

## Update on the Council's Welsh Language Promotion Strategy - Year 1 (2017-18)

Action	Policy Area	Aims	Activity	Target by 2021	Responsibility	Update
1.1	<b>Welsh for Adults</b>	Increase the number of adults learning Welsh	Increase marketing activity and extend number of courses available at all levels	Increase number of enrolments by 20%	Learn Welsh the Vale; Canolfan Dysgu Cymraeg Genedlaethol (National Welsh for Adults Centre)	The number of enrolments of adults learning Welsh increased by 40% by 2017.
1.2		Increase the number of learners progressing from Entry and Foundation levels to Higher level courses	Provide targeted support and guidance to encourage learners to progress to higher levels of fluency	Increase progression rates to higher levels by 20%	Learn Welsh the Vale; Canolfan Dysgu Cymraeg Genedlaethol (National Welsh for Adults Centre)	The number of learners on Higher and Fluency level courses increased to 54 in 2017-18 from 51 in 2016-17. Previously there were no courses at Fluency level.
1.3		Provide more language courses in the workplace at various levels of proficiency to enable more employees to work bilingually	Increase workplace provision in the public and voluntary sectors for beginners and tentative Welsh speakers	Increase workplace provision by 100%	Learn Welsh the Vale; Canolfan Dysgu Cymraeg Genedlaethol (National Welsh for Adults Centre)	LWtV was awarded a place on the Work Welsh framework of the National Centre for Learning Welsh in 2017 in partnership with Cardiff and Vale College. LWtV trains 80 employees of the VOG Council on mainstream Welsh for Adults course in 2017-18.
1.4		Provide informal opportunities for Welsh learners to meet and practise their language skills	Organise social activities and 'sesiynau sgwrs' (conversation sessions) to increase confidence and fluency levels	Establish 4 locations in the area to hold weekly opportunities for informal use of Welsh	Learn Welsh the Vale; Menter Bro Morgannwg	LWtV organises regular events for learners and fluent Welsh speakers together, including seasonal celebrations and Saturday Schools. Menter Bro Morgannwg have held conversation sessions in Foxy's Deli (Penarth),

						Academy Espresso Bar (Y Barri), Bear Hotel (Y Bontfaen) a Café Velo (Llanilltud Fawr). Menter Bro Morgannwg also holds evening sessions in the Old Swan Inn (Llantwit Major).
1.5		Provide opportunities for Welsh learners to integrate into Welsh speaking networks and organisations	Plan a varied programme of social activities to bring Welsh speakers and learners together	Draw up an annual calendar of events and provide marketing support	Learn Welsh the Vale; Menter Bro Morgannwg	With partnership working between Cymrodorion y Barri and LWtV, the number of advanced learners attending Cymrodorion meetings increased substantially in the Autumn of 2017. Joint events were organised including Noson Lawen. Over the last year, Menter Bro Morgannwg has held 3 Pub Quizzes, 4 Yoga sessions and 4 Gigs Bach y Fro (Small Gigs in the Vale) evenings - attracting fluent Welsh speakers and Welsh learners. Every one of the Menter's activity/courses aimed at adults, is planned and promoted clearly to be suitable for learners of every level as well as fluent speakers in order to encourage their social use of Welsh.
1.6		Provide opportunities for parents and children to learn Welsh	Arrange courses for families whereby adults and children	Organise family language courses during school	Learn Welsh the Vale;	LWtV was awarded an Innovation Grant by the NCLW to pilot a

		together	can enjoy activities that support their language learning	holidays		Homework Club for families with children in Welsh schools, during 2018.
1.7		Provide on-line opportunities for Welsh learners to practise their Welsh	Set up a designated on-line chat room/forum for Welsh learners in the area	To be established by September 2017	Learn Welsh the Vale; National Centre	LWtV Facebook and Twitter streams are in increasing use by learners and the organisation in order to share information about courses and events, opportunities to converse etc. LWtV shares information from partner organisations and other Welsh providers including Menter Bro Morgannwg and VOG Council.
2.1	<b>Children, Young People and Families</b>	Provide opportunities for children and parents to learn Welsh together	Arrange story time sessions in Welsh in various locations across the Vale, particularly in libraries	Establish story time sessions in all the major towns and establish as part of mainstream provision	Vale of Glamorgan Council; Menter Bro Morgannwg	Menter Bro Morgannwg holds 4 weekly Story Time sessions – in Penarth, Barry, Cowbridge and Llantwit Major libraries.
2.2		Work with key partners to create opportunities for children and young people to use Welsh outside school to strengthen the link between the language of education and the	Develop a joint strategy that enables Welsh to become the language of social and leisure activities	Publish joint strategy by October 2017	Vale Youth Service; Children and Young People's Programme Board; Menter Bro Morgannwg; Urdd Gobaith Cymru;	See below

		community				
2.3		Increase the number of social activities through the medium of Welsh for primary age children	Arrange a series of recreational activities to cater for a variety of different interests, e.g. sport, drama, dance, arts and crafts, computer games, outdoor pursuits etc	Programme to be agreed and implemented by September 2017	Menter Bro Morgannwg; Urdd Gobaith Cymru; Vale of Glamorgan Leisure Services	Menter Bro Morgannwg, in partnership with the Urdd's Sports Department, provides 10 weekly clubs for primary aged children. These include swimming lessons in Penarth Leisure Centre, Barry Leisure Centre and Hebron Hall, gymnastics club, athletics, netball and a number of multi-sports sessions after school.
2.4		Provide support for parents with children in WM schools to alleviate concerns about helping with homework	Establish Homework Clubs in WM schools or Community Centres to support parents who are non-Welsh speaking	Discussions to be held during current academic year with a view of establishing Homework Clubs by September 2018.	WM Primary Schools; Ysgol Gymraeg Bro Morgannwg; Learn Welsh the Vale	LWtV is establishing a homework club in partnership with Urdd, Menter Bro Morgannwg and Mudiad Meithrin, to be piloted in the summer term of 2018.
2.5		Encourage greater social use of Welsh by pupils attending Ysgol Gymraeg Bro Morgannwg	The school to agree a Mission Statement and code of conduct and establish a Language Use Forum	Language Use Forum to include representatives of every school year and to be established by September 2017	Ysgol Gymraeg Bro Morgannwg;	Meetings have been set up with the Learning and Skills department to co-ordinate as part of the WESP work.
2.6		Provide opportunities	Establish a Young	Arrange at least 3	Ysgol Gymraeg Bro	Meetings have been set

		for young people in Ysgol Gymraeg Bro Morgannwg to use Welsh in the community	People's Forum in Ysgol Gymraeg Bro Morgannwg and support it to arrange a series of social activities	significant Welsh language activities during each school year	Morgannwg; Urdd Gobaith Cymru	up with the Learning and Skills department to co-ordinate as part of the WESP work.
2.7		Provide opportunities for young people in Ysgol Gymraeg Bro Morgannwg to use Welsh outside the classroom	Support current Welsh-medium youth club at the Palmerston Centre, Barry and consider possibility of setting up similar provision elsewhere	Extend current provision to include Penarth and Cowbridge	Vale of Glamorgan Council; Urdd Gobaith Cymru;	See 2.3
2.8		Share information with young people about job opportunities and apprenticeships that require bilingual skills	Ensure that Careers Wales and careers officers in schools have the most up-to-date information about jobs requiring Welsh-language ability and proactively share this information with young people	Careers Wales, Ysgol Gymraeg Bro Morgannwg and Cardiff and Vale College to agree a plan of action by September 2017 and devise innovative ways of providing information via apps and social media	Careers Wales; Ysgol Gymraeg Bro Morgannwg; Cardiff and Vale College;	A business officer has been funded by Welsh Government until July. Further meetings will take place.
2.9		Use communication technology to advertise employment opportunities requiring bilingual skills	Develop a designated website, app and directory to advertise jobs and apprenticeships that require Welsh	Set up an information sharing Hub for major employers in the area which can be used to recruit	Careers Wales; LEA; Ysgol Gymraeg Bro Morgannwg; Cardiff and Vale College;	As above

			language skills	bilingual staff and apprentices		
2.10		Support the development of childcare through the medium of Welsh	Carry out a review of the childcare needs of parents with children in WM education	Support the development of after-school or wrap-around childcare where needs are identified.	Menter Bro Morgannwg; CYPP; Vale of Glamorgan Council	Schools have approached Menter Bro Morgannwg. Funding is the issue. A meeting to take place shortly as part of 2.12
2.11		Support the development of Welsh Medium childcare opportunities during school holidays	Continue with Welsh-medium play schemes during school holidays	Increase numbers attending holiday play schemes by 100%	Menter Bro Morgannwg; CYPP; Vale of Glamorgan Council	Vale of Glamorgan's Care Plan has been provided on the site of Ysgol Gymraeg Bro Morgannwg since February 2015 and is going from strength to strength. The provision is available for every child who is receiving Welsh primary education in the Vale, and is provided during every school holiday, except Christmas. This is the only Welsh medium full day care provision in the Vale of Glamorgan, and so it offers essential opportunities for parents to continue to work and for children to continue to use and practise their Welsh outside the school term. Over 600 children attend Holiday Care provision during 2017.  During the Summer

						holidays in 2017, Menter Bro Morgannwg also held 30 open sports sessions - 'BWRLWM' in parks and outside locations. These sports sessions were offered for free, with over 230 children attending at least one session over the period, and an average of 37 children in every session.
2.12		Provide day care provision through the medium of Welsh	Carry out feasibility study to investigate viability of establishing WM day care provision in the Vale	Complete feasibility study by March 2017	Menter Bro Morgannwg; Vale of Glamorgan Council	During December 2017 and January 2018, Menter Bro Morgannwg held a consultation to measure the demand for Welsh-medium Day Nurseries on the site of Ysgol Gymraeg Bro Morgannwg in Barry. As a result of this Needs Assessment a report has been produced by Menter and a meeting will take place in April of interested parties.
2.13		Increase number of Welsh language activities that cater for the interest of families	Build on the success of Gŵyl Fach y Fro and arrange similar events to coincide with Christmas, Santes Dwynwen and St David's Day celebrations	Arrange 3 family fun days during the year in different parts of the county and increase attendance at Gŵyl Fach y Fro to 3,000	Menter Bro Morgannwg; Urdd Gobaith Cymru; Learn Welsh the Vale; Vale of Glamorgan Council;	LWtV organises events to celebrate Christmas, St Dwynwen, the Celtic New Year and St David's Day annually, with an increasing number of people attending. Gŵyl Fach y Fro is growing and going from strength to strength every year. The event includes live music

						by leading artists of the Welsh music scene, performances by local school pupils, street entertainment, craft stands, food and drink, play area and sports activities, Gŵyl Fach y Fro 2017 was the most successful one yet, and over 6,500 people were attracted last year – an increase of over 100% from the previous year. Menter continue to closely collaborate with the Vale of Glamorgan's Events Officer, and discussions are already in progress with the Council and a number of other key partners for Gŵyl Fach y Fro 2018.
2.14		Develop the Welsh music scene and the arts through the Gigs Bach y Fro scheme	Continue with the Welsh language music and arts provision in different locations across the Vale and build on the success of Gigs Bach y Fro	Hold 6 events a year for adults around the Vale and ensure that at least 60 people attend each event	Menter Bro Morgannwg; Vale of Glamorgan Council	Gigs Bach y Fro continues with a variety of music and comedy nights held in various location across the Vale of Glamorgan. Menter are now dependent on the support of the Night Out Plan to finance the artists, and aim to hold 4 nights through the year, with Gŵyl Fach y Fro the yearly highlight in our calendar of music and arts



						events.
2.15		Increase leisure opportunities through the medium of Welsh for children and young people	Ensure that swimming lessons are available in Welsh for all WM schools	All WM schools to be offered swimming lessons through the medium of Welsh by September 2017	Leisure Services; Urdd Gobaith Cymru; Cardiff and Vale College	Welsh Medium Schools now have the opportunity to have swimming lessons delivered through the medium of Welsh by prior arrangement.
2.16		Increase leisure opportunities through the medium of Welsh	Ensure that swimming lessons are available in after-school provision through the medium of Welsh up to at least Level 1	Swimming lessons up to Level 1 to be available through the medium of Welsh in all main leisure centres by September 2017	Leisure Services; Urdd Gobaith Cymru; Cardiff and Vale College	Efforts have been made to explore both demand and opportunities for after school provision to be delivered through the medium of Welsh and level 1 classes are now available at Barry Leisure Centre at certain times. Additional swimming lessons in Welsh will be offered in the future subject to demand.
2.17		Increase leisure opportunities through the medium of Welsh	Ensure that fitness classes are available through the medium of Welsh	Establish at least 2 WM fitness classes by September 2018 and increase number over the next four years	Leisure Services; Menter Bro Morgannwg; Urdd Gobaith Cymru	There has been no proven demand for fitness classes in Welsh. However the Council's Leisure operator is more than willing to provide such lessons once a demand is established.
2.18		Increase leisure opportunities through the medium of Welsh	Collaborate with sports associations to ensure that coaching is available through the medium of Welsh in activities like	Agree a plan of action by September 2018 with main sports associations to train Welsh speaking	Sports Associations; Leisure Services; Urdd Gobaith Cymru	There have been significant improvements in the number of sports offered by sports development in the medium of Welsh.

			gymnastics, netball, hockey, tennis, rugby, football etc	coaches and establish Welsh-medium leisure clubs and activities		However for some sports it has proved impossible to find a suitable coach at this time.
2.19		Ensure that Leisure Centres proactively promote the use of Welsh	Appoint a Language Champion in every leisure centre with responsibility for actively promoting Welsh both visually and in its leisure provision	Training for Language Champions to be completed by September 2017 with monitoring processes established to evaluate progress on language use	Leisure Services; Urdd Gobaith Cymru; Menter Bro Morgannwg	This issue has been raised at the Client / Contractor meetings and a suitable resolution is currently being discussed
3.1	<b>Community Activities</b>	Use communication technology as an information and networking platform for Welsh speakers and learners	Further develop 'Echlysur' in the Vale as a communication network which provides information to Welsh speakers and learners about activities, events, job opportunities etc	Expand marketing of the networking platform and set a five year target of 3,000 subscribers	Menter Bro Morgannwg; Youth Service; Ysgol Gymraeg Bro Morgannwg; Urdd Gobaith Cymru	Menter Bro Morgannwg hold consistent 'campaigns' in order to increase the events database. This includes sharing information about the Menter and having stands in a number of events, distributing registration forms in our activities, and visiting every Welsh class for adults at the start of the academic year. By March 2018, over 1,100 residents were receiving information through e-mail about Welsh medium events and activities in the

						Vale. This is an effective source of sharing information about the Menter's activities, but they also share information/adverts from other Welsh partners in the area.
3.2		Use communication technology to keep in touch with pupils after they leave Ysgol Gymraeg Bro Morgannwg	Ensure that contact details of as many school leavers as possible are added to the networking platform	Collect contact details on an annual basis	Ysgol Gymraeg Bro Morgannwg; Menter Bro Morgannwg; Youth Service	There are informal Facebook and Linked in groups at the moment. Discussions will take place on how these can be developed and expanded.
3.3		Ensure community and volunteer involvement in planning and organising Welsh language activities	Set up a Community Hub to promote social activities in Welsh	Establish a Community Hub in the Vale by September 2018 and support them to arrange an annual programme of popular activities/ events	Menter Bro Morgannwg; Urdd Gobaith Cymru; Vale of Glamorgan Council	Depends on suitable grants being available.
3.4	MBMs current budget doesn't allow for weekly articles	Raise awareness of Welsh language in digital and print networks	Continue to ensure that Welsh language content is included in the Glamorgan Gem which is a printed and on-line community newspaper	Develop provision to include articles in the Glamorgan Gem both in the printed and on-line versions	Menter Bro Morgannwg; Glamorgan Gem	This partnership was established between Menter Bro Morgannwg and the Glamorgan GEM newspaper, following the Bwrw Mlaen grant from the Welsh Government in 2014/15. The Menter now produces a 2 page bilingual newsletter, 4 times a year – at the start of every new school term

						raising awareness about Welsh services, and a special edition after Gŵyl Fach y Fro.
3.5		Consider the possibility of establishing a Welsh Language Centre in the Vale	Undertake a feasibility study to explore the potential of establishing a Welsh Language Centre in Barry	Seek funding and carry out a feasibility study by September 2018	Vale of Glamorgan Council; Welsh Government; Menter Bro Morgannwg	To be addressed.
4.1	<b>Welsh in the Workplace</b>	The Council to comply fully with the Welsh Language Standards	Continue to implement the Welsh Standards Action Plan	The Insight group receive regular updates on compliance developments and issues	Vale of Glamorgan Council	An action plan has been developed and the majority of the actions have now been completed.
4.2		Assess linguistic skills of staff	Carry out a comprehensive analysis of the linguistic skills of staff and identify gaps in service areas that require bilingual skills and identify training needs	Complete language skills audit and analysis by December 2017	Vale of Glamorgan Council	A linguistic skills audit took place in 2016 and a further exercise in 2017 identified users without computer. Another survey is planned to take place in 2019.
4.3		Increase number of bilingual staff in order to provide services in accordance with requirements of the Welsh Language Standards	The Council to recruit sufficient Welsh speakers, invest in current Welsh speaking staff and support staff to increase their Welsh	The Language Skills Strategy to be reviewed by September 2017 with the aim of ensuring by 2021 that the proportion of bilingual staff	Vale of Glamorgan Council	The Council is taking positive action to train more staff and to recruit Welsh staff.

			language skills across all levels of language learning	broadly reflects that of the County Council.		
4.4		Adopt a proactive recruitment policy which will enable the Council to provide more bilingual services in line with the requirements of the Welsh Language Standards	All posts to be designated as either Welsh 'essential' or 'desirable'. Posts to be deemed 'essential' if no Welsh-speaker is currently employed in a service team or if the need for more bilingual capacity has been identified by managers.	A revised Language Skills Strategy outlining recruitment policy to be produced by March 2018	Vale of Glamorgan Council	All posts are designated as Welsh 'desirable' as a minimum.. The Linguistic Skills strategy will be reviewed in 2019.
4.5		Provide opportunities for staff to improve their language skills	Draw up a programme of language courses to develop skills and confidence of Welsh speakers and learners	Agree a training programme by June 2017	Vale of Glamorgan Council	Courses are available to staff via the Workplace Welsh scheme. Courses are also available from LWTV in Welsh e.g. First Aid and Food Hygiene.
4.6		Enable staff and elected members to be aware of history and culture of Welsh language including compliance with Welsh language legislation	Arrange a programme of Welsh Language Awareness and Compliance training and include in induction for new staff	Agree a training programme by June 2017	Vale of Glamorgan Council	Welsh awareness sessions took place with all elected members in May 2017. Staff received Welsh awareness in February and April 2018. More are planned.
4.7		Create an environment that encourages greater use of Welsh	Produce resources, promotional material and visual impacts that promote language use and fosters respect and	On-going	Vale of Glamorgan Council	Welsh badges on emails have been developed for speakers and learners. Welsh speakers wear lanyards. Signs throughout the building

			support for bilingualism			indicate the use of welsh is welcome.
4.8		Provide intranet support for Welsh speakers and learners	Use intranet to sign-post staff to useful language resources e.g. e-learning, on-line grammar and spell checkers, on-line dictionaries and translation tools	Complete list of on-line resources by January 2017	Vale of Glamorgan Council	A page has been developed for learners with links to resources and also a page for speakers to explain their rights.
4.9		Provide intranet support for Welsh speakers and learners	Develop intranet to sign-post staff to Welsh language courses and Welsh language activities in the community	Complete by October 2016 and continuously update	Vale of Glamorgan Council; Learn Welsh the Vale;	See above.
4.10		Normalise the use of Welsh in the workplace	Assess language preferences of staff in relation to internal operations:- correspondence; forms; complaints; performance reviews; training needs; staff policies, internal meetings etc	Assessment to be completed by March 2017	Vale of Glamorgan Council	Was done as part of the audit exercise.eg Staff survey was provided in Welsh to Welsh speakers.
4.11		Promote schemes that visually illustrate that Welsh is welcomed in the workplace	Continue to develop initiatives that create an environment which fosters the use of Welsh by staff, e.g. badges, posters, lanyards, use of <i>Cymraeg</i> logo	On-going	Vale of Glamorgan Council	Email footers now indicate prominently if members of staff are Welsh speakers or learners.

			on e-mail and intranet, e-mail signatures and out-of-office messages			
4.12		Distribute Welsh language promotional material to staff on intranet	Distribute badges, lanyards, posters, create bilingual screen savers and promote Welsh language courses	On-going	Vale of Glamorgan Council	This takes place regularly
4.13		Develop confidence in the use of written Welsh	Install Cysill and Cysgair (Welsh language grammar and spell checkers) on all staff and elected members' computers and iPads	All computer packages installed and operational by December 2016	Vale of Glamorgan Council	Installed on all computers where required.
4.14		Encourage staff and elected members to use Welsh in internal and external meetings and in presentations	Provide training on presentational skills in Welsh and explore the practicalities of providing translation facilities at internal meetings	Draw up a training programme by September 2017	Vale of Glamorgan Council	To be addressed