

THE VALE OF GLAMORGAN COUNCIL

CORPORATE PERFORMANCE AND RESOURCES SCRUTINY COMMITTEE:
18TH SEPTEMBER, 2024

REFERENCE FROM CABINET: 11TH JULY, 2024

“C64 WELSH LANGUAGE STANDARDS ANNUAL MONITORING REPORT 2023-24 (EAWL) (SCRUTINY – LEARNING AND CULTURE AND CORPORATE PERFORMANCE AND RESOURCES) –

The Cabinet Member presented the report, the purpose of which was to seek approval for the Council’s Annual Welsh Monitoring Report and update on 5-year Promotion Strategy.

Councillor Williams said he looked forward to the matter being discussed at the relevant Scrutiny Committees.

This was a matter for Executive decision.

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED –

(1) T H A T the Annual Welsh Monitoring Report for 2023-24 (attached at Appendix 1 to the report) and Update on the Welsh Language Promotional Strategy (attached at Appendix 2 to the report) be approved in principle, subject to consideration by Learning and Culture and Corporate Performance and Resources Scrutiny Committees.

(2) T H A T the report (and appendices) be referred to Learning and Culture and Corporate Performance and Resources Scrutiny Committees for consideration and if endorsed by the Committees, that the report be published.

Reasons for decisions

(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.”

Attached as Appendix – Report to Cabinet: 11th July, 2024

Meeting of:	Cabinet
Date of Meeting:	Thursday, 11 July 2024
Relevant Scrutiny Committees:	Learning and Culture and Corporate Performance & Resources
Report Title:	Welsh Language Standards Annual Monitoring Report 2023-24
Purpose of Report:	To seek approval for the Council's Annual Welsh Monitoring Report and update on 5-year Promotion Strategy
Report Owner:	Cabinet Member for Education, Arts and the Welsh Language
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 by the Cabinet.
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 Welsh Language Promotional Strategy for the Vale of Glamorgan (Appendix 2) for 2023/24. • It summarises the main areas where progress has been made and provides annual updates required by the Welsh Language Commissioner.

Recommendations

1. That Cabinet considers and approves the Annual Welsh Monitoring Report for 2023-24 (Appendix 1) and Update on the Welsh Language Promotional Strategy (Appendix 2) in principle, subject to consideration by Learning & Culture and Corporate Performance & Resources Scrutiny Committees.
2. That Cabinet refers this report (and appendices) to Learning & Culture and Corporate Performance & Resources Scrutiny Committee for 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 & Culture and Corporate Performance & 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 2023/24.

2. Key Issues for Consideration

- 2.1 Appendix 1 sets out the Welsh Language Annual Monitoring Report for 2023/24. The report outlines the main achievements for 2023/24 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 2024/25 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 was 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 Learning & Culture and Corporate Performance & Resources Scrutiny Committees (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 100% 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

The Vale of Glamorgan Council's [Welsh Language Promotion Strategy](#)



Appendix 1:

Welsh Language Standards

Annual Monitoring Report

2023-2024

**Statws Dim Drafft
No Status Draft**

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

Welsh Language Standards Monitoring Report 2023-2024

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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.

The standards are grouped into 5 categories:

- Service Delivery
- Policy Making
- Operational
- Promotion
- Record Keeping

The Welsh Language Standards require us to:

- Produce and publish on our website, a 5-year strategy that sets out how we propose to promote the Welsh language and to facilitate the use of the Welsh language more widely in our area. (Standards 145,146).
- Produce an annual report, in relation to each financial year, which deals with how we have complied with the standards and publish on our website. (Standards 158, 164, 170).

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.

Background – regulatory framework and legal context

This annual monitoring report demonstrates the Council's ongoing commitment to providing bilingual services to the public and staff members.

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 publishes this report on the Equalities section of the Council website along with other data on language matters.

We report on indicators in the following four areas as requested by the Welsh Language Commissioner:

- Complaints
- Recruitment
- Welsh Language Skills
- Welsh Language Training

We also report on other activity relating to compliance with the Welsh Language Standards as well as our achievements under our Welsh Language Promotion Strategy.

Complaints

Standard 158 (2) 164 (2) 170 (2d)

We must keep a record of the number of complaints received which relate to compliance with the Welsh Language Standards.

For the period April 2023 to March 2024, we received six complaints that relate to the Welsh language.

Complaints from the Welsh Language Commissioner	3
Complaints made directly to the Welsh Language Officer	2
Complaints made directly to the Council's corporate complaints system	1

Complaints made via the Welsh Language Commissioner's office

We have received three complaints via the Welsh Language Commissioner's office. One of these is not an official investigation but a suggestion to consider further. They are taking no further action on the second, and the third is still in progress.

Date received	Nature of complaint	Actions taken
27/06/2023	The complaint related to the public toilets at the Western Shelter, Barry Island. The mens' toilets were out of order and men were instructed to use the upstairs ladies' toilets instead. The 'wo' of 'Womens' was masked out so it read 'mens'. No Welsh language version of 'Mens' was provided and the Welsh language 'Menywod' (womens) was left on the sign.	The Operational Manager of Neighbourhood Services directly responded to the Welsh Language Commissioner who confirmed there would be no further action as non-compliance had been acknowledged, the issue remedied, and confirmed future actions such as procuring reusable temporary

		signage and Welsh language awareness training.
08/02/2024	The complaint related to a lack of reference to the Welsh language in the 2024/25 budget consultation.	This investigation is ongoing.
28/02/2024	This was not an official notification of a complaint or investigation but a representative of the Welsh Language Commissioner's office about English-only 'what3words' on Wales Coast Path signs. The Welsh Language Commissioner had received an enquiry about them and have been dealing with Natural Resources Wales, but the signs are Local Authority responsibility.	The Operational Manager for Regeneration and Planning has responded to the Welsh Language Commissioner's office.

Complaints made directly to the Council

We have received three complaints from members of the public. One complaint was made via the Council's corporate complaint mechanism and two complaints were emailed directly to the Welsh Language Officer.

Date received	Nature of complaint	Actions taken
15/05/2023	The complaint related to a parking officer who allegedly mocked the member of the public and claimed they did not need to speak Welsh.	The Enforcement Manager looked into the matter as a Stage 1 complaint.
08/02/2024	The complaint related to the Welsh language version of the	The Operational Manager of Leisure Services held a

	leisure centre website and communications with Legacy Leisure.	meeting with Legacy Leisure/Parkwood representatives who provided a Welsh language improvement action plan. Progress on the actions has been shared and improvements have been noted.
06/01/2024	This complaint was made to via the corporate complaints system and relates to an English-only school sign.	The sign has been removed and remedied.

We continue to make progress on recommended actions from other investigations.

Recruitment

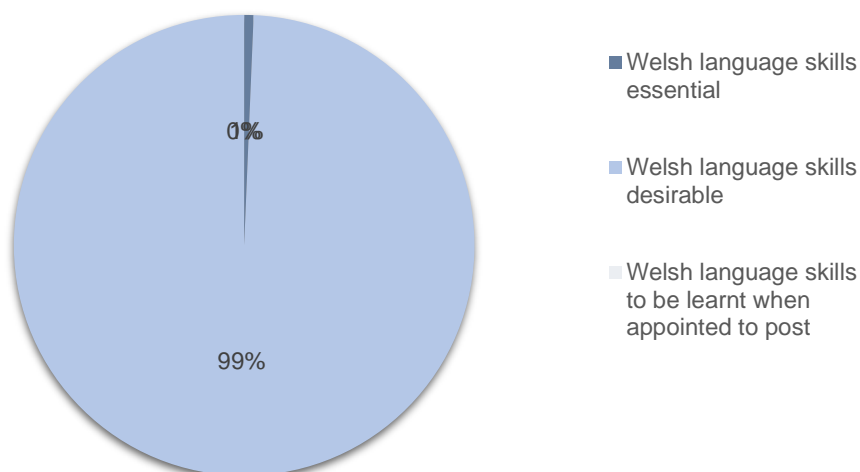
Standards 154,170 (ch)

We must report the number of new and vacant posts which were categorised as Welsh essential and desirable.

Our job application process is accessible in Welsh in accordance with the Welsh Language Standards and all job vacancies are advertised bilingually. We have also looked to advertise for Welsh speakers on specific Welsh language websites as well as working with our partners at Learn Welsh the Vale and Menter Bro Morgannwg to share our job vacancies.

As part of the recruitment process, and a requirement of Standard 136, every vacant post must be assessed for the need of Welsh language skills. We aim to classify each new vacant post as being Welsh language desirable as a minimum.

Total number of adverts logged	3,806	99.3%
Welsh language skills essential	25	0.7%
Welsh language skills desirable	3,781	99.3%
Welsh language skills to be learnt when appointed to post	0	0.0%



Most Welsh language roles are for Welsh teacher posts or other roles within Welsh schools.

The Welsh Language Commissioner delivered a seminar on the recruitment standards on 5 July 2023 which was attended by the Welsh Language Officer and Equalities staff. A briefing report on the seminar has been given to the strategic leadership team. This explained the relevant standards, listed practices that lead to successful recruitment, and made suggestions for where we could improve our recruitment mechanisms. We continue to work with Human Resources staff to ensure our recruitment processes align with the relevant standards.

Welsh Language Skills

Standard 170 (2a)

We must monitor and report the number of staff with Welsh skills in the Council.

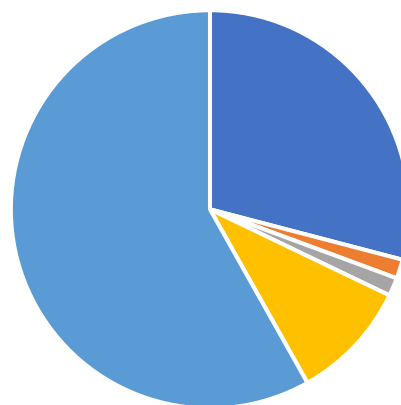
This indicator has been measured by filtering staff data from Fusion, the new human resources platform. Staff can self-assess their Welsh language skills and update this

information in their personal details on Fusion. The Fusion employee portal captures, and records on the language skills of staff. This has removed the need for an organisation-wide survey. Human Resources have communicated via email and Staffnet the need to update personal information.

We keep the records of staff with Welsh language skills under Standard 151.

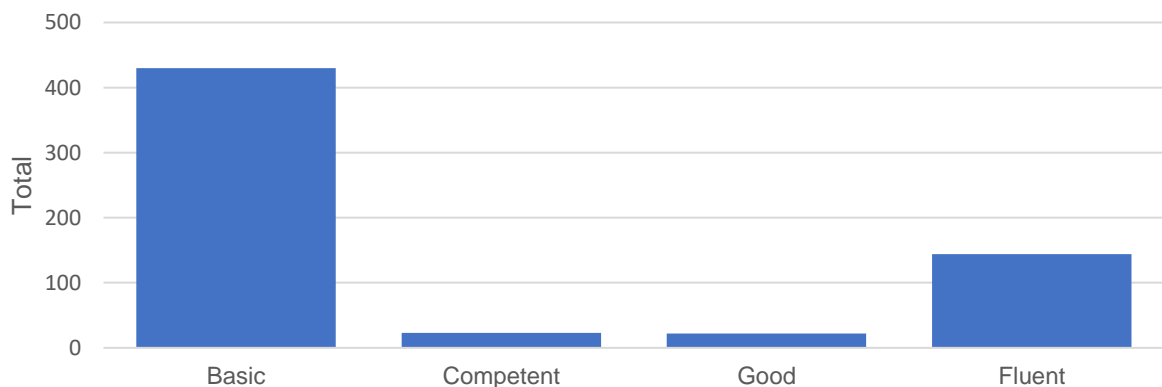
Staff skills across all four categories (Reading, Writing, Understanding, Speaking)

This shows the total number of staff in the six directorates with Basic, Competent, Good, Fluent, None or Not Recorded in all four categories (i.e. 'basic' for reading, writing, understanding, and speaking).



■ Basic ■ Competent ■ Good ■ Fluent ■ None

Totals across all directorates for those with recorded Welsh skills declaring the same level for reading, writing, understanding, and speaking



Staff skills - Reading

	Basic	Competent	Good	Fluent	None	Not recorded	Total
Learning & Skills – Schools	186	31	25	67	151	2467	2927
Learning & Skills	60	5	5	23	102	169	364
Social Services	135	11	7	26	298	351	828
Environment and Housing	108	7	5	20	328	360	828
Resources	76	6	7	17	155	125	386
Place	19	1	3	7	51	29	110
Total	584	61	52	160	1805	3501	5443

Staff skills – Writing

	Basic	Competent	Good	Fluent	None	Not recorded	Total
Learning & Skills – Schools	174	30	17	63	173	2470	2927
Learning & Skills	52	4	7	21	110	170	364
Social Services	104	7	8	24	331	354	828
Environment and Housing	85	5	3	17	356	362	828
Resources	54	6	6	14	179	127	386
Place	14	1	2	7	57	29	110
Total	483	53	43	146	1206	3512	5443

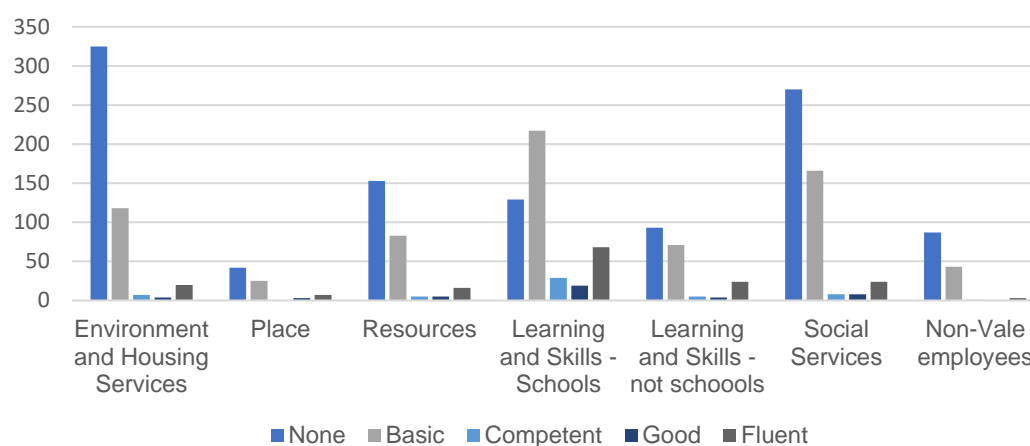
Staff skills – Speaking

	Basic	Competent	Good	Fluent	None	Not recorded	Total
Learning & Skills – Schools	217	29	19	68	129	2465	2927
Learning & Skills	71	5	4	24	93	167	364
Social Services	167	8	8	24	270	351	828
Environment and Housing	117	6	4	20	324	357	828
Resources	83	5	5	16	153	124	386
Place	25	0	3	7	46	29	110
Total	680	53	43	159	1015	3493	5443

Staff skills – Understanding

	Basic	Competent	Good	Fluent	None	Not recorded	Total
Learning & Skills – Schools	232	31	22	72	120	2450	2927
Learning & Skills	82	7	4	24	81	166	364
Social Services	186	7	10	29	253	343	828
Environment and Housing Resources	151	6	6	21	305	339	828
Place	103	6	6	21	126	124	386
Place	30	1	2	8	41	28	110
Total	784	58	50	175	926	3450	5443

Ability to speak Welsh by directorate



All these figures are reliant on staff members self-assessing their Welsh language skills within their Fusion account and therefore may not be complete. We are working with HR to remind all staff to update their personal details and Welsh language skills in their Fusion accounts. We will issue a reminder with an upcoming Welsh language promotion campaign and are working with the Work Welsh Coordinator to ensure staff on Welsh language courses update their skills to the appropriate level.

Overall, 12.9% of the Council workforce has reported Welsh language skills ranging from basic to fluent. Of the workforce who have responded to the self-assessment, 35.4% of the workforce reported competent, good or fluent Welsh language speaking skills. This is higher than the percentage reported in the Census 2021 of residents in the Vale of Glamorgan able to speak Welsh, which was 11.5%.

Welsh Language Training

Standard 170 (2b)

We must report on the number of staff undertaking training and to what level or degree of proficiency.

Under Standard 128, the authority is mandated to offer training programmes through the medium of Welsh on the following courses if they are also offered in English:

- Health and safety for managers
- Corporate induction
- Performance management
- Corporate management induction

Of the courses offered in Welsh, none were requested in Welsh by members of staff across the Organisation Development and Learning; Manual Handling' or Social Service departments. As such, attendance was 0% for staff completing these courses through the medium of Welsh.

Work Welsh

The Work Welsh Coordinator started in September 2022 and continues to provide classes at all levels throughout the week, as well as short taster sessions, social events, and weekly coffee mornings on Zoom. The Work Welsh Coordinator launched a Staffnet page, Yr Hwb, where news, events, tips, and course details are shared and updated regularly.

The Work Welsh Coordinator shares news from the Learn Welsh the Vale centre in every class as well as on the Yr Hwb page. There have been a number of social events this year including curry nights and quizzes, attended by learners across the council at all levels.

In 2023/24, the Work Welsh Coordinator joined with officers from Communications, Operational Development & Learning, and the Welsh Language Officer to work on a Council-wide campaign to promote the Welsh language, courses, and standards amongst staff.

As of March 2024, there are 48 members of staff on a Work Welsh course:

Level	Number of staff
Mynediad/Entry	19
Sylfaen/Foundation	17
Canolradd/Intermediate	4
Uwch/Higher	4
Glowyi/Proficiency	4

Learners who completed a course or examination in 2023/24 were invited to presentations in September and December in the Leader’s Office to receive certificates and enjoy a reception with the Leader and Chief Executive.



Learner testimonials:

“Living and working in Wales, I felt it was important to learn Welsh especially when working in local government.”

“Learning Welsh alongside your full-time job is possible with the Cymraeg Gwaith courses, as the online sessions makes the course easily accessible.”

“My dad’s family are Welsh speakers, which is what first inspired me to start the Cymraeg Gwaith courses three years ago. I can now hold my own in conversations with my fluent speaking family.”

“I’ve thoroughly enjoyed my Cymraeg Gwaith sessions over the past year.”

“I’ve also bonded with my course mates, forming friendships with people who work across different service areas who I wouldn’t normally cross paths within my day-to-day work.”

Some members of staff continued to learn Welsh in the community with Learn Welsh the Vale. These courses are still fully funded, and staff can still attend during work time. Some staff chose to stay in community classes due to a slower pace of study, for the familiarity of their existing class and classmates, or due to work commitments. There are currently 12 members of staff learning Welsh in the community with Learn Welsh the Vale:

Level	Number of staff
Mynediad/Entry	3
Sylfaen/Foundation	3
Canolradd/Intermediate	3
Uwch/Higher	2
Glowyi/Proficiency	1

A number of staff have also attended the Sadwrn Siarad sessions at Palmerston Learning Centre to practice their conversational Welsh, meet other Welsh learners and speakers, and attend revision sessions for exams.

Learn Welsh the Vale – community learners

There has been an increase in enrolments in 2023/24 at Learn Welsh the Vale.

The number of learners at each level has also increased. This suggests that learners are progressing to higher levels, as well as new learners joining courses at levels appropriate to their existing Welsh language ability.

This table shows the percentage of learners at each level:

Level	Percentage increase
Mynediad/Entry	29%
Sylfaen/Foundation	41%
Canolradd/Intermediate	No change
Uwch/Higher	19%
Glowyi/Proficiency	57%

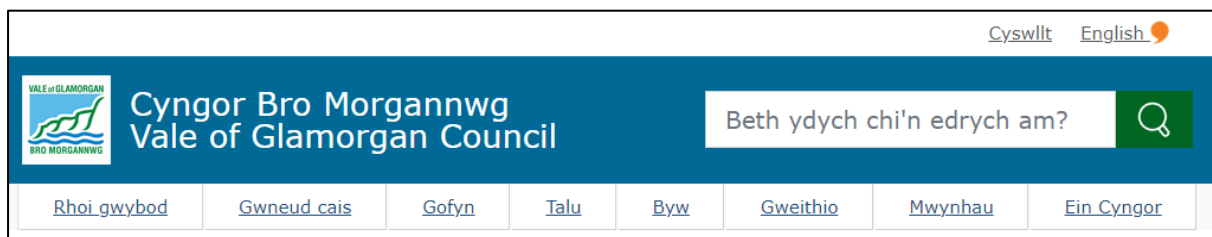
The number of learners undertaking exams has also increased. Of note is a 74% increase in the number of learners doing the Mynediad/Entry level examination in June 2023 from the previous year.

Compliance and Achievements

Website

The website editor prompts to a Welsh translation before English pages can be updated, ensuring the website is fully bilingual.

The web editor continues to carry out checks to ensure each page, menu and form is fully functional and accurately translated.

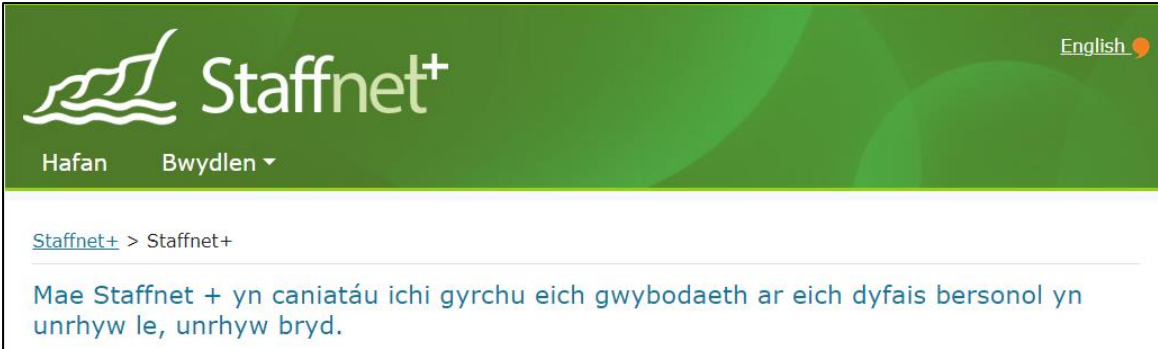


Internal communications

Staffnet+ is bilingual and is available to all staff on personal devices as well as corporate devices. It allows access to information on internal news items, payslips, internal job vacancies, and some policies.

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 sends 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 Council Twitter, Facebook and Instagram accounts, are operated separately in Welsh and English.

The [Cyngor Bro Morgannwg](#) account on Facebook has 141 followers.



The [Cyngor Bro Morgannwg](#) account on X (Formerly Twitter) has 651 followers.

Contact Centre and Customer Service

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 2023/24 was 716, which is a decrease from 2022/23 (1749). Calls in Welsh during 2023/24 represent approximately 0.5% of the total calls made (134,354).

The number of bilingual staff at the contact centre has fluctuated between 2 and 5 throughout the year, which is approximately 11% of all customer service representatives. 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 2024/25.

On average, callers using the Welsh language option in 2022/23 waited for 293 seconds, an increase from 257 seconds in 2022/23. This is lower than the overall average of 342 seconds across the call centre, which has also gone up from 327 seconds in 2022/23.

The main reception is staffed daily by Welsh speaking customer service representatives.

Policy Making Standards

The Welsh Language Commissioner provided further guidance and resources about the Policy Making Standards, following a seminar delivered in January 2023.

We have subsequently produced our own guidance notes on the Policy Making Standards which is available to all staff, managers, and leaders.

The main principle of the Policy Making Standards is to show conscientious effort has been made to assess the impact of policy decisions on the Welsh language. To support our compliance, we have added a new section to our consultation and engagement proforma as well as Welsh language impact assessment questions to our Equality Impact Assessment form.

Example:

The Planning department recently consulted on the Replacement Local Development Plan (RLDP) Preferred Strategy. The consultation was held for a 10-week period between December 2023 and February 2024. As part of the evidence base for the Deposit RLDP, which is the next stage in the process, a Welsh Language background paper will be prepared.

The consultation was available bilingually, but all 3,188 representations were made in English.

As part of the consultation, respondents were asked what impact the proposals would have on the Welsh language. This was a mandatory question online and optional for those completing a paper form. A total of 1,044 representations included some kind of response. Of these, 84% either responded with no comment, that there was no impact or that they did not consider the question to be applicable. A further 8% of responses stated that they were unsure if there would be any impact. Only 8% of respondents considered that there would be an impact – all of which expressing that this would be a negative impact. The concerns expressed have been categorised into four key themes, which are listed below:

- Population increases could mean immigration of non-Welsh speakers, diluting village identity.
- Lack of Welsh Schools accommodate development in the area.
- Limited community and retail to support the Welsh language.
- Development will impact negatively on heritage and the environment, which would have subsequent impact on the Welsh Language.

The Welsh Language background paper will consider and respond to the Welsh language concerns.

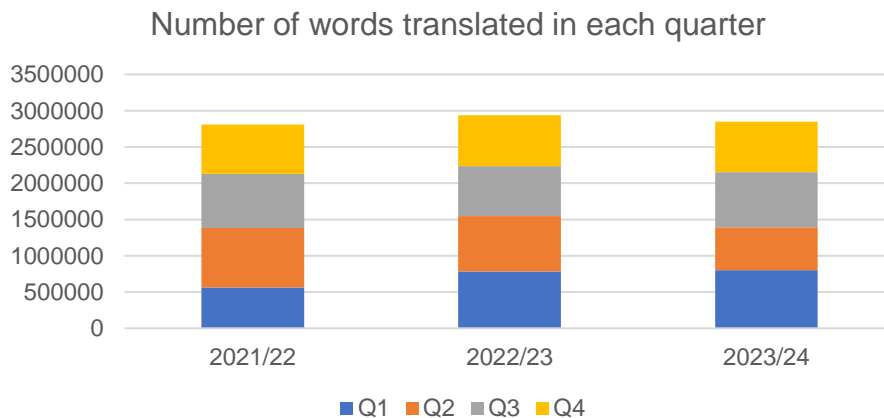
Recruitment Standards

The Welsh Language Commissioner delivered another advice seminar in July 2023 on the Recruitment Standards. We have produced our own guidance notes on the Recruitment Standards and have shared these with colleagues in Human Resources to ensure Vale of Glamorgan recruitment practices align with the relevant standards. The guidance explains the relevant standards, lists practices that lead to successful recruitment, and makes suggestions for where we could improve our recruitment mechanisms.

Welsh Translation

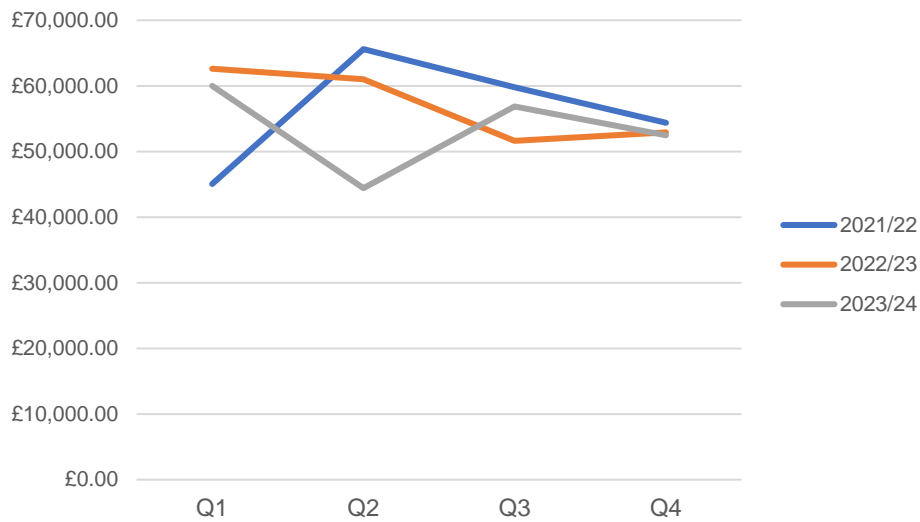
The Council has a contract with Cardiff Council for all Welsh translation work through their Bilingual Cardiff team. Vale staff utilise a portal on Staffnet to send documents for translation and request simultaneous translation.

From April 2023 to March 2024, 3632 documents were translated for the Vale of Glamorgan Council which is 89 fewer than the previous year. A total of 2,850,081 words were translated during this period which is a decrease of 1% on the previous year.



The cost of Welsh translated documents for 2023/24 was £213,758.26. This is £14,438.97 less than 2022/23.

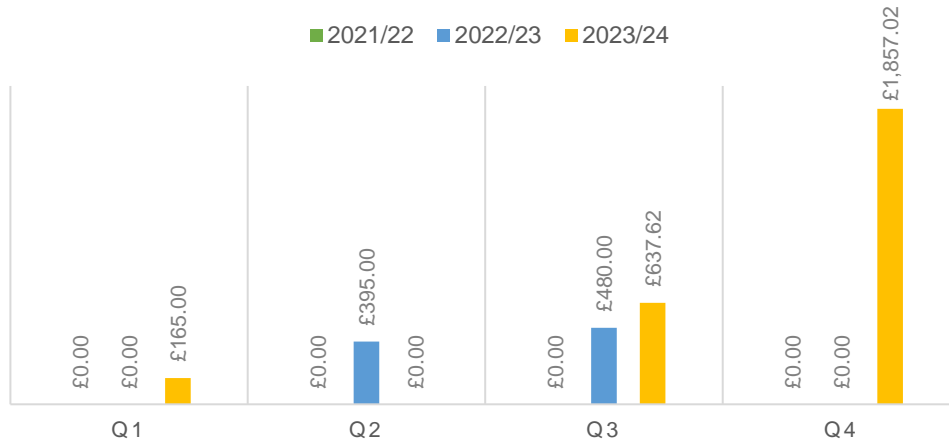
Charge per quarter for Welsh translated documents



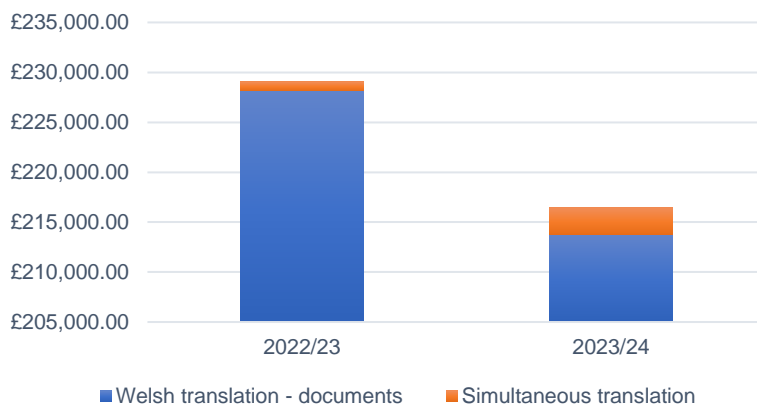
We have a duty across the Council to reduce costs, and unfortunately, the Welsh translation budget is a significant cost. There has been a reduction this year which suggests that staff are being more conscientious when sending items for translation or even utilising their own Welsh skills. We are confident that we are meeting the relevant Welsh Language Standards in terms of translation.

An area that has increased is simultaneous translation. The cost for this in 2023/24 has increased to £2659.64 from £875 in 2022/23. This is a percentage increase of 67.1%. Simultaneous translation now represents over 1% of translation costs. Whilst it is positive to see more Welsh being used at meetings, this is an area we will continue to monitor to ensure savings in the translation budget are not lost. We need to ensure staff and members of the public can access meetings in Welsh if they desire to ensure we continue to meet the Welsh Language Standards, whilst considering financial savings.

This chart shows how simultaneous translation costs have increased from zero in all quarters in 2021/22.



The total charge for Welsh translation including documents and simultaneous translation has still decreased from 2022/23 to 2023/24, but the proportion of simultaneous translation has increased:



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.

Facilities

The Facilities team have carried out a review of signage across Council buildings and car parks. They want to ensure that all bilingual signage is accurate.

The team has checked and updated signage in the Civic Offices, Docks Offices, and Alps Depot. They have reviewed external signs in car parks and created new temporary signs for when the Estyn inspection took place.

Cultural awareness

We marked St David's Day with daffodils and Welsh conversation in the Civic Offices reception. We shared Welsh recipes and details of Work Welsh courses. Barry Town Council held an event for St Davids Day in King's Square, Barry.

To mark Welsh Language Rights Day in December, we shared the Welsh Language Commissioner's 'Defnyddia dy Gymraeg' scheme, which encourages people to use their Welsh.



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 throughout 2023/24.

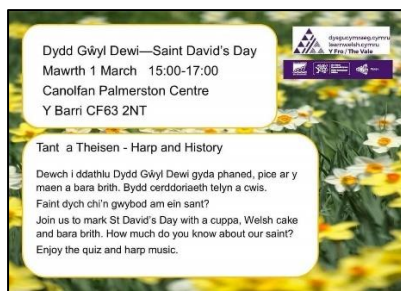
We aim to complete a number of actions from the Mwy na Geiriau action plan through the Welsh promotion campaign this year, including raising awareness of the Welsh Language Standards, encouraging more staff to undertake a Work Welsh course or short online course, and ensuring staff update their Welsh language skills on Fusion. Social Services staff are also promoting a Welsh Awareness training module produced by Welsh Government and sharing Welsh information and courses via a sector newsletter.

Learn Welsh the Vale

Learn Welsh the Vale deliver activities on behalf of the Vale of Glamorgan Council and are listed prominently in the Welsh Language Promotion Strategy action plan. Learn Welsh the Vale have held a variety of events and activities for Welsh speakers, families, and learners in the Vale of Glamorgan in 2023/24. These take place throughout the year to mark St David's Day, St Dwynwen's Day, Easter, Christmas, and summer. Some events are held online via Zoom, and some are in-person at the Palmerston Centre in Barry or other venues in the Vale.

Events and activities are advertised on social media and promoted by the Work Welsh Coordinator for Council staff.

Here are a range of events from this year:



Learn Welsh the Vale also provide support and assistance to staff undertaking Work Welsh courses. This includes administrative support for self-study, revision classes, and practice exams. Work Welsh learners have access to the same facilities and provision as learners in the community and the opportunities to meet other Welsh speakers and learners is invaluable.

Menter Bro Morgannwg

Menter Bro Morgannwg are a valued partner of the Vale of Glamorgan Council in delivering Welsh language activities and services for people across the county. The Council provides funding for Menter Bro Morgannwg to offer opportunities for Welsh speakers and learners in the Vale of Glamorgan. They have responsibility for a number of actions in our Welsh Language Promotion Strategy action plan and we are grateful for all they do to meet these targets under tight financial restraints. More details can be found in the 2023/24 update of the Welsh Language Promotion Strategy action plan.

Summary of output and attendance:

Output	Number of activities	Number attending
Gwyl Fach y Fro	1	8,500
Activities for children	114	2,020
Activities for young people (age 11-25)	5	323
Activities for families	86	2,203 (1,261 children 942 adults)
Activities for adults	32	970

Families and children



A key element of the engagement program with pre-school families is the Amser Stori / Story Time sessions in libraries across the county. Menter have also arranged for headteachers of local Welsh medium primary schools to come to sessions to start introducing the idea of Welsh education.

Other activities include Bygi Heini, Easter egg hunt at Cosmeston, winter play activities at Cosmeston, summer 'parti yn y parc' in Cowbridge, and Christmas parties in collaboration with Learn Welsh the Vale and Family Information Service.



For primary age children, the Bwrlwm open play scheme has continued to run during school holidays in various locations across the county. Over 830 children benefited from Bwrlwm sessions in 2023/24.



Menter collaborate with the Urdd on sports activities for primary school children, running six clubs with over 1,300 participants.



Menter also ran a series of activities leading up to Gwyl Fach y Fro including graffiti workshops and dance sessions. Again, these gave children the opportunity to use Welsh in a social context and meet children from other schools.

Young people

In the context of financial constraints, the Council has been unable to increase funding and the costs of activities have increased. As a result, provision for young people has been less comprehensive than previous years. In response, Menter has



collaborated with other organisations to maximise what can be achieved for young people.

Menter have collaborated with other partners such as the Youth Service and Urdd to run some activities at the Barry Youth Club.

Gwyl Fach y Fro provided volunteering and employment opportunities for Year 12/13 pupils from Ysgol Bro Morgannwg, as well as a platform for youth performers.

Regional Mentrau Iaith collaborated to promote a series of youth gigs at Clwb Ifor Bach in Cardiff. A band from Ysgol Bro Morgannwg was on the line-up.

Menter have worked with Ysgol Bro Morgannwg on taster days and careers fairs to promote Welsh language careers and the value of Welsh in the workplace.

Adults

As well as the main community event, Gwyl Fach y Fro, five Welsh artist gigs were held in various locations across the Vale of Glamorgan, attracting over 700 people. Due to support from Barry Town Council, free tickets were offered to Welsh learners.

Menter have successfully connected with the organisers of Glastonbarry to ensure Welsh language music will feature at the 2024 event.



Due to collaboration with Menter Caerdydd and Learn Welsh the Vale, Menter has been able to continue to provide a range of classes and activities for adults in the Vale of Glamorgan. These include visits and excursions, online classes, virtual and in-person coffee mornings, and monthly talks (Sgwrws y Mis). Some of these activities are funded from National Lottery grants.

Menter also worked with the Round Table in Cowbridge to organise the Mari Lwyd celebrations, attended by over 100 people.

Schools

English medium schools in the Vale of Glamorgan continue to contribute to the promotion and use of Welsh amongst children and young people. There is a strong level of engagement with the Siarter Iaith scheme, which is very positive considering it is not mandatory. All schools in the Vale are engaged with either Siarter Iaith or Cymraeg Campus schemes. The Vale of Glamorgan has the highest number of schools who have received Gold and Silver awards in the south-east Wales region.

English medium schools

- Seven primary schools have Bronze or Silver.
- Two secondary schools have Bronze, one has Silver, and one has Gold.



Welsh medium schools

- One school has Bronze, five have Silver, one has Gold.

Three Welsh medium schools (Ysgol Bro Morgannwg, Ysgol Sant Baruc and Ysgol Pen-y-Garth) and one of our English medium primary schools, Cadoxton, competed in the 2023 Urdd Eisteddfod in Llandoverly.

Cadoxton Primary School competing at the Urdd Eisteddfod in May 2023:



One of the choirs from Ysgol Bro Morgannwg competing at the Urdd Eisteddfod:



Ysgol Sant Baruc moved into their new build school on Barry Waterfront in April 2023. The new build school for Ysgol Bro Morgannwg has been approved. Both allow for expansion of Welsh medium provision, including nursery age.



Welsh in Education Strategic Plan (WESP) Update

There has been a Welsh Language Officer in position from September 2023 who leads on the WESP and coordinates the relationship between the Council and the Welsh medium schools.

You can view the WESP on the Vale of Glamorgan website here:

[Welsh in Education Strategic Plan \(valeofglamorgan.gov.uk\)](https://www.valeofglamorgan.gov.uk)

Key actions from 2023/24 include:

- Secured funding and tender for the immersion unit at Ysgol Iolo Morgannwg in Cowbridge.
- Recruiting a LSA for the Immersion Centre at Ysgol Gwaun y Nant to support the Leader of the centre.

As of February 2024:

- 15.8% of reception children are being taught through Welsh.
- At nursery level, 17.8% of children are being taught through Welsh.
- There are 330 reception places available at 7 Welsh medium primary schools in the Vale with 225 children currently in attendance. There is therefore 31.8% surplus capacity.
- Across English and Welsh medium schools, 11.9% of pupils aged 5 or over are fluent in Welsh, lower than the Wales average of 14.6%
- In 2023/24, 95% of learners in Welsh medium primary school at the end of Year 6 transitioned to Welsh medium secondary school.

The WESP is closely aligned to the updated Welsh Language Promotion Strategy. We have worked to synergise similar actions relating to Welsh-medium education.

Estyn carried out an inspection and report on education services and Learning and Skills in February 2024, which included Welsh medium education. This is an excerpt from the report about the WESP and Welsh medium education:

It has identified suitable actions to improve provision for Welsh-medium education and is gradually increasing the availability of placements at Welsh-medium nursery education settings. The authority has increased Welsh-medium provision for pupils and introduced a Welsh language centre for education that has improved provision for primary aged children. The local authority's progress around addressing challenges in improving Welsh provision across its schools is at an early stage.

Regional Welsh Language Champion

We continue to be part of the Regional Welsh Language Education Champion group. In addition, the Vale's Welsh Education Officer sits on the governance board. We attend quarterly meetings and participate in the Champion's action plan. We have contributed information for the Vale of Glamorgan section on the Champion's website, [Cymraeg i Bawb](#), and provided feedback on the logo and design.



We provided detailed of the Vale’s Welsh medium schools to receive free banners to promote Welsh medium education.

Fforwm y Fro

A significant achievement this year has been the creation of a new Welsh language forum, Fforwm y Fro. We surveyed invited members in December 2023 and received overwhelmingly positive responses. Invites for the first meeting were sent in March 2024, with the first meeting taking place immediately after the Easter school holidays in April 2024.

The Fforwm replaces Fforwm Iaith which had ceased to meet. Membership comprises Council staff including the Welsh Language Officer, Welsh Education Officer, and Work Welsh Coordinator; schools including all Welsh medium schools, Cardiff and Vale College, and the Welsh immersion centre; as well as representatives from other relevant organisations with an interest in promoting the Welsh language including Menter Bro Morgannwg, Learn Welsh the Vale, Urdd, Merched y Wawr, and the Cymraeg i Bawb regional champion.

Other groups

We are a member of Grwp Deddf. This is a regional group of Welsh language officers from the south-eastern Welsh local authorities along with representatives from Welsh Government and other public bodies.



The group provides the opportunity to share experiences and good practice, and forge links across the councils. The group has held seminars and conferences with

presentations from Welsh Government and Welsh Language Commissioner. Meetings are held monthly, via Teams and in person.

We are also a member of Rhwydiaith. This is a national group of Welsh language officers from all Welsh local authorities, representatives from Welsh Government, and other public organisations. Meetings are less frequent than Grwp Deddf.

Welsh Language Commissioner Review

The Welsh Language Commissioner carries out a review of our compliance with Welsh Language Standards every year. This takes the form of a 'mystery shopper' approach whereby an officer from the Commissioner's office tests our Welsh language services in a variety of ways: sending Welsh language emails, making Welsh language phone calls, accessing Welsh language forms online, recruitment pages, and checking a range of Welsh language webpages. They also check our social media output, advertising and marketing, and corporate identity.

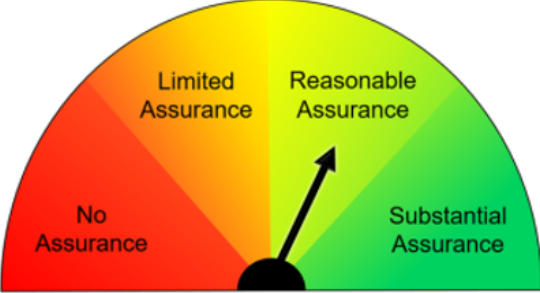
Upon our request, the Welsh Language Commissioner provided a written summary of their findings as well as a face-to-face meeting to discuss the review. Overall, we did very well but there were a couple of areas identified for improvement, mostly within recruitment posts. There were two minor issues with webpages that were promptly rectified.

We have a positive relationship with our client manager at the Welsh Language Commissioner's office, and in line with the Welsh Language Commissioner's new co-regulatory approach, we fully participate in these reviews and value the findings.

Internal Audit: Welsh Language Standards

In line with the 2023/24 Audit Plan, there was an audit of compliance with the Welsh Language Standards. The purpose of the audit was to provide assurance on the adequacy and effectiveness of the internal control, governance, and risk management arrangements in respect of Welsh Language Standards. The overall objective was to provide assurance that the Council is compliant with Welsh

Language standards. The audit looked at provision of information for staff, policies and procedures for staff, translation compliance, and record keeping of language preferences across directorates.

AUDIT OPINION	RECOMMENDATION SUMMARY	
	High Priority	0
	Medium Priority	5
	Low Priority	3
	Total	8
<p style="text-align: center;">REASONABLE ASSURANCE</p> <p>There is a generally sound system of governance, risk management and control in place. Some issues, non-compliance or scope for improvement were identified which may put at risk the achievement of objectives in the area audited.</p>		

The audit identified some key strengths and good practice around translation and controls, which is positive to hear and aligns with findings from the Welsh Language Commissioner review.

There were some issues identified, including:

- Some minor errors with external webpages.
- The Welsh version of some compulsory internal documents had not been updated.
- 50% of front-facing staff surveyed do not record language preference.

As a result of the audit, some specific recommendations have been made. We addressed some of these immediately and are working towards others, ensuring that regular implementation reports and checks are completed.

Next steps

Going forward for 2024/205, we will focus on some key areas:

- Increasing the number of staff learning Welsh and participating in work Welsh classes, to improve the Welsh language skills of staff.
- Promoting the use of Welsh language across the Council through a thorough and dynamic campaign.
- Raising awareness of our obligations and responsibilities under the Welsh Language Standards through a user-friendly guide and revised web pages.
- Reviewing our Welsh Language Promotion Strategy action plan, in line with action 2.13 to align with the updated Corporate Plan, Strategic Equality Plan., and wider concerns such as financial situation, Project Zero, and wellbeing.
- Continue to work closely with Learning and Skills colleagues in terms of the Welsh Education Strategic Plan and the Welsh Language Promotion Strategy.
- Engaging with the Welsh Language Commissioner as they revise their regulatory approach.
- Further developing Fforwm y Fro, forging network and links across all parties and organisations with an interest in promoting the Welsh language.

Contact Us

Visit our website www.valeofglamorgan.gov.uk

Email c1v@valeofglamorgan.gov.uk

Call 01446 700111



Appendix 2:

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

Year 2 2023 – 2024

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 y Fro 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>The EYDCP meet 3 times a year whereby opportunities for discussions take place around the development of childcare in areas to support WG childcare initiatives.</p> <p>The CSA Action plan is visited during these meetings to discuss progress under the 7 different action points – Recommendation 6: Supporting Welsh medium childcare.</p> <ul style="list-style-type: none"> • The Vale of Glamorgan Council should continue its work with WESP partners and other key local partners that promote the Welsh language to ensure that any family that wishes to access Welsh-medium childcare can do so. • The establishment of new/existing provisions will be monitored to check the ongoing contribution to the accessibility of Welsh-medium childcare places. <p>Mudiad Meithrin are instrumental to the future development of promoting Welsh Language and supporting existing Cylchoedd along with new proposals. Partnership working is key to providing a successful</p> <p>Future surveys / consultations with parents will provide views and potential future demand for WM provision. Having said this, we are taking a proactive approach when developing WM provision rather than a reactive one and therefore are able to carry out ad hoc consultations during the year.</p>			

The work of the EYDCP feeds into the Welsh Education Forum (WEF) and the supporting Working Group.
The Annual CSA Action Plan and report submitted every 30 June.

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

Update

Consultations have been carried out with parents and childcare providers in two areas of the Vale of Glamorgan to look at expansion of Welsh medium childcare provision.

- One consultation was in the Cowbridge area where initial discussions are taking place around the existing Cylch Meithrin current position and whether there is scope to either expand places where they currently operate or relocate them to a different area of Cowbridge near the new school site.
- Another consultation was with parents and childcare providers in the Penarth area where Cylch Meithrin Dinas Powys has relocated to a temporary classroom within Ysgol Pen-Y-Garth prior to the proposed development of alternative childcare.

We are working to secure Welsh Government Capital funding to support the development / refurbishment of Welsh medium childcare in the Vale of Glamorgan.

We are working in partnership with Mudiad Meithrin to identify other potential areas to grow Welsh medium provision i.e. at Ysgol Sant Baruc. We are also involving the Council's Family Information Service in discussions.

Future surveys / consultations with parents will provide views and potential future demand for Welsh medium provision. We are taking a proactive approach when developing Welsh medium provision rather than a reactive one, hence the ability to carry out ad hoc consultations during the year.

A Ti a Fi officer (part funded by the Local Authority and part funded via Mudiad Meithrin) will continue her role in 2024-25 to support existing Ti a Fi groups in the Vale along with supporting the development of new groups.

Consultations have been carried out with parents and capital grant applications were made to Welsh Government in respect of childcare facilities in Cowbridge and Penarth.

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

Update

The number of enrolments with Learn Welsh the Vale has increased by 27.4% from the academic year 2022/23 to the academic year 2023/24.

The number of community learners has increased by 29%.

Learn Welsh the Vale recognises that there was a surge of people joining in 2022/23 as news about free courses reached a new audience.



It must be noted that Learn Welsh the Vale monitors and reports based on the academic year, i.e. September to August. As such, complete data for the academic year 2023/24 is not yet available. Courses started or enrolments made in September 2023 have not yet completed. Courses completed by August 2023 started in September 2022, i.e. before the reporting period of this update.

These percentages also include learners who have not continued with courses and also learners on main courses who attend additional short courses to practice their Welsh such as Sadwrn Siarad and examination-focused revision sessions.

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															
<p>Along with an increase in enrolments in 2023/24, there have also been increases in the number of learners at each level. This suggests that learners are moving on to higher levels, as well as new learners joining courses at levels appropriate to their existing Welsh language ability.</p> <p>The increase in the number of learners at each level can be see here:</p> <table border="1" data-bbox="295 715 934 912"> <thead> <tr> <th>Level</th> <th>Percentage increase</th> </tr> </thead> <tbody> <tr> <td>Mynediad/Entry</td> <td>29%</td> </tr> <tr> <td>Sylfaen/Foundation</td> <td>41%</td> </tr> <tr> <td>Canolradd/Intermediate</td> <td>No change</td> </tr> <tr> <td>Uwch/Higher</td> <td>19%</td> </tr> <tr> <td>Glowyi/Proficiency</td> <td>57%</td> </tr> </tbody> </table> <p>The number of learners undertaking exams has also increased. Particularly noteworthy is a 74% increase in the number of learners doing the Mynediad/Entry level summer examination.</p>				Level	Percentage increase	Mynediad/Entry	29%	Sylfaen/Foundation	41%	Canolradd/Intermediate	No change	Uwch/Higher	19%	Glowyi/Proficiency	57%
Level	Percentage increase														
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Canolradd/Intermediate	No change														
Uwch/Higher	19%														
Glowyi/Proficiency	57%														
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 levels. (Activity dependant on additional funding from National Centre for Learning Welsh)	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

The Work Welsh Coordinator started in September 2022 and continues to provide classes at all levels throughout the week, as well as short taster sessions, social events, and weekly coffee mornings on Zoom. The Work Welsh Coordinator launched a Staffnet page, Yr Hwb, where news, events, tips, and course details are shared and updated regularly.

In 2023/24, the Work Welsh Coordinator joined with officers from Communications, Organisational Development & Learning, and the Welsh Language Officer to work on a Council-wide campaign to promote the Welsh language, courses, and standards amongst staff.

As of March 2024, there are 48 members of staff on a Work Welsh course.

Level	Number of staff
Mynediad/Entry	19
Sylfaen/Foundation	17
Canolradd/Intermediate	4
Uwch/Higher	4
Glowyi/Proficiency	4

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 Morgannwg; Mudiad Meithrin; Cardiff and Vale Health Board	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 Bro Morgannwg's family work program focuses on developing Welsh language opportunities for families from as early an age as possible. The engagement program with pre-school families is provided through Story Time / Amser Stori sessions in libraries across the county, focusing on Barry,



Cowbridge, Llantwit Major, and Penarth. The numbers attending are consistent, with approximately 60-70 attending each week. Over the 2023-24 period, over 760 children and 640 adults have attended an Amser Stori session.

The sessions enable young families and children to build Welsh social networks and provide the opportunity for children to hear the Welsh language from a young age, as many families are non-Welsh speakers.

We have also arranged for headteachers of nearby Welsh medium primary schools to attend some sessions to informally start introducing the idea of Welsh medium education to families.

Additionally, the family activity program has included the following:

- **Deffro'r Synhwyray** (Awakening the Senses) – highly popular sessions at Penarth library.
- **Bygi Heini** – outdoor fitness class in Barry for parents with a pram/buggy.
- **Anturwyr Bach** – winter play activities which included a play course at Cosmeston County Park.
- **Egg hunt at Cosmeston** – attracted over 110 participants.
- **Christmas Party** – held at Palmerston, targeted families with learner parents.
- **Family Information Service Christmas Party** – held at the Memo.



Menter have collaborated with Mudiad Meithrin when planning the Amser Stori sessions to ensure timetables don't clash and that both organisations maximise resources and attendances. Collaboration at Gwyl Fach y Fro ensured there were comprehensive activities for very young families including a tent and changing facilities.

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	Target by 2027	Discussions to be held during current academic year with a view of establishing Homework Clubs

	speaking		
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			
<p>We have surveyed all Welsh medium schools in the Vale of Glamorgan to see if they were running homework clubs or any other sort of mechanism to support non-Welsh speaking parents.</p> <p>A number of the schools responded that they do not have any homework clubs or mechanisms to support non-Welsh speaking parents. However, schools have advised that home learning activities are sent out bilingually, staff in afterschool clubs speak Welsh and can support children if needed. One school also confirmed that videos have been created to support parents with helping children with numeracy.</p>			
1.8	Aims: Explore opportunities for staff across the Fforwm y Fro 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			
<p>Menter Bro Morgannwg delivers a range of activities and groups for Welsh speakers and learners in the Vale of Glamorgan</p> <p>They continue to deliver community work partly funded by the National Lottery. This includes walking tours, monthly online chats, and social groups. Many of these activities are organised across the Vale of Glamorgan and Cardiff. Some activities were in partnership with Learn Welsh the Vale and Learn Welsh Cardiff, and Merched y Wawr. Highlights include:</p> <p>Online:</p> <ul style="list-style-type: none"> • Sgwrs y Mis – monthly talk • Coffee mornings on Zoom – on a monthly basis, in partnership with Learn Welsh Cardiff • Spanish lessons – every other week • Welsh history sessions by Professor Huw Pryce, covering topics from Llywelyn Fawr to Owain Glyndwr 			

- Neal's Yard Remedies wellness sessions – held before Christmas and will now be an annual event.
- Genealogy course

In-person:

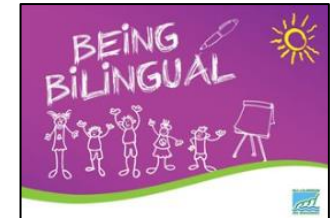
- Neal's Yard Remedies wellness session
- Tech Tackling – a new course in Cardiff to assist older people with computer challenges
- Cerdded a Chlonc group met in Parc y Rhath in September and indoors over the winter months
- Guided tours of the Senedd in October
- Guided tours of the Artes Mundi exhibition and galleries at National Museum Wales in Cardiff in November

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

'Your Bilingual Journey' page on Vale of Glamorgan external website, which can be viewed [here](#).

This page provides information about choosing Welsh medium education, Welsh medium schools, the Welsh immersion centre, Welsh language resources, Welsh medium preschool, Welsh medium childcare, and learning Welsh.




It also links onto other pages, including [Welsh Medium Education and Resources for Parents](#). This page includes a promotional video about Welsh medium education, case studies, secondary education progression, education resources, and links to songs and videos for younger children.

We have shared these pages and resources with the Regional Welsh Language Education Champion, which have subsequently been shared on the Cymraeg I Bawb [website](#).



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			
<p>There are Work Welsh courses held on each day from Monday to Friday at all levels. Classes are held remotely via Zoom, so staff can attend from any location. The Work Welsh courses are promoted on the Yr Hwb page on Staffnet, as well as in the Chief Executive's weekly round-up email, banners on Staffnet, and on actual posters displayed in the main Council offices.</p> <p>Short courses, taster sessions, and industry-specific courses are available online. These are advertised and promoted to staff on the Yr Hwb page on Staffnet.</p>			
 <p>In December 2023, we promoted the Welsh Language Commissioner's "Defnyddia Dy Gymraeg" (Use Your Welsh) campaign on Staffnet and via email. The article can be read here. It includes a list of simple words and phrases to get started. The idea of using a bit of Welsh everyday was again promoted on St David's Day.</p>			
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	Link to Corporate Plan Wellbeing	1 - To work with and for our communities

	Morgannwg	objective	3 - To support people at home and in their community
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Update

The main community event in the area was Gwyl Fach y Fro in May 2023. The festival continued to group this year, attracting over 8,500 people to Barry Island. Additionally, there was a strong community representation from local drama groups and choirs, as well as schools.



Five gigs have been held during 2023/24, featuring some of Wales' biggest artists including Mynediad Am Ddim, Pedair, Y Gentle Good, and Lo-Fi Jones. These gigs attracted over 700 people across the venues. A free ticket scheme was launched to encourage learners to attend Welsh language community events, in connection with Learn Welsh the Vale. Barry Town Council supported this scheme and enabled us to offer free tickets to learners.



We continue to deliver community work partly funded by the National Lottery, including various activities such as walking tours, monthly online chats, social groups, wellbeing sessions, digital and technology support, and online and in-person classes. Classes included Spanish, Welsh history, and genealogy. Many of these activities were run in connection with Menter Caerdydd and Cardiff Council.

The “Sgwrs y Mis” (monthly talk) sessions were very popular during the summer term. Here are some comments from Eirlys, a regular attendee:

“A small word to say a big thank you for organising all the talks for us throughout the year. They have been excellent and have given me much pleasure.”

Another regular audience member, Mair, had missed a session due to illness but received a recording of the conversation from our community officer:

“I am extremely grateful to you for sending me a copy of Professor Deian Hopkin’s lecture. I greatly enjoyed listening to it. Thank you for your kindness. I look forward to listening to the lecture on Cranogwen next Monday, along with the rest of the lectures arranged for this term. They are all interesting and educational. Many thanks to you for organising such an interesting menu for us.”

The “Cerdded a Chlonc” (walk and chat) meetings have also attracted older people, who appreciate the opportunity to leisurely stroll and enjoy conversations in Welsh. Eluned said:

“Thank you very much – I really enjoyed it! It’s a wonderful idea and everyone seemed to enjoy it!”

The “Cwis Mawr” (big quiz) in the Vale of Glamorgan area was a great success, with 21 participants, 18 of whom were learners. The quiz was the result of a collaboration with Learn Welsh the Vale and Mentrau Iaith Cymru.



Menter were also involved in Cowbridge’s Mari Lwyd celebrations, hosting a community event in Cowbridge for the second consecutive year.

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

We depend on Menter Bro Morgannwg to create and deliver a varied program of social activities for Welsh speaking people of all ages, including young people. We regularly promote and share events and activities through our social media platforms, newsletters in Welsh courses, and on Staffnet, on Yr Hwb,

Menter

Due to restricted funding, it was not possible to run as comprehensive provision for young people as in previous years. We have collaborated with a number of partners to run a variety of activities at Barry Youth Club. This included artistic workshops that fed into Gwyl Fach y Fro – creating bunting and decorating

deckchairs. Additionally, a number of graffiti workshops were held – the results were also seen at Gwyl Fach y Fro. The festival also provided a platform for Welsh youth bands in the Vale of Glamorgan area.



We also used Gwyl Fach y Fro to host a series of workshops with young people from schools such as dance workshops with Qwerin. We were pleased to collaborate with Year 12/13 pupils from Ysgol Bro Morgannwg by arranging volunteering opportunities at Gwyl Fach y Fro for fifteen young people. There were many employment opportunities for Sixth Form pupils at the festival, which helped to create a social context for young people to use their Welsh language skills. Similarly, the Bwrlwm program provided the opportunity for six Year 12/13 pupils to work on the scheme every school holiday.



Following training for four young people to become Stand Up Paddleboarding tutors, a series of workshops were successfully run over the summer through the medium of Welsh.

At a regional level, successful collaboration with neighbouring Menter Iaiths led to a series of youth gigs at Clwb Ifor Bach. Once again, a Christmas gig was held at Clwb Ifor Bach which provided a central place for a band from Ysgol Bro Morgannwg on the lineup. This also gave pupils from Ysgol Bro Morgannwg the opportunity to socialise in Welsh with high school students from Cardiff.

Menter have worked closely with Cardiff and Vale College to raise the profile of the Welsh language within the college, such as holding performances to celebrate Dydd Miwsig Cymru. They are working to identify other opportunities for young people.

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			
Youth Service			
<p>The Youth Service receives funding from Welsh Government through the Youth Support Grant to deliver Welsh language provision through youth work methods. The Service has a contract in place with Urdd Gobaith Cymru and through the grant, we support a youth worker from Urdd based at Ysgol Bro Morgannwg. They have a key focus on supporting greater integration of Welsh language activities outside the curriculum in the community, and supporting the integration of the Welsh language in Youth Service provision and activities. The work has reached 4,389 young people through a range of clubs in several secondary schools.</p>			
<p>We have a yearly workplan in plan with action points and updates. We have regular review meetings and receive quarterly evidence from Urdd to show their outcomes and achievements.</p>			
<p>We also support Welsh learners in English medium secondary schools to develop their Welsh language skills and increase their awareness of Welsh culture.</p>			
Activities			
<ul style="list-style-type: none"> • Stall at Gwyl Fach y Fro to promote the Urdd activities • Cowbridge Pride with Urdd volunteers • Trips to Heatherton, Barry Island Pleasure Park, and Pen y Fan • Paddleboarding • Facilitated an Anti-Racism session for thirty young people at Ysgol Bro Morgannwg as part of the Urdd Goodwill Message • Welsh language gigs in schools to celebrate Dydd Miwsig Cymru • Activities in schools to celebrate Dydd Shw'mae Su'mae • School trips: <ul style="list-style-type: none"> ○ A trip to the Cardiff's Urdd residential centre for year 7, 8, and 9 pupils at Ysgol Bro Morgannwg. ○ Atrip for Bro Morgannwg GCSE outdoor activity pupils to the Urdd's residential centre at Glanllyn 'Isa. ○ Pupils had the opportunity to go on a trip to Bristol along with Cardiff and Caerffili schools to Air Hop trampoline park and a trip to Disneyland Paris. • School focus/qualifications: <ul style="list-style-type: none"> ○ Six transition sessions for Year 6 have been delivered to over 200 children in the summer term of 2023. 			

- Food Hygiene training took place for 87 pupils from Ysgol Bro Morgannwg.
- 20 young people achieved entry level First Aid qualifications.
- Urdd's national and international opportunities over Summer 2023:
 - Young people were part of Urdd's trip to Connemara, Ireland to make a Gaelic/Welsh music production and interconnecting the two Celtic languages.
 - Young people were part of Urdd's Youth Theatre Company rehearsing the show "Deffro'r Gwanawyn" at Llangranog's Urdd Camp before public performances in Aberystwyth in August.

Menter

Due to restricted funding, it was not possible to run as comprehensive provision for young people as in previous years. Menter have however collaborated to deliver activities linked to Gwyl Fach y Fro and schools.

Activities:

- Artistic workshops feeding into Gwyl Fach y Fro creating bunting, decorating deckchairs, and graffiti workshops.
- Youth bands given opportunity to perform at Gwyl Fach y Fro
- Dance workshops with Cwerin for young people from schools held during Gwyl Fach y Fro
- Volunteering and employment opportunities for young people at Gwyl Fach y Fro and Bwrlwm
- Collaboration with Menter Iaiths to promote and hold young gigs at Clwb Ifor Bach
- Paddleboarding workshops
- Gigs held at Ysgol Bro Morgannwg featuring Lowri Evans and Dagrau Tan
- Sports clubs, dance, netball, and football in partnership with Urdd



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 Gymraeg Bro Morgannwg hold a number of activities and events throughout the school year through the medium of Welsh. These include events for parents such as quiz nights, silent discos, and a vast range of sports and music events. News and achievements are shared through a headteacher's vlog on the school website and via social medium channels.			
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			
Youth Service			
The Welsh medium youth club is part of the contract and workplan the Youth Service upholds with Urdd Gobaith Cymru.			
A weekly Welsh Language Youth Club (1 hour) takes place in the YMCA Barry with an approximate membership of 10 young people. The youth club offers a range of activities based on young peoples' needs and interests, such as fitness and wellbeing sessions promoting the importance of living a healthy lifestyle			

and children's rights. Members have had the opportunity to go on trips during school holidays as well as residential activities on offer through the wider Urdd programme.

The Welsh youth club will be extended to 2 hours going forward in the financial year 2024-25 to come in line with other Youth Service provision and we will explore expansion to other areas in the Vale of Glamorgan.

Feedback from young people:

"Roedd yn hwyl iawn treulio amser gyda ffrindiau yn siarad cymraeg ac yn gwneud yr holl weithgareddau"- Heatherton trip

"Hwyl, cymreictod, balchder a joio mas draw!" – Youth Club

"Cwrdd gyda phobl newydd a dysgu sgilliau allweddol" – Residential

A more detailed case study:

Mae Yannick yn mynychu clwb Ieuenctid y Barri bron bob wythnos. Mae Yannick yn fachgen ym mlwyddyn 9 ac yn 14 oed. Mae Yannick wedi bod yn mynychu'r clwb am gyfnod weddol hir ac yn yr amser hynny mae ef wedi cael diagnosis o awtistiaeth. Ers hynny, mae Yannick wedi bod yn agored iawn am hyn ac yn ddigon hapus i ymfalchïo yn hyn a mynegi ei farn pan mae rhywbeth yn ei drafferthu. Mae Yannick yn cyfaddef i mi ei fod yn cael trafferth yn yr ysgol oherwydd dydy e ddim yn ei fwynhau o gwbl. Felly'n mae'n hoffi mynd i'r clwb Ieuenctid er mwyn cadw ei feddwl i ffwrdd o'r ysgol am ychydig.

Mae Yannick yn dod o deulu sydd ddim yn siarad Cymraeg yn y cartref. Pan oedd wedi cyrraedd yn gynnar i'r clwb Ieuenctid un tro roedd wedi dweud wrtha i mewn sgwrs, "Dwi'n siarad Cymraeg gwahanol gyda ti yn y clwb. Mae popeth yn teimlo fel gwrs yn yr ysgol ond fan hyn mae'n teimlo fel fy mod yn siarad Cymraeg fwy naturiol a fel sgwrs 'normal'". Felly mae'r clwb wedi cael effaith cadarnhaol arno wrth iddo fagu hyder yn siarad Cymraeg a chael mwynhau gyda phobl ifanc eraill tu fas i amodau ysgol.

Estyn

Estyn carried out an investigation of the Vale of Glamorgan Youth Service in February 2024.

"A few young people use and develop their Welsh language skills in activities delivered in partnership with the Urdd, Menter Bro Morgannwg, and in local Welsh and English medium schools."

"Where opportunities exist, young people engage usefully in the Welsh language activities but overall, access to Welsh medium activities is not equally available to young people from all parts of the Vale."

The report looks at the ‘Gloves in the Gym’ project and comments that referral-based sessions are delivered in mainstream schools through the medium of Welsh and English.

The report makes a recommendation to “develop opportunities for Welsh medium and bilingual youth work provision”. This recommendation supports action 2.6 and suggests Welsh medium youth provision should be a priority moving forward.

Menter

Due to funding levels, it has not been possible to run as comprehensive provision as previous years. Menter have worked in collaboration with other providers to run a series of activities for young people around Gwyl Fach y Fro. These included art workshops creating bunting, decorating deckchairs, and graffiti.

In the absence of funding this summer, it was not possible to run as comprehensive a provision for young people. However, much work has taken place through collaboration with partners to run a variety of activities at the Barry Youth Club. This has included artistic workshops feeding into Gwyl Fach y Fro, including workshops creating bunting and decorating deckchairs. Additionally, a range of graffiti workshops were held,



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

Menter

The main community event in the Vale of Glamorgan was Gwyl Fach y Fro. The festival continued to grow in 2023, attracting over 8,500 people of all ages to Barry Island.

There was also a strong community representation from local drama groups and choirs.



Children – a series of artistic activities were held in the spring term leading up to Gwyl Fach y Fro including graffiti and dance, allowing children to use their Welsh in a social context and mix with other schools.

Young people – artistic workshops leading to Gwyl Fach y Fro including creating bunting, decorating deckchairs, and graffiti. Welsh youth bands were also given a platform to perform at Gwyl Fach y Fro. The festival also provided year 12/13 pupils with volunteering and employment opportunities.

Schools – every Welsh school in the Vale of Glamorgan participated in Gwyl Fach y Fro. A number of English medium schools also participated, enhancing representation from the second-language sector.

Menter also collaborated closely with Learn Welsh the Vale and Mudiad Meithrin on Gwyl Fach y Fro, as well as several Vale of Glamorgan Council departments.

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 Glamorgan Council; all Fforwm y Fro Partners	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



Five gigs were held in locations across the Vale of Glamorgan in the second half of 2023/24 featuring some of Wales' prominent artists, including Mynediad Am Ddim, Pedair, Y Gentle Good, and Lo-Fi Jones, attracting over 700 people.

A free ticket scheme was launched with support from Barry Town Council to offer free tickets to learners.



Menter have worked with the Memo Arts Centre, Barry to increase Welsh provision. This has included a play, Pla Du, in May 2023. Additionally, Menter have collaborated with a new music venue, the Bier Keller on Barry Island, who funded the band Lo-Fi Jones to perform in March amongst other future projects.

Through collaboration with Glastonbarry organisers, Menter have ensured Welsh language music will be included at the 2024 event as well as a series of Welsh language activities in the lead-up.

Menter worked with the Round Table to organise the Mari Lwyd night in Cowbridge. Over 100 people attended the evening, culminating in communal singing sessions in pubs throughout the town.

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	Link to Corporate Plan Wellbeing objective	1 - To work with and for our communities 2 - To support learning, employment and sustainable economic growth

	Bro Morgannwg; Cardiff and Vale College		3 - To support people at home and in their community
Update			
<p>Menter collaborate with Urdd on sports activities for primary age children. During the school term, the varied activities include sports clubs, dance, netball, and football. They jointly fund and promote six clubs that have attracted over 1,300 participants.</p> <p>The four Vale leisure centres have confirmed that they do not currently offer any Welsh language swimming lessons or fitness classes. Llantwit Major leisure centre have advised that they have a Welsh speaking recreation assistant who is undertaking training to be able to offer swimming lessons and fitness classes in Welsh in the future.</p>			
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			
<p>There are four leisure centres in the Vale of Glamorgan: Barry, Cowbridge, Llantwit Major, and Cowbridge. All four leisure centres have confirmed that they do not currently have a Welsh Language Champion.</p> <p>Legacy Leisure have made a number of changes to their processes and procedures to operate in line with Welsh Language Standards. Legacy Leisure have developed an action plan which includes actions including:</p> <ul style="list-style-type: none"> • Making the sign-up process fully bilingual. • Ensuring key documents such as Direct Debit Guarantee and Terms & Conditions are bilingual. • All aspects of the 'Contact Us' form need to be bilingual. • Bilingual or Welsh versions of automated emails. <p>There are notably more Welsh language signs and promotional material in the leisure centres, in their correspondence and online presence.</p>			

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			
<p>A Welsh Awareness training module has been developed for iDev. This is based on Cardiff Council's learning module. We had hoped the training would be launched in 2023/24, but due to workloads with Operational Development & Learning, no new training could be added to iDev. We are considering different ways to make the training available.</p> <p>Social Services have access to specific Welsh Awareness training from the Welsh Government, to meet the requirements of the Mwy na Geiriau project.</p>			
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 program
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>On St David's Day, we shared simple words and phrases to use in Welsh as well as a pledge to use Welsh on a daily basis including in greetings and meetings. These are also shared on the Yr Hwb Staffnet page.</p> <p>Work Welsh courses are promoted on a regularly basis – new courses are publicised in every Council office building as well as digitally. In articles and emails, we aim to include the following statement from the Leader of the Council, Cllr Lis Burnett:</p> <p><i>“Learning how to speak Welsh is a lifelong skill and provides participants with more workplace opportunities. The language also allows you to appreciate the culture and heritage of Wales and we would encourage everyone to learn it where possible.”</i></p>			

In December, we promoted the Welsh Language Commissioner’s “Defnyddia Dy Gymraeg” (Use Your Welsh) scheme to mark Welsh Language Rights’ Day. We shared an article on Staffnet and Staffnet+, as well as via email to all staff. The article can be accessed [here](#).



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 partnership with all Fforwm y Fro Partners;	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 have started work on a Welsh promotional campaign in the Council, with aims to promote and publicise the Welsh Language Standards; to increase the use of Welsh in the Council; and increase the numbers of staff participating in Work Welsh courses. We have reviewed and updated Staffnet pages relating to the Welsh language, which will be available in early 2024/25. The campaign has involved collaboration with staff from Equalities, Communications, Operational Development & Learning, and Work Welsh.

The Communications team ensure posts are shared on the Council’s main social media channels in English and Welsh. This includes sharing posts and information from organisations including Menter Bro Morgannwg, Learn Welsh the Vale, Cymraeg i Bawb, Cymraeg i Blant, and Welsh Government. Information is also shared in Work Welsh newsletters and on Yr Hwb Staffnet page.

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 y Fro 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			
This data is not collected by Learning and Skills. It is an area that Learning and Skills are willing to explore further with the Welsh medium schools, by considering what data is collected by English medium schools. It could potentially be a project for the Regional Welsh Language Champion and a topic we discuss with other regional local authorities to identify patterns, issues, and objectives.			
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 y Fro 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			
We have relaunched a Welsh language forum in the Vale of Glamorgan, Fforwm y Fro. Officers, service areas and organisations with a particular interest in promoting the Welsh language in the Vale of Glamorgan were identified and surveyed for their thoughts and objectives from such a forum. There was an overwhelmingly positive response from organisations and Welsh medium schools, with many looking forward to sharing news, events, information, and best			

practice. The Fforwm was approved by the Strategic Leadership Team and the first meeting arranged for April 2024. Members include Menter Bro Morgannwg, Learn Welsh the Vale, Cardiff and Vale College, Urdd, Merched y Wawr, Mudiad Meithrin, and Welsh medium schools.

Menter - Partnership Working

Menter have worked closely with other organisations to promote the Welsh language in the Vale of Glamorgan:

- Memo Arts Centre
- Schools including Welsh medium and English medium schools
- Cardiff and Vale College
- Cowbridge Pride
- Mudiad Meithrin
- Learn Welsh the Vale
- Merched y Wawr
- Urdd
- Round Table
- Pubs/venues including Bier Keller in Barry, the Duke of Wellington in Cowbridge, and Clwb Ifor Bach in Cardiff
- Glastonbarry

Details of the results of these collaborations have been provided throughout this action plan update.

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			
Menter Bro Morgannwg regularly share job vacancies on their social media channels. Cardiff and Vale College and Careers Wales have shared information about Welsh language jobs on their social media channels and have also held a number of careers/jobs events, details of which were shared on social media. Ysgol Bro Morgannwg held a number of careers-related events through the year for pupils with organisations such as the BBC and Dow Corning.			
3.2	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 y Fro 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			

The Cardiff and Vale Community Learning Partnership held a Welsh Speakers' Employment and Education Fair in 2023 which was attended by over 100 people. Careers Wales were actively involved in this project.

Other events with Cardiff and Vale College:

2022-23		
Event	Activity	Attendance
Bilingual health and care conference to promote career opportunities across both health and social care and childcare sectors.	Health and care learners participated in a carousel of events with external partnerships within this sector.	Level 1,2 and 3 health and care learners across CAVC.
Numerous engaging bilingual career opportunities take place across many curriculum areas in collaboration with external partnerships, to demonstrate bilingual employment opportunities in their areas of study.	Many learners attend workshops and presentations throughout the academic year for example, Welsh sportsmen, actors, artists.	Numerous learners across CAVC from several curriculum areas.
Creative Industries brought many guest speakers in to showcase bilingual employment opportunities in film.	Learners attended workshops with for example, Lowri Rhys Owen Script supervisor.	Creative media learners.
Public services invited guest speakers to showcase bilingual employment opportunities within this sector.	Learners attended workshops with for example, Chief executive, Say Something in Welsh.	Public Services learners.
2023-24		
With the support of Welsh development funding from Coleg Cymraeg Cenedlaethol, creative industries and business curriculum areas have held various workshops throughout the year – to promote career opportunities within both sectors. On going	Numerous bilingual external partnerships have provided workshops, seminars, trips and visits to provide learners with experiences and employment opportunities to support engagement and recruitment within creative industries and business sectors.	All levels of learners across creative industries and business departments.

Promotional engagement sessions in partnership with Menter y Fro.	Practical and engaging workshops to promote paid and voluntary work with Menter y Fro and Gŵyl Fach y Fro.	CAVC learners across both Vale campuses.
CAVC was home for the Gŵyl Cerdd Dant festival which brought numerous opportunities for learners to experience paid and voluntary work throughout the planning and delivery of festival.	Learners worked with external partners during the planning stages of the festival for example, designing winners' certificates. Learners worked through the festival with various job roles for example, ushering, presenting awards, hospitality, hair and make-up.	Numerous learners across CAVC from several curriculum areas.
Collaborative sport project with the Urdd to encourage more learners to have a career in sport, work in our communities and develop, maintain and utilise their Welsh language skills. On-going.	Following on from presentations and workshops from the Urdd, Health, fitness and wellbeing learners are working in conjunction with the Urdd to develop bilingual sports leader skills in preparation for paid employment across the community.	Health, fitness and wellbeing learners
Numerous engaging bilingual career opportunities take place across many curriculum areas in collaboration with external partnerships, to demonstrate bilingual employment opportunities in their areas of study. On-going.	Many learners attend workshops and presentations throughout the academic year for example, Welsh sportsmen, actors, artists.	Numerous learners across CAVC from several curriculum areas.

A case study from the Welsh Speakers' Employment and Education Fair which was held at Easter 2023:

The Prospero teacher supply agency approached the Learning Partnership during the event. Prospero were keen to improve the Welsh language skills of their clients and a course was designed for them. The course continues to be delivered and the learners are now in a better position to fill vacancies working through the medium of Welsh in education.

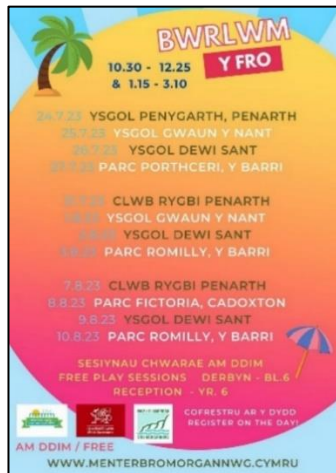
3.3	Aims: Support the development of childcare through the medium of Welsh, including during school holidays		
Activity	Carry out a review of the childcare needs of parents with children in Welsh-medium education and continue with Welsh-medium play schemes during school holidays	Target by 2027	Support 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
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Update

Menter Bro Morgannwg continue to run the Bwrlwm open play scheme program for primary age children in locations across the Vale of Glamorgan: Ysgol Sant Baruc, Ysgol Pen-y-Garth, Ysgol Dewi Sant, and Ysgol Gwaun y Nant. Over 830 children benefited from sessions in 2023/24. The Bwrlwm sessions ensure progress in Welsh language use and provide good opportunities for children to engage with Welsh during school holidays. The sessions also provided young people with volunteer and employment opportunities.

Menter work closely with Cymraeg i Blant (Welsh for Children) to ensure the work program does not conflict and to ensure as many children as possible can benefit from engagement activities.



As the Bwrlwm sessions are just under two hours long, they are classified as play sessions rather than childcare. If they were to run over the 2-hour mark they would need to be classified as care provision with many registration implications.

In the past Menter has run a care provision at Ysgol Bro Morgannwg during holiday periods. The last time this was held was 2020. At the time it was subsidized out of the Framework agreement but even so run at a loss despite being reasonably well attended. It is estimated that it would take in the region of £7000 to re-establish this care provision in the Vale.

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 y Fro 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.

The Cyngor Bro Morgannwg account on Facebook has 141 followers.

The Cyngor Bro Morgannwg account on X (Formerly Twitter) has 651 followers.

3.5 Aims: Consider the possibility of the Fforwm y Fro 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 y Fro Partners plus others locally such as Barry Town Council and across Wales such as other local	Link to Corporate Plan Wellbeing objective	1 - To work with and for our communities 2 - To support learning, employment and sustainable economic growth

	authorities and Mentrau Iaith		
Update			
Due to financial and budgetary restraints, a Welsh Language Centre / Community Hub is not currently feasible.			
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			
<p>Yr Hwb on Staffnet serves as a base for Welsh speakers and learners to find out about upcoming events, useful resources, news and information from Learn Welsh, courses, and useful phrases.</p>			
<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;">  <p>Welsh Courses</p> <p>Find a Welsh Language course.</p> </div> <div style="text-align: center;">  <p>Upcoming Events</p> <p>Come to an event and practise your Welsh.</p> </div> <div style="text-align: center;">  <p>Useful Resources</p> <p>Browse useful resources to help support your learning.</p> </div> </div>			
<p>As part of the upcoming Welsh language promotion campaign, the Hwb page has been revamped and will include more information for speakers and learners.</p> <p>Other pages on Staffnet provide information about the Welsh Language Standards and requirements. Again, under the upcoming campaign, these pages have been revamped and will be more accessible and include more resources.</p>			

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			
Cysyll and Cysgair software is installed on all Council staff computers and laptops as standard. Staff can contact ICT via phone or through Halo to request the software.			
All versions of Microsoft Office include Welsh translation within Microsoft Word and Outlook.			

3.8	Aims: Review memberships of local and regional Welsh language networks		
Activity	Fforwm y Fro to review memberships of local and regional Welsh language networks and update as necessary, inviting "missing" partners to attend the Fforwm y Fro 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 y Fro 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			
Fforwm y Fro			

We launched a new Welsh language forum in 2023/24, Fforwm y Fro. This replaces Fforwm Iaith which had ceased to meet. Members include Council staff including the Welsh Language Officer, Welsh Education Officer, and Work Welsh Coordinator; schools including all Welsh medium schools, Cardiff and Vale College, and the Welsh immersion centre; as well as representatives from other relevant organisations with an interest in promoting the Welsh language including Menter Bro Morgannwg, Learn Welsh the Vale, Urdd, Merched y Wawr, and the Cymraeg i Bawb regional champion.

Invited members were surveyed to gauge support and impetus for the Fforwm. The first meeting was arranged in 2023/24 and held in April 2024.

Other groups

We are a member of Grŵp Deddf. This is a regional group of Welsh language officers from the south-eastern Welsh local authorities along with representatives from Welsh Government and other public bodies. The group provides the opportunity to share experiences and good practice, and also forge links across the councils. The group has held seminars and conferences with presentations from Welsh Government and Welsh Language Commissioner. Meetings are held monthly, mostly via Teams but we have also attended meetings in person.

We are also a member of Rhwydiath. This is a national group of Welsh language officers from all Welsh local authorities, representatives from Welsh Government, and other public organisations. Meetings are less frequent than Grŵp Deddf.

We regularly attend the bi-monthly meetings of the Regional Welsh Language Education Champion.

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 y Fro partners as relevant per project; regional partnerships and for a such as CCR, Grŵp Deddf, WLGA's Rhwydiath 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

We have worked with the Regional Welsh Language Champion and connected project Cymraeg i Bawb on information-gathering projects and promotion work. Along with other regional councils, we provided data and Welsh language reports to help populate the website [Cymraeg i Bawb | Cymraeg i Bawb](#).



The Vale of Glamorgan section can be viewed [here](#).

We also provided Welsh medium education details to ensure the Champion has accurate data and for the Champion to provide schools with free promotional banners.

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 y Fro 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

Learning and Skills

2023-24

- Development of Ysgol St Baruc on Barry Waterfront completed in April 2023, providing 420 places to support our WESP targets. This development expanded from 1FE to 2FE to assist with delivery of our WESP targets.
- Cabinet approved funding for Ysgol Iolo Morganwg in October 2023. Strategic outline case submitted to Welsh Government in November 2023 for the development of the new 420 school on new site of Clare Gardens in Cowbridge.
- Secured 100% funding from Welsh Government for the Welsh Medium immersion unit that will also provide adult learning provision outside of school hours at Ysgol Iolo Morganwg.
- The section 106 development of Claire Gardens for the development of Ysgol Iolo Morganwg has now transferred.

Currently:

- Submit Outline Business case for Ysgol Iolo Morganwg to Welsh Government in July 2024 to secure funding to support this development.
- Conclude feasibility and test to fit of site. Designers to provide us with a detailed plan of how building will fit on site.
- Review ecological surveys that are being undertaken currently.
- Ensure that the programme team progress with scheme and take out to tender in Autumn 2024.
- Secured 100% funding from Welsh Government for the WM immersion unit that will also provide adult learning provision outside of school hours.

- Progressing with WM secondary project as part of the rolling programme. Ysgol Gymraeg Bro Morgannwg which also formed part of our Band B programme is reaching capacity of places in 2027/28 or earlier, the proposal is to monitor the projections in years 1 and 2 of the programme and plan for a development to be delivered by 2027
- The programme team are developing Cabinet reports to go out to consultation in summer 2024.
- Continue to work closely with Placemaking Group and involve the wider community in the project development.
- All of the above projects will contribute to the Council's WESP targets.

Ysgol St Baruc Primary School – Band B of Sustainable communities for Learning - Completed in April 2023

A Welsh Medium two form entry primary school with the capacity of 420 pupils plus a 48 full time equivalent nursery within the Waterfront Area of Barry. The development provides a two-storey modern building with great outdoor facilities such as a Multi-Use Games Area (MUGA), grass sporting pitches and informal play spaces. The development also included low carbon solutions with the inclusion of Air Source Heat Pumps, PV Panels and on-site Battery storage, EV charging points and cycle stands, to encourage active travel.



Ysgol Gymraeg Bro Morgannwg – Band B of Sustainable communities for Learning

This project was a refurbishment and extension of the existing school. The expansion was required to increase the capacity to 1,660 pupils. The existing sports hall and teaching block were demolished which include a new single-storey staff/visitor entrance and administration building, a new sports hall and adjacent three-storey teaching block, an extension to the existing DT department and an extension to the existing dining area to create a new full equipped catering kitchen. The site also benefits from a new Multi-Use Games Area (MUGA), a new 3G Rugby all-weather sports pitch, and a new coach drop-off / pick-up area.

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			
The process to list standardised Welsh place names in the Vale for use in street naming and signage was developed based on guidance from the Welsh Language Commissioner. Due to other corporate priorities, the list is not fully completed and approved.			

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>In 2023/24, HR introduced a new people-management system, Fusion. This allows staff to update their own personal information, including their Welsh language skills. Rather than carrying out a skills assessment, we have instead encouraged staff to self-assess their Welsh language skills and update their personal details on Fusion. HR have shared a number of emails and Staffnet posts about Fusion.</p> <p>We have asked the Work Welsh Coordinator and Learn Welsh the Vale to encourage staff to update their Welsh language skills and to provide support in the self-assessment process.</p> <p>As part of the upcoming Welsh promotion campaign, we will encourage staff to update their Welsh language skills.</p>			

We have also started the process of reviewing the skills levels. This has come about from information shared in a Grwp Deddf meeting, hearing about what other authorities do. It may potentially mean staff have a better understanding of what the skill levels mean and what level of Welsh is 'good', 'basic' or 'competent'.

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 y Fro 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

The following reports and updates are completed and publicised on the external Vale of Glamorgan Council website on an annual basis:

- Update on the Welsh Language Promotion Strategy action plan
- Annual Welsh Monitoring Report showing compliance with the Welsh Language Standards

The Welsh Language Promotion Strategy action plan is discussed in Fforwm y Fro meetings. We are considering working groups with Fforwm y Fro to focus on specific areas of the action plan. In line with action 3.14, we are reviewing all actions in the plan in 2024/25. An evaluation form has been sent to all responsible parties for completion in 2024/25.

The Council's Welsh Education Forum (WEF) meets termly and there is representation on the Forum from services across the Council as well as Vale Headteachers, Central South Consortium, Welsh Government and external partners such as RhAG, Menter Bro Morgannwg, Mudiad Meithrin, Urdd Gobaith Cymru and Cardiff & Vale College.

A number of Working Groups support the WEF to develop the Council's Welsh in Education Strategic Plan (WESP).

The Council updates Welsh Government annually on the progress of our WESP. Officers update Scrutiny on the WESP Annual Report together with feedback received from Welsh Government.

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 y Fro partners	Link to Corporate Plan Wellbeing objective	<ul style="list-style-type: none"> 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>2023/24 is the second year of this Welsh Language Promotion Strategy. As such, we will be undertaking a review of the action plan. A review / evaluation form was sent to all contributing bodies when collecting information for this update. We have requested these are returned by July to ensure we can carry out a full review. Other factors to take into consideration include financial restraints, the cost-of-living crisis, Project Zero, Reshaping, and the Strategic Equality Plan and Corporate Plan new periods from 2023/24.</p> <p>The review form asks what services/bodies think of their actions, if they are accurate and applicable, any suggested changes, and evidence to support suggestions.</p>			