

Appendix 2 Update on the Council's Welsh Language Promotion Strategy – Year 4 (2020-2021)

Action	Policy Area	Aims	Activity	Target by 2021	Responsibility	Update
1.1	Welsh for Adults	Increase the number of adults learning Welsh	Increase marketing activity and extend number of courses available at all levels	Increase number of enrolments by 20%	Learn Welsh the Vale; Canolfan Dysgu Cymraeg Genedlaethol (National Welsh for Adults Centre)	The number of enrolments of adults learning Welsh increased by over 100% between 2016 and 2019, from 180 to 385 on mainstream courses. At the beginning of the 2019-2020 academic year the highest number yet had enrolled for courses with Learn Welsh the Vale. Numbers have been affected by the Pandemic. All courses moved to online delivery during lockdown. 44% of these learners completed the year.
1.2		Increase the number of learners progressing from Entry and Foundation levels to Higher level courses	Provide targeted support and guidance to encourage learners to progress to higher levels of fluency	Increase progression rates to higher levels by 20%	Learn Welsh the Vale; Canolfan Dysgu Cymraeg Genedlaethol (National Welsh for Adults Centre)	The number of learners on Higher and Fluency level courses increased to 58 in 2019 from 24 in 2016 and increased to 66 learners by 2020. Due to the lockdown the progression rate dropped to 54% (completion summer 2020-enrolment September 2021.)

1.3		Provide more language courses in the workplace at various levels of proficiency to enable more employees to work bilingually	Increase workplace provision in the public and voluntary sectors for beginners and tentative Welsh speakers	Increase workplace provision by 100%	Learn Welsh the Vale; Canolfan Dysgu Cymraeg Genedlaethol (National Welsh for Adults Centre)	LWtV trained 64 employees of the VOG Council on mainstream Welsh for Adults course in 2019-2020. Numbers of staff in 2020-2021 are 41 enrolments across all levels. Work Welsh delivery was halted from the first lockdown for twelve months. Courses were delivered in workplaces in Cardiff by LWTV as part of the Work Welsh framework of the National Centre for Learning Welsh previously.
1.4		Provide informal opportunities for Welsh learners to meet and practise their language skills	Organise social activities and 'sesiynau sgwrs' (conversation sessions) to increase confidence and fluency levels	Establish 4 locations in the area to hold weekly opportunities for informal use of Welsh	Learn Welsh the Vale; Menter Bro Morgannwg	LWtV trained 64 employees of the VOG Council on mainstream Welsh for Adults course in 2019-2020. Numbers of staff in 2020-2021 are 41 enrolments across all levels. Work Welsh delivery was halted from the first lockdown for twelve months. Courses were delivered in workplaces in Cardiff by LWTV as part of the Work Welsh framework of the National Centre for Learning Welsh previously.

1.5		Provide opportunities for Welsh learners to integrate into Welsh speaking networks and organisations	Plan a varied programme of social activities to bring Welsh speakers and learners together	Draw up an annual calendar of events and provide marketing support	Learn Welsh the Vale; Menter Bro Morgannwg	<p>Learn Welsh the Vale organises regular events for learners and fluent Welsh speakers together, including seasonal celebrations and Saturday Schools. During Autumn Term 2019 events were held in person, however after the Covid lockdown informal learning moved on line. Saturday courses went digital, and the summer programme of reading, revision and conversation as well as singing were held on Zoom. LWTV also participates in the Siarad scheme with the support of local partners including Menter Bro Morgannwg and Cymrodorion y Barri, which pairs learners of Intermediate of above with a local Welsh speaker to meet informally to speak Welsh.</p> <p>Over the last year Menter Bro Morgannwg has delivered a series of various digital clubs and sessions for adults – from ukulele and cookery to pilates, bootcamp, lectures and craft.</p>
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1.6		Provide opportunities for parents and children to learn Welsh together	Arrange courses for families whereby adults and children can enjoy activities that support their language learning	Organise family language courses during school holidays	Learn Welsh the Vale;	LWtV received a Family Support Grant by the NCLW to provide a Homework Club for families with children in Welsh schools (previously funded by the Innovation Grant). Parents, grandparents and carers attend with children of primary school age. Families from every Welsh school in the Vale have attended Clwb Ni. Activities provided by LWTV and Urdd enable parents to participate with the children, using the Welsh language. This grant was much smaller in 2019-2020 and was only £10,000 in 2020-2021. Clwb Ni went online in April 2020 and has been meeting on Zoom .
1.7		Provide on-line opportunities for Welsh	Set up a designated on-line chat	To be established by September 2017	Learn Welsh the Vale; National Centre	LWtV Facebook and Twitter streams are in

		learners to practise their Welsh	room/forum for Welsh learners in the area			increasing use by learners and the organisation in order to share information about courses and events, opportunities to converse etc. LWtV shares information from partner organisations and other Welsh providers including Menter Bro Morgannwg and VOG Council. Partners matched on the Siarad Scheme have been meeting online during 2020.
2.1	Children, Young People and Families	Provide opportunities for children and parents to learn Welsh together	Arrange story time sessions in Welsh in various locations across the Vale, particularly in libraries	Establish story time sessions in all the major towns and establish as part of mainstream provision	Vale of Glamorgan Council; Menter Bro Morgannwg	Menter Bro Morgannwg delivered a series of Amser Stori sessions in Barry and Llantwit Major when restrictions allowed but this was not possible for a large part of the year. Digital Story Time sessions were delivered early in the year as well as seasonal story, song

						and craft sessions. Fundays are also provided each term in partnership with other local providers.
2.2		Work with key partners to create opportunities for children and young people to use Welsh outside school to strengthen the link between the language of education and the community	Develop a joint strategy that enables Welsh to become the language of social and leisure activities	Publish joint strategy by October 2017	Vale Youth Service; Children and Young People's Programme Board; Menter Bro Morgannwg; Urdd Gobaith Cymru;	See below
2.3		Increase the number of social activities through the medium of Welsh for primary age children	Arrange a series of recreational activities to cater for a variety of different interests, e.g. sport, drama, dance, arts and crafts, computer games, outdoor pursuits etc	Programme to be agreed and implemented by September 2017	Menter Bro Morgannwg; Urdd Gobaith Cymru; Vale of Glamorgan Leisure Services	The Urdd's Sports Department in conjunction with Menter Bro Morgannwg continues to provide weekly clubs for primary aged children. These include swimming lessons in Penarth Leisure Centre and Hebron Hall and Drama in Penarth and Llantwit Major when restrictions allowed. A series of digital clubs were delivered during the year, from dance and drama to craft and cookery.

2.4		Provide support for parents with children in WM schools to alleviate concerns about helping with homework	Establish Homework Clubs in WM schools or Community Centres to support parents who are non-Welsh speaking	Discussions to be held during current academic year with a view of establishing Homework Clubs by September 2018.	WM Primary Schools; Ysgol Gymraeg Bro Morgannwg; Learn Welsh the Vale	LWtV continues to run Clwb Ni, a Homework Club for families with children in Welsh schools, during term times. Staff get to know the families and are supportive of parents and prepare additional materials or activities in response to identified needs.
2.5		Encourage greater social use of Welsh by pupils attending Ysgol Gymraeg Bro Morgannwg	The school to agree a Mission Statement and code of conduct and establish a Language Use Forum	Language Use Forum to include representatives of every school year and to be established by September 2017	Ysgol Gymraeg Bro Morgannwg;	Meetings have been set up with the Learning and Skills department to co-ordinate as part of the WESP work.
2.6		Provide opportunities for young people in Ysgol Gymraeg Bro Morgannwg to use Welsh in the community	Establish a Young People's Forum in Ysgol Gymraeg Bro Morgannwg and support it to arrange a series of social activities	Arrange at least 3 significant Welsh language activities during each school year	Ysgol Gymraeg Bro Morgannwg; Urdd Gobaith Cymru	Meetings have been set up with the Learning and Skills department to co-ordinate as part of the WESP work.
2.7		Provide opportunities for young people in Ysgol Gymraeg Bro Morgannwg to use Welsh outside the	Support current Welsh-medium youth club at the Palmerston Centre, Barry and consider	Extend current provision to include Penarth and Cowbridge	Vale of Glamorgan Council; Urdd Gobaith Cymru;	See 2.3

		classroom	possibility of setting up similar provision elsewhere			
2.8		Share information with young people about job opportunities and apprenticeships that require bilingual skills	Ensure that Careers Wales and careers officers in schools have the most up-to-date information about jobs requiring Welsh-language ability and proactively share this information with young people	Careers Wales, Ysgol Gymraeg Bro Morgannwg and Cardiff and Vale College to agree a plan of action by September 2017 and devise innovative ways of providing information via apps and social media	Careers Wales; Ysgol Gymraeg Bro Morgannwg; Cardiff and Vale College;	Further discussion to take place
2.9		Use communication technology to advertise employment opportunities requiring bilingual skills	Develop a designated website, app and directory to advertise jobs and apprenticeships that require Welsh language skills	Set up an information sharing Hub for major employers in the area which can be used to recruit bilingual staff and apprentices	Careers Wales; LEA; Ysgol Gymraeg Bro Morgannwg; Cardiff and Vale College;	As above
2.10		Support the development of childcare through the medium of Welsh	Carry out a review of the childcare needs of parents with children in WM education	Support the development of after-school or wrap-around childcare where needs are identified.	Menter Bro Morgannwg; CYPP; Vale of Glamorgan Council	Under discussion
2.11		Support the development of Welsh	Continue with Welsh-medium play	Increase numbers attending holiday	Menter Bro Morgannwg; CYPP;	The Holiday Care Scheme at Ysgol Gymraeg Bro

		Medium childcare opportunities during school holidays	schemes during school holidays	play schemes by 100%	Vale of Glamorgan Council	Morgannwg was not delivered during 20-21 due to the Covid-19 restrictions. Menter Bro Morgannwg delivered open access BWRLWM play schemes during the summer holidays when restrictions allowed and this was then delivered digitally during all other school holidays. , the maximum number (30) attended each day during the face to face sessions.
2.12		Provide day care provision through the medium of Welsh	Carry out feasibility study to investigate viability of establishing WM day care provision in the Vale	Complete feasibility study by March 2017	Menter Bro Morgannwg; Vale of Glamorgan Council	Under discussion
2.13		Increase number of Welsh language activities that cater for the interest of families	Build on the success of Gŵyl Fach y Fro and arrange similar events to coincide with Christmas, Santes Dwynwen and St David's Day celebrations	Arrange 3 family fun days during the year in different parts of the county and increase attendance at Gŵyl Fach y Fro to 3,000	Menter Bro Morgannwg; Urdd Gobaith Cymru; Learn Welsh the Vale; Vale of Glamorgan Council;	Menter Bro Morgannwg partnered with Menter Caerdydd to deliver a digital festival in 2020 - Tafwyl in association with Gŵyl Fach y Fro was held on the AM platform in June 2020. The festival attracted more than 25,000 viewers and the feedback

						received was hugely positive and viewers welcomed the opportunity to engage with the cultural festival during such a challenging time.
2.14		Develop the Welsh music scene and the arts through the Gigs Bach y Fro scheme	Continue with the Welsh language music and arts provision in different locations across the Vale and build on the success of Gigs Bach y Fro	Hold 6 events a year for adults around the Vale and ensure that at least 60 people attend each event	Menter Bro Morgannwg; Vale of Glamorgan Council	This was not delivered in 20-21 due to Covid-19 restrictions.
2.15		Increase leisure opportunities through the medium of Welsh for children and young people	Ensure that swimming lessons are available in Welsh for all WM schools	All WM schools to be offered swimming lessons through the medium of Welsh by September 2017	Leisure Services; Legacy Leisure (the Council's Leisure Management Contractor); Urdd Gobaith Cymru; Cardiff and Vale College	Welsh Medium Schools now have the opportunity to have swimming lessons delivered through the medium of Welsh by prior arrangement. This will continue once Centres reopen.
2.16		Increase leisure opportunities through the medium of Welsh	Ensure that swimming lessons are available in after-school provision through the medium of Welsh up to at least Level 1	Swimming lessons up to Level 1 to be available through the medium of Welsh in all main leisure centres by September 2017	Leisure Services; Legacy Leisure (the Council's Leisure Management Contractor); Urdd Gobaith Cymru; Cardiff and Vale College	Efforts have been made to explore both demand and opportunities for after school provision to be delivered through the medium of Welsh and level 1 classes are now available at Barry Leisure Centre at certain times.

2.17		Increase leisure opportunities through the medium of Welsh	Ensure that fitness classes are available through the medium of Welsh	Establish at least 2 WM fitness classes by September 2018 and increase number over the next four years	Leisure Services; Legacy Leisure (the Council's Leisure Management Contractor); Menter Bro Morgannwg; Urdd Gobaith Cymru	<p>Virtual sessions have been offered to all pupils delivered at Ysgol Gyfun Bro Morgannwg during the pandemic. Funding has also been provided, via Sport Wales / VOGC partnership, to develop additional extra activities such as speedball and boxercise when schools were/are open.</p> <ul style="list-style-type: none"> Funding for all primaries was available where Ysgol Sant Baruc and Ysgol Sant Curig were succesful with their applications for multi-sport equipment to increase fundamental skills.
2.18		Increase leisure opportunities through the medium of Welsh	Collaborate with sports associations to ensure that coaching is available through the medium of Welsh in activities like	Agree a plan of action by September 2018 with main sports associations to train Welsh speaking	Sports Associations; Leisure Services; Urdd Gobaith Cymru	<p>Unfortunately, this has not been possible to continue in 2020/21 due to Covid 19.</p> <p>However, in February</p>

			<p>gymnastics, netball, hockey, tennis, rugby, football etc</p>	<p>coaches and establish Welsh-medium leisure clubs and activities</p>	<p>2020 24 pupils from years eight and nine of Ysgol Bro Morgannwg were trained to assist within sporting sessions with their communities. Due to Covid 19, this has prevented them from delivering. An additional course has also been offered and will be arranged for the summer term in partnership with Urdd Gobaith Cymru.</p> <p>The Sports Development Team have delivered training to Welsh speaking pupils who are involved in the delivery of activities in school and community settings including :</p> <ul style="list-style-type: none"> • 5 Silver Young Ambassador's in Bro Morgannwg who are currently helping develop social media projects with the Sports Development team. • 5 Coaches of the Future currently being upskilled
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						<p>in preparation to be able to deliver once government guidance will allow these opportunities</p> <ul style="list-style-type: none"> • Sports Leaders Playmaker training delivered to Year 6 pupils at Ysgol Sant Baruc to assist in the delivery within curricular and non-curricular settings. • Sports Leaders Playmaker training offered to Ysgol Sant Curig but cancelled due to Covid 19, however this has been rescheduled for the summer term. <p>Additional links forged with the Welsh medium cluster primary schools. Opportunities offered to take part in local competitions and festivals.</p> <p>The Sports Development Team are represented in the Welsh Education</p>
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						Strategic Plan meetings and relevant action included in the plan.
2.19		Ensure that Leisure Centres proactively promote the use of Welsh	Appoint a Language Champion in every leisure centre with responsibility for actively promoting Welsh both visually and in its leisure provision	Training for Language Champions to be completed by September 2017 with monitoring processes established to evaluate progress on language use	Leisure Services; Legacy Leisure (the Council's Leisure Management Contractor); Urdd Gobaith Cymru; Menter Bro Morgannwg	Welsh Language is now a permanent item on the Client / Contractor management meeting.
3.1	Community Activities	Use communication technology as an information and networking platform for Welsh speakers and learners	Further develop 'Echlysur' in the Vale as a communication network which provides information to Welsh speakers and learners about activities, events, job opportunities etc	Expand marketing of the networking platform and set a five year target of 3,000 subscribers	Menter Bro Morgannwg; Youth Service; Ysgol Gymraeg Bro Morgannwg; Urdd Gobaith Cymru	Menter Bro Morgannwg hold regular 'campaigns' to increase the user database. More than 1,500 residents subscribe to the Menter Bro Morgannwg e-newsletter – sharing information about Welsh medium events and activities in the Vale. This is an effective source of sharing information about Menter's activities, and this service also shares information/adverts from other Welsh partners in the area.

3.2		Use communication technology to keep in touch with pupils after they leave Ysgol Gymraeg Bro Morgannwg	Ensure that contact details of as many school leavers as possible are added to the networking platform	Collect contact details on an annual basis	Ysgol Gymraeg Bro Morgannwg; Menter Bro Morgannwg; Youth Service	There are informal Facebook and Linked in groups at the moment. Discussions will take place on how these can be developed and expanded.
3.3		Ensure community and volunteer involvement in planning and organising Welsh language activities	Set up a Community Hub to promote social activities in Welsh	Establish a Community Hub in the Vale by September 2018 and support them to arrange an annual programme of popular activities/ events	Menter Bro Morgannwg; Urdd Gobaith Cymru; Vale of Glamorgan Council	Menter Bro Morgannwg use a range of digital social media platforms to promote their services, including: Twitter (1,272), Instagram (339) and Facebook (851).
3.4	MBMs current budget doesn't allow for weekly articles	Raise awareness of Welsh language in digital and print networks	Continue to ensure that Welsh language content is included in the Glamorgan Gem which is a printed and on-line community newspaper	Develop provision to include articles in the Glamorgan Gem both in the printed and on-line versions	Menter Bro Morgannwg; Glamorgan Gem	Due to a lack of funding, Menter Bro Morgannwg does not currently produce regular bilingual content for the Glamorgan GEM. However we will continue to share content and advertise when possible e.g. Gŵyl Fach y Fro.
3.5		Consider the possibility of establishing a Welsh Language Centre in the Vale	Undertake a feasibility study to explore the potential of establishing a Welsh Language Centre in Barry	Seek funding and carry out a feasibility study by September 2018	Vale of Glamorgan Council; Welsh Government; Menter Bro Morgannwg; Barry Town Council.	To be addressed.
4.1	Welsh in the Workplace	The Council to comply fully with the Welsh Language Standards	Continue to implement the Welsh Standards Action Plan	The Insight group receive regular updates on	Vale of Glamorgan Council	An action plan has been developed and the majority of the actions

				compliance developments and issues		have now been completed.
4.2		Assess linguistic skills of staff	Carry out a comprehensive analysis of the linguistic skills of staff and identify gaps in service areas that require bilingual skills and identify training needs	Complete language skills audit and analysis by December 2017	Vale of Glamorgan Council	A second linguistic skills audit took place in September 2018. Information was collected from all computer users. A further audit will take place in 2022.
4.3		Increase number of bilingual staff in order to provide services in accordance with requirements of the Welsh Language Standards	The Council to recruit sufficient Welsh speakers, invest in current Welsh speaking staff and support staff to increase their Welsh language skills across all levels of language learning	The Language Skills Strategy to be reviewed by September 2017 with the aim of ensuring by 2021 that the proportion of bilingual staff broadly reflects that of the County Council.	Vale of Glamorgan Council	The Council is taking positive action to train more staff and to recruit Welsh speaking staff. This discussion is currently taking place within the newly-reformed Mwy na Geiriau meetings.
4.4		Adopt a proactive recruitment policy which will enable the Council to provide more bilingual services in line with the requirements of the Welsh Language Standards	All posts to be designated as either Welsh 'essential' or 'desirable'. Posts to be deemed 'essential' if no Welsh-speaker is currently employed in a service team or if the need for more bilingual capacity has been identified by	A revised Language Skills Strategy outlining recruitment policy to be produced by March 2018	Vale of Glamorgan Council	All posts are designated as Welsh 'desirable' as a minimum. A pilot is planned in Social Services to trial Welsh as 'essential' in all posts. This would require non-Welsh speakers to complete the 10-hour

			managers.			courtesy Welsh course.
4.5		Provide opportunities for staff to improve their language skills	Draw up a programme of language courses to develop skills and confidence of Welsh speakers and learners	Agree a training programme by June 2017	Vale of Glamorgan Council	Staff can attend any Learn Welsh course during their work time and free of charge, This is funded jointly by LWTV and VOG Council. 41 staff members are enrolled in courses in 2020-21 – many of these are provided online.
4.6		Enable staff and elected members to be aware of history and culture of Welsh language including compliance with Welsh language legislation	Arrange a programme of Welsh Language Awareness and Compliance training and include in induction for new staff	Agree a training programme by June 2017	Vale of Glamorgan Council	A new Welsh Awareness module will be rolled out in Summer 2021.
4.7		Create an environment that encourages greater use of Welsh	Produce resources, promotional material and visual impacts that promote language use and fosters respect and support for bilingualism	On-going	Vale of Glamorgan Council	Welsh badges on emails have been developed for speakers and learners. Welsh speakers wear lanyards. Signs throughout the building indicate the use of Welsh is welcome.
4.8		Provide intranet support for Welsh speakers and learners	Use intranet to sign-post staff to useful language resources e.g. e-learning, on-line grammar and spell checkers, on-line dictionaries and	Complete list of on-line resources by January 2017	Vale of Glamorgan Council	A page has been developed for learners with links to resources and also a page for speakers to explain their rights.

			translation tools			
4.9		Provide intranet support for Welsh speakers and learners	Develop intranet to sign-post staff to Welsh language courses and Welsh language activities in the community	Complete by October 2016 and continuously update	Vale of Glamorgan Council; Learn Welsh the Vale;	See above. There is also an informal chat group for learners
4.10		Normalise the use of Welsh in the workplace	Assess language preferences of staff in relation to internal operations:- correspondence; forms; complaints; performance reviews; training needs; staff policies, internal meetings etc	Assessment to be completed by March 2017	Vale of Glamorgan Council	Was done as part of the audit exercise.eg Staff survey was provided in Welsh to Welsh speakers. Where possible all internal communication is bilingual.
4.11		Promote schemes that visually illustrate that Welsh is welcomed in the workplace	Continue to develop initiatives that create an environment which fosters the use of Welsh by staff, e.g. badges, posters, lanyards, use of <i>Cymraeg</i> logo on e-mail and intranet, e-mail signatures and out-of-office messages	On-going	Vale of Glamorgan Council	Email footers now indicate prominently if members of staff are Welsh speakers or learners.
4.12		Distribute Welsh language promotional material to staff on intranet	Distribute badges, lanyards, posters, create bilingual screen savers and promote	On-going	Vale of Glamorgan Council	This takes place regularly

			Welsh language courses			
4.13		Develop confidence in the use of written Welsh	Install Cysill and Cysgair (Welsh language grammar and spell checkers) on all staff and elected members' computers and iPads	All computer packages installed and operational by December 2016	Vale of Glamorgan Council	This is installed on all computers A new grant received by the Adult Community Learning service has paid for a licence for all staff to be able to use the updated versions of this software.
4.14		Encourage staff and elected members to use Welsh in internal and external meetings and in presentations	Provide training on presentational skills in Welsh and explore the practicalities of providing translation facilities at internal meetings	Draw up a training programme by September 2017	Vale of Glamorgan Council	All communication from the Managing Director is bilingual. Some internal staff training sessions have been provided in Welsh, where multiple opportunities for attendance were available and one of these was in Welsh.