and for our communities 2 - To support learning, employment and sustainable economic growth

			3 - To support people at home and in their community 4 - To respect, enhance and enjoy our environment
Update			
We are a member of Grwp Deddf. This is a national group of Welsh language officers from all Welsh local authorities. It provides the opportunity to share experiences and good practice, and also forge links across the councils. The group has developed the role of Welsh Language Champion who is employed by the Welsh Government, based in Menter Caerffili, and works on behalf of the south-east local authorities on a variety of Welsh-based projects in particular education.			
3.9	Aims: Increase partnership working on cross-boundary and regional projects		
Activity	Where feasible, undertake projects between partners regionally to assist in achieving targets within the new Promotion Strategy	Target by 2027	On-going
Responsibility	All Fforwm Iaith partners as relevant per project; regional partnerships and for a such as CCR, Grŵp Deddf, WLGA's Rhwydiaith network	Link to Corporate Plan Wellbeing objective	1 - To work with and for our communities 2 - To support learning, employment and sustainable economic growth
Update			
The Welsh Language Champion will be in position from April 2023 so we anticipate accessing projects and joint-funding to help achieve targets going forward.			
3.10	Aims: In line with the WESP, develop projects under the Sustainable Communities for Learning Programme (previously 21st Century Schools)		
Activity	Develop more Welsh-medium schools, centres for adult and community learning, immersion, community groups as part of our strategic outline programme.	Target for 2027	On-going
Responsibility	Vale of Glamorgan Council in partnership with all Fforwm Iaith partners; WESP group	Link to Corporate Plan Wellbeing objective	1 - To work with and for our communities 2 - To support learning, employment and sustainable economic growth
Update			
The Welsh immersion centre for primary-age children opened in February 2022. Ysgol Sant Baruc moved to its new site in January 2023. Plans are in place for Ysgol Bro Morgannwg.			

<p>Staff and financial resources are focused on existing centres, sessions, and groups to ensure numbers and energy are best placed to revert declines following pandemic restrictions.</p> <p>Further details will be included in the WESP annual report due for submission by the end of July 2023.</p>			
3.11	Aims: Undertake a Place Names project to list the Welsh/English and other place names, in line with the national online database		
Activity	To list standardised place names in the Vale for use in street naming and signage	Target by 2027	List completed and approved
Responsibility	Vale of Glamorgan Council (Policy and Business Transformation) in partnership with: Menter Bro Morgannwg; Welsh Language Commissioner's Place Names Panel; Local history groups	Link to Corporate Plan Wellbeing objective	1 - To work with and for our communities 4 - To respect, enhance and enjoy our environment
Update			
<p>The process to list standardised Welsh place names in the Vale for use in street naming and signage will be carried out over 2023/24. This is based on guidance from the Welsh Language Commissioner.</p> <p>Membership of the review panel changed in September 2022 as a result of different members following the local government elections.</p>			

3.12	Aims: Review the Council's Language Skills Strategy and undertake an updated linguistic skills assessment		
Activity	Review and update the Strategy and update the analysis of the linguistic skills of staff (Welsh and all other languages), identify gaps in service areas that require bilingual skills and identify training needs	Target by 2027	Review the Language Skills Strategy during 2023 for approval in 2023, and produce an updated language skills audit and analysis
Responsibility	Vale of Glamorgan Council (Equalities and Welsh Language Team / Human Resources)	Link to Corporate Plan Wellbeing objective	2 - To support learning, employment and sustainable economic growth
Update			
<p>The first planning steps of a Council-wide linguistic skills assessment took place in early 2023 with HR. The introduction of the new Oracle Fusion has meant the skills survey will be delayed until later in 2023.</p>			

3.13	Aims: Ensure that the monitoring information and data for the 5-year Promotion Strategy, WESP, annual Welsh Language Standards compliance and Linguistic Skills Strategy reports are compiled and reported on consistently		
Activity	Increased consistency of reporting data across the reports to all relevant Scrutiny Committees and outside reporting bodies	Target by 2027	Each year, the reports to show greater consistency and level of detail as well as progress
Responsibility	Vale of Glamorgan Council (all departments) in partnership with all Fforwm Iaith partners	Link to Corporate Plan Wellbeing objective	1 - To work with and for our communities 2 - To support learning, employment and sustainable economic growth 3 - To support people at home and in their community
Update			
<p>An update will be included in the WESP.</p> <p>The Learning & Skills Directorate are currently drafting the Vale of Glamorgan Council's WESP Annual Report 2022-23 for approval by Welsh Government. The deadline submission date is 31 July 2023 and the WESP Annual Report will feed into the relevant actions of the Vale's 2022-23 Welsh Language Promotion Strategy once completed and approved by Welsh Government.</p> <p>Officers from Learnings and Skills have been with the Equalities and Welsh Language Officer to discuss synergies, reduce duplication and optimise common actions between the WESP and Welsh Language Promotion Strategies. It is hoped that reporting will therefore be more streamlined.</p>			
3.14	Aims: Undertake a review of this action plan at the end of year two and approve the updated version		
Activity	Carry out a review of the actions in late 2023 to date and amend as required, taking into account any new circumstances	Target by 2027	Promotion Strategy Action Plan updated and approved by March 2025
Responsibility	Vale of Glamorgan Council (Equalities and Welsh Language Team) in partnership with all Fforwm Iaith partners	Link to Corporate Plan Wellbeing objective	1 - To work with and for our communities 2 - To support learning, employment and sustainable economic growth 3 - To support people at home and in their community 4 - To respect, enhance and enjoy our environment
Update			
<p>The officers, departments and organisations involved in the Welsh Language Promotion Strategy Action Plan have all been contacted for an update on activities and actions at the end of Year 1. The update is included as part of the 2022-23 Welsh Language Monitoring Report.</p>			

