



Appendix 1:

Welsh Language Standards

Annual Monitoring Report

2025-2026

No Status Draft

This document is available in Welsh.

Mae'r ddogfen hon ar gael yn Gymraeg.

Welsh Language Standards Monitoring Report 2025-2026

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Introduction

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

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

To achieve the 174 standards within the Notice, the Council developed an [Action Plan](#) which we have published on our website.

The standards are grouped into five 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 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. In line with action 3.14, we reviewed the action plan in 2024/25.

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. This information is publicly available in the Council's Improvement Plan and Service Plans, which are published annually. We publish these documents on our website www.valeofglamorgan.gov.uk or www.bromorgannwg.gov.uk

In addition to this, we publish this report in the Equalities section of our 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 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 2025 to March 2026, 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	3
Complaints made directly to the Council's corporate complaints system	1

We created a new [Complaints and Concerns Procedure](#). This is available on our [external website](#). We added more explanation about the process and made sure there was a link to this information from the corporate complaints and concerns webpage.

We updated the complaints guidance for staff. This is available on Staffnet.

Complaints made via the Welsh Language Commissioner's office

We have received three complaints via the Welsh Language Commissioner's office. They are taking no further action on one, and we are awaiting the final decision notice on the other.

Date received	Nature of complaint	Actions taken
04/09/2025	CS1367 Social Services Issues with translation and interpretation at meetings with Children's Services, and level of staff Welsh language skills.	Complaint also received directly, and response sent to customer. Timeline of activity, context and reasoning shared with the Welsh Language Commissioner.

		Investigation is still ongoing. Decision due in June 2026.
09/10/2025	CS1373 Customer Service - Website English words in the Welsh menus on the customer portal on the external website.	Complaint also received directly, and response sent to customer. We have corrected pages and menus. We have received the draft report, and we are currently completing necessary actions.
19/12/2025	CS1395 Freedom of Information Freedom of Information request submitted in Welsh and response sent in English.	Welsh response sent as soon as complaint raised. Team reminded of correct process. The Welsh Language Commissioner has confirmed they will not be investigating or taking further action.

Complaints made directly to the Council

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

Date received	Nature of complaint	Actions taken
11/07/2025	Social Services Issues with translation and interpretation at meetings with	Social Services staff produced a response in line with Social Services complaints process.

	Children's Services and level of staff Welsh language skills.	Reminded of relevant Welsh Language Standards. Identical complaint received via the Welsh Language Commissioner (CS1367).
04/08/2025	Neighbourhood Services Signs in women's toilets on Barry Island were in English only.	Neighbourhood Services advised they would get signs translated and list of useful / common phrases. Reminded of requirement under Standards for all signs to be bilingual.
02/03/2026	Transport – road signs Temporary road signs for road closures in Llantwit Major included incorrect Welsh translation.	We removed and corrected relevant signs. We have shared guidance about the Welsh Language Standards and translation requirements.
21/07/2025	Customer Service - Website English words in the Welsh menus on the customer portal on the external website. Complaint made via the corporate complaints' portal.	Asked Customer Services to check website and correct. Identical complaint from Welsh Language Commissioner received as well (CS1373.)

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

Recruitment

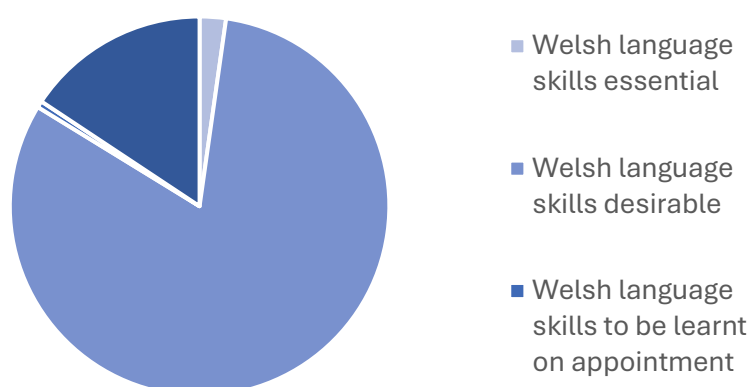
Standards 154,170 (ch)

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 in both Welsh and English.

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 (including schools)	714	100%
Welsh language skills essential	16	2.2%
Welsh language skills desirable	582	81.5%
Welsh language skills to be learnt when appointed to post	4	0.6%
Welsh skills not recorded	112	15.7%



We continue to work with Human Resources staff to ensure our recruitment processes align with the relevant standards.

Welsh Language Skills

Standard 170 (2a)

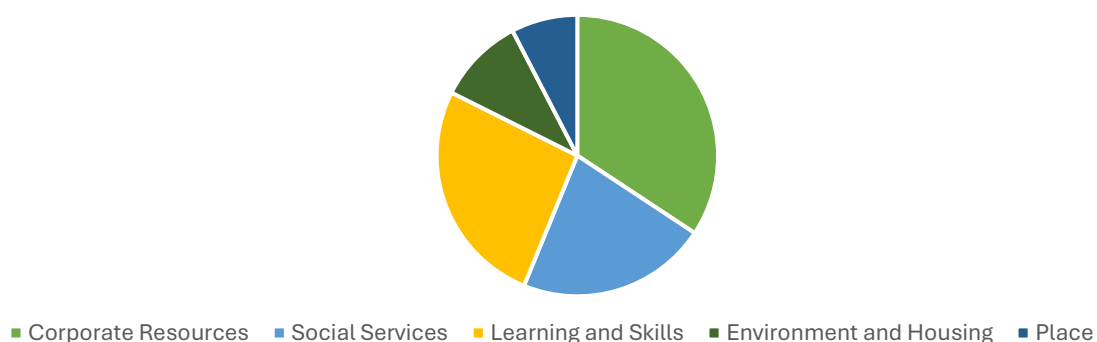
We must monitor and report the number of staff with Welsh skills in the Council.

We have measured this indicator by analysing data from the Welsh Skills Assessment and filtering staff data from Fusion, the human resources platform.

Fusion captures and records the language skills of staff. Human Resources have communicated the need to update personal information. Staff can self-assess their Welsh language skills and update this information in their personal details on Fusion.

We launched a Welsh Skills Assessment in January 2025. This was conducted through a Microsoft Form so has not impacted the Fusion reporting, unless staff members updated their Welsh skills on Fusion after completing the Welsh Skills Assessment. We continued to promote the Welsh Skills Assessment in 2025/26. The Skills Assessment can be viewed [here](#). A total of 256 members of staff have completed the skills assessment as of 31 March 2026:

Staff who have completed the Welsh Skills Assessment



We also created a Welsh Skills Framework to make it easier for staff to self-assess their Welsh language abilities more accurately. We created the Skills Framework with reference to the National Centre for Learning Welsh, Welsh Language Commissioner guidance, and support from other authorities. The Skills Framework can be viewed [here](#).

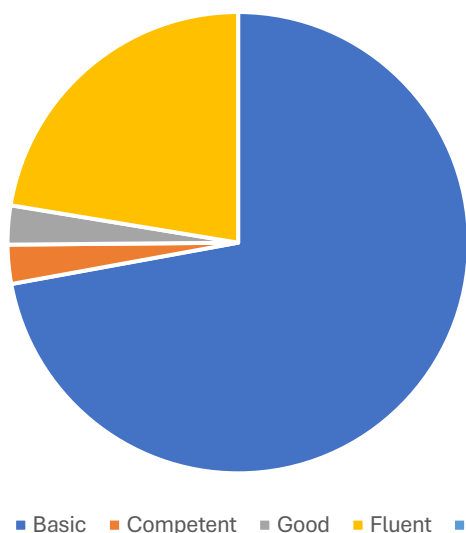
We keep the records of staff with Welsh language skills under Standard 151.

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

All figures are reliant on staff members self-assessing their Welsh language skills within their Fusion account and therefore may not be complete.

This table includes all corporate and school staff who selected Basic, Competent, Good or Fluent for the four Welsh competencies:

Welsh	Understanding	Spoken	Reading	Written
Number	1302	1172	1072	923
Total Staff	5520	5520	5520	5520
Percentage	23.59%	21.23%	19.42%	16.72%



This chart shows the total number of staff in the six directorates with Basic, Competent, Good, or Fluent in all four categories (such as 'basic' for reading, writing, understanding, and speaking).

The following charts and tables show the different skill levels for the four competencies by directorate, as reported by staff in the Fusion HR system across the corporate directorates (i.e. not including schools). The Fusion data records all staff who indicated Understanding skills at basic or higher – it does not include staff who selected 'none' or chose not to record their level of Understanding. The data includes 'none' and 'not recorded' for the other

competencies, but for consistency in report, these entries have been ignored: only Basic, Competent, Good, and Fluent have been included.

Staff skills reported in Fusion – Reading

	Basic	Competent	Good	Fluent	Total
Learning & Skills	51	6	2	20	79
Social Services	150	8	10	32	200
Environment and Housing	92	10	5	21	128
Resources	72	11	8	13	104
Place	13	2	3	5	23
Total	378	37	28	91	534

Staff skills reported in Fusion – Writing

	Basic	Competent	Good	Fluent	Total
Learning & Skills	46	3	2	19	70
Social Services	115	6	11	29	161
Environment and Housing	72	5	3	19	99
Resources	52	8	8	12	80
Place	10	2	2	5	19
Total	295	24	26	84	429

Staff skills reported in Fusion – Speaking

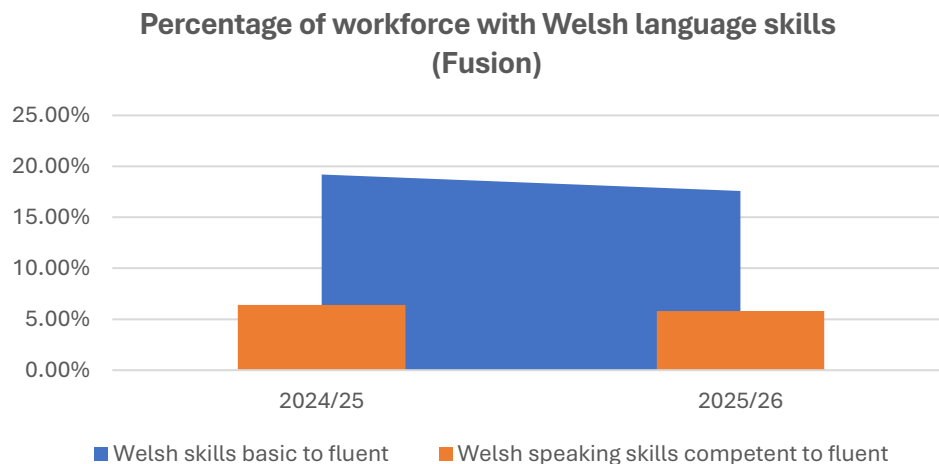
	Basic	Competent	Good	Fluent	Total
Learning & Skills	67	4	2	25	98
Social Services	189	8	8	30	235
Environment and Housing	105	8	4	21	138
Resources	88	5	6	14	113
Place	19	1	3	5	28
Total	468	26	23	95	612

Staff skills reported in Fusion – Understanding

	Basic	Competent	Good	Fluent	Total
Learning & Skills	72	4	4	20	100
Social Services	211	6	9	36	262
Environment and Housing	143	7	5	23	178
Resources	98	6	7	19	130
Place	22	2	2	6	32
Total	546	25	27	104	702

There have been some slight changes since 2024/25. These may be due to staff updating their skills or more likely, due to staff leaving.

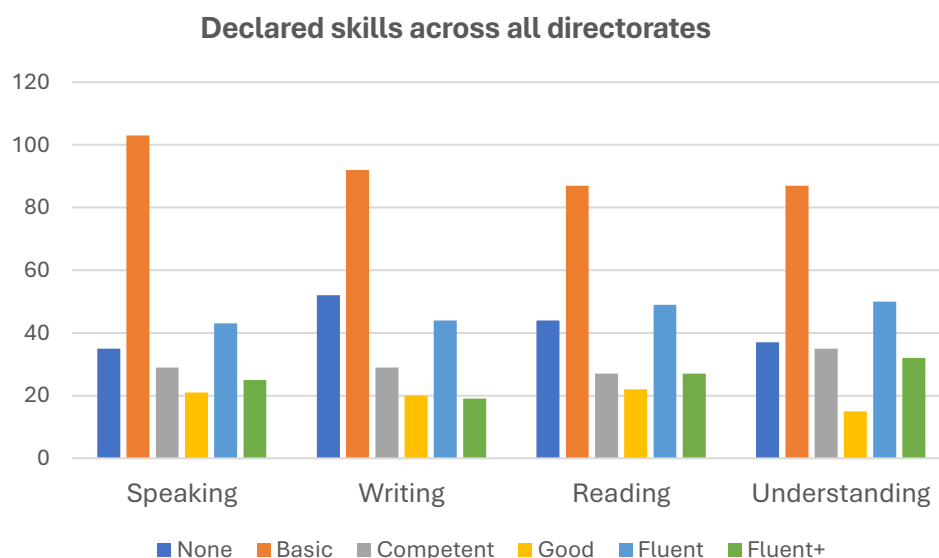
This graph shows the percentage of the council workforce with Welsh language skills rated basic to fluent across all four competencies, as well as the percentage of staff with Welsh speaking skills ranked competent, good, or fluent. The percentages have decreased from 2024/25 to 2025/26.



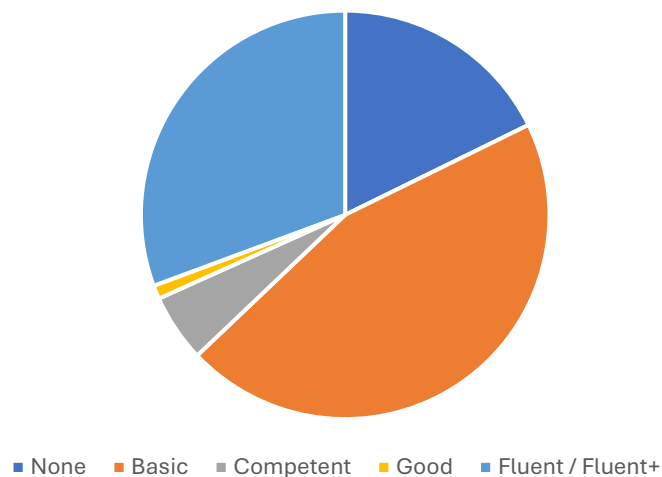
Data from the Welsh Skills Assessment

A total of 256 members of staff have now completed the Welsh Skills Assessment. Of these, 129 were completed between 1 April 2025 and 31 March 2026. The following figures and charts are based on the total, not just those completed in 2025/26.

This chart shows the reported level of ability for each skill area across all five directorates. As shown, Basic is the most common skill level for each area.



The following chart shows the total number of staff who declared None, Basic, Competent, Good, or Fluent / Fluent+ skills in all four categories (for example, 'basic' for reading, writing, understanding, and speaking).



Of the staff who completed the Skills Assessment, 203 members of staff (3.7% of the Council workforce) reported Welsh language skills in all four categories ranging from basic to fluent+ and 188 members of staff (3.4% of the workforce) reported competent, good, fluent 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%.

Speaking – Welsh Skills Assessment

	None	Basic	Competent	Good	Fluent	Fluent+	Total
Corporate Resources	12	33	7	3	13	4	72
Environment and Housing	12	18	4	2	7	3	46
Learning and Skills	4	15	8	5	9	14	55
Place	0	10	2	2	4	3	21

Social Services	7	27	8	9	10	1	62
Total	35	103	29	21	43	25	256

Writing – Welsh Skills Assessment

	None	Basic	Competent	Good	Fluent	Fluent+	Total
Corporate Resources	21	28	5	5	9	4	72
Environment and Housing	14	17	5	0	7	3	46
Learning and Skills	8	12	7	5	11	12	55
Place	2	8	2	3	6	0	21
Social Services	7	27	10	7	11	0	62
Total	52	92	29	20	44	19	256

Reading – Welsh Skills Assessment

	None	Basic	Competent	Good	Fluent	Fluent+	Total
Corporate Resources	15	30	8	4	10	5	72
Environment and Housing	13	14	3	4	8	4	46

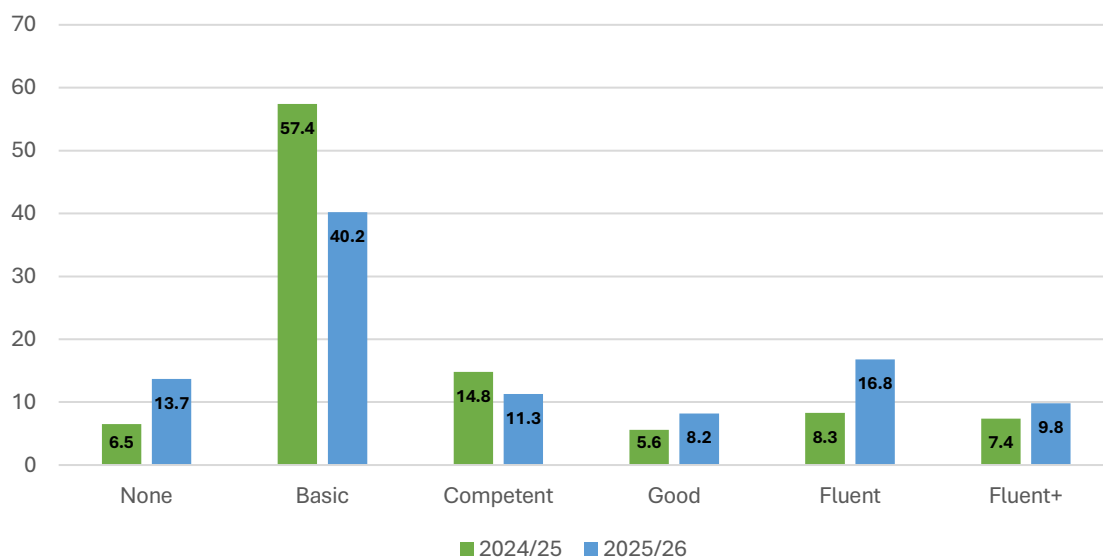
Learning and Skills	8	10	6	4	12	15	55
Place	0	8	4	3	3	3	21
Social Services	8	25	6	7	16	0	62
Total	44	87	27	22	49	27	256

Understanding – Welsh Skills Assessment

	None	Basic	Competent	Good	Fluent	Fluent+	Total
Corporate Resources	12	29	10	3	13	5	72
Environment and Housing	11	16	4	2	9	4	46
Learning and Skills	6	11	7	5	9	17	55
Place	0	8	3	3	3	4	21
Social Services	8	23	11	2	16	2	62
Total	37	87	35	15	50	32	256

In general, there has been an improvement in the Welsh skills declared by staff in 2025/26 from previous years. Figures from last year can be seen [here](#).

The following chart shows the difference from 2024/25 and 2025/26 in the percentage of reported Welsh language speaking skills across the whole council, as reported in the Welsh Skills Assessment. The percentage of staff declaring 'basic' and 'competent' Welsh speaking skills has decreased, but the percentage of staff declaring 'good,' 'fluent' or 'fluent+' has increased.

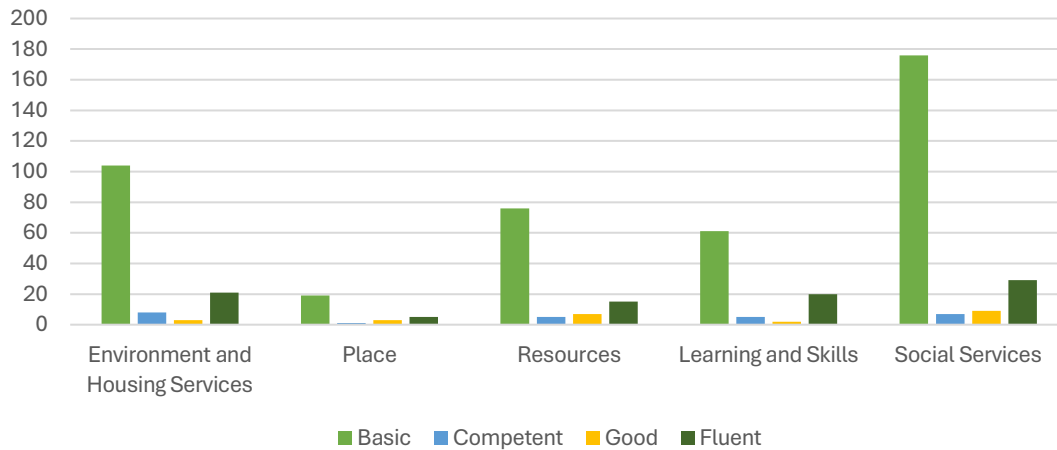


We directed staff with fluent Welsh language speaking skills from Fusion HR data to complete the Welsh Skills Assessment to access Cyfieithu Cyflym, so it is understandable that that these percentages have increased. Regardless of that, it is still positive to see increases in the number of staff declaring they can speak Welsh.

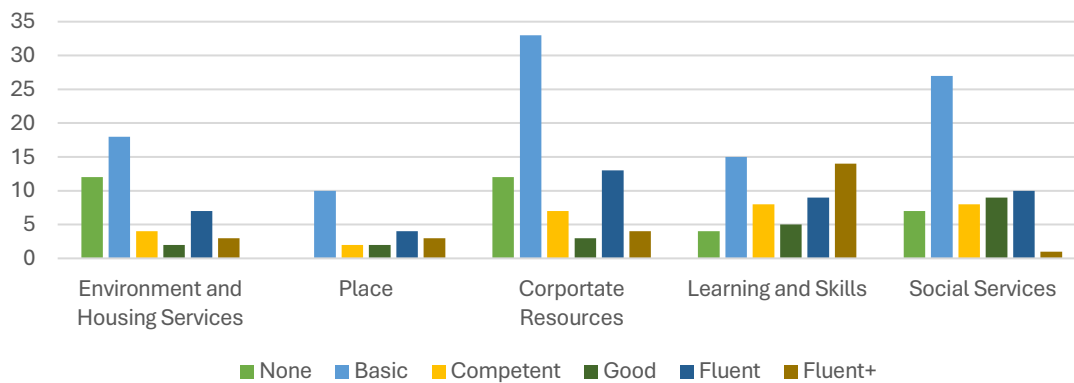
Comparison

These two charts show the ability to speak Welsh, by directorate, as recorded in Fusion and in the Welsh Skills Assessment. More people have declared their Welsh language abilities on Fusion than in the Welsh Skills Assessment, so they are not directly comparable. It is however interesting to see that more staff declare Basic speaking skills on Fusion whereas more staff declare Competent speaking skills on the Skills Assessment.

Ability to speak Welsh by directorate, as recorded in Fusion



Ability to speak Welsh by directorate, as declared in the Welsh Skills Assessment



Headlines from the Fusion data 2025/26

- 702 (29.0%) out of 2417 entries had basic-fluent understanding skills,
- 425 (17.6%) out of 2417 had basic-fluent in all columns (i.e. no none/not recorded in reading, writing, speaking either)
- 1715 (82.41%) declared either none or did not record skills for Understanding
- 1992 (71.0%) had none/not recorded in at least one column

Headlines from the Welsh Skills Assessment data 2025/26:

- 220 (85.6%) entries had basic-fluent understanding skills,
- 203 (79.8%) had basic-fluent in all columns (i.e. no none/not recorded in reading, writing, speaking either)

- 37 (14.4%) declared no Welsh skills for Understanding
- 52 (20.2%) had none/not recorded in at least one column
- 33 (12.8%) had none in all four columns

We continue to promote and monitor the Skills Assessment. We aim to periodically send targeted messaging about Welsh language courses to staff who have reported no Welsh language ability, or basic Welsh language skills.

We continue to explore how we can best use data from both the Skills Assessment and Fusion to measure the Welsh language skills of our staff most accurately.

List of Welsh speakers

We updated the list of Welsh speakers and shared the updated list on the new Staffnet pages.

We surveyed staff members on the list for their preferences in terms of what they are willing to do: answering telephone calls, dealing with more in-depth queries, taking minutes, proofreading translations, and drafting content; and for whom: themselves, their team, their service area, their directorate, or the whole council. This ensures staff have control and autonomy over their time and how they use Welsh on behalf of other colleagues.

We arranged for the Chief Executive to send a message of thanks.

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 in Welsh.

We continued to promote the Welsh Awareness course on iDev to all staff, including Social Services staff, in 2025/26.

Learning Welsh

Standard 130, 131, 132

There were significant changes to our learning Welsh offer during 2025 – 2026.

The National Centre for Learning Welsh removed funding for our full-time Work Welsh Coordinator in April 2025. We remain part of the Work Welsh scheme, but we no longer have a full-time dedicated tutor and coordinator. Classes continued during the summer term, but it was difficult to promote and plan for more Welsh classes during this time. Work Welsh courses ended after summer term 2025, except for one Canolradd/Intermediate course which continued until Christmas 2025.

The National Centre for Learning Welsh advised that a trial or introduction course was required to accurately assess interest, as they would only fund sustainable classes of 8-10 or more people in a class. Subsequently, we held a survey during the summer to assess interest in Welsh courses for the autumn term. We asked about the level of Welsh learning, length of course, and time of class. Eighty-two members of staff responded. Just over half of the respondents preferred a shorter course (one hour a week for ten weeks) with over 73% of respondents indicating they would want to learn at Mynediad / Entry level.

Based on the survey results, we opted to focus on entry level learners. We decided on a ten-week 'Introduction to Welsh' course to run at one hour a week from September to December 2025. We ran four classes at four separate times during the week, including an in-person class. Our former Work Welsh Coordinator ran all four classes through Learn Welsh the Vale. The classes were well-attended, with over forty members of staff completing the course.

As the Introduction to Welsh course proved successful, the National Centre for Learning Welsh were happy to fund a longer term formal Mynediad / Entry course. We ran a second survey during the autumn term with the Introduction course learners and wider staff to gauge interest. We were able to launch three two-hour a week Mynediad / Entry level classes in January 2026 running at various times and dates for a total of thirty-five members of staff, again through Learn Welsh the Vale. The course is due to end by Easter 2027.

For the academic year 2025-26, from September 2025, we directed staff wishing to learn Welsh at higher levels to Learn Welsh providers. The Vale of Glamorgan Council continues to fully fund all staff wishing to learn Welsh with these providers.

We hope to run a second Introduction to Welsh course in the summer of 2026, with the aim of launching another Mynediad / Entry level cohort in September 2026.

Number of learners

During the final term of the 2025-2026 academic year, there were twenty-three members of staff learning Welsh through a Work Welsh course delivered by the Work Welsh Coordinator at the Vale of Glamorgan Council.

Number of staff on a Work Welsh course by the end of the summer term 2025	
Mynediad / Entry	12
Sylfaen / Foundation	Closed in April 2025
Canolradd / Intermediate	8
Uwch / Higher	2
Gloywi / Proficient	1

The Canolradd course was due to end at Christmas 2025 and was the only ‘in-house’ Work Welsh course with our Coordinator to run after the summer break.

Number of staff on a Work Welsh course during the autumn term 2025	
Canolradd / Intermediate	5

The Introduction to Welsh course ran for ten weeks across five classes.

Number of staff on the Introduction to Welsh ten-week course in autumn 2025	
Registered / started	48
Completed	47

A new Mynediad / Entry course began in January 2026. There are three classes running for two hours per week for approximately 15 months.

Number of staff on the Mynediad course starting January 2026	
Registered / started	35
Attending by April 2026	33

Staff wishing to learn Welsh at a higher level from September 2025 were signposted to all other Learn Welsh providers. Courses are a mix of online, in-person, self-study, and blended (a mix of online, in-person, and self-study).

Number of staff learning Welsh after September 2025 with all Learn Welsh providers at each level
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Blasu (taster / introduction)	7
Mynediad / Entry	6 (+35 in January 2026)
Sylfaen / Foundation	14
Canolradd / Intermediate	7
Uwch / Higher	6
Gloywi / Proficient	1
Codi Hyder (build confidence) - residential	1

Number of staff learning Welsh after September 2025 with Learn Welsh providers	
Work Welsh / Cymraeg Gwaith – blended course	5
Dysgu Cymraeg Caerdydd / Learn Welsh Cardiff	6
Dysgu Cymraeg Ceredigion-Powys-Sir Gâr / Learn Welsh Ceredigion-Powys-Carmarthenshire	1
Dysgu Cymraeg Gwent / Learn Welsh Gwent	1
Dysgu Cymraeg Morgannwg / Learn Welsh Glamorgan	5
Dysgu Cymraeg Nant Gwrtheyrn / Learn Welsh Nant Gwrtheyrn	2 (1 x residential, 1 x main course)
Dysgu Cymraeg Sir Benfro / Learn Welsh Pembrokeshire	2
Dysgu Cymraeg y Fro / Learn Welsh the Vale	72 (+ 35 registered on Mynediad course in January 2026)
Y Ganolfan Dysgu Cymraeg Genedlaethol / The National Centre for Learning Welsh	2 (self-study)

In addition, we offered a 90-minute courtesy level Welsh course to all members of staff. We also promoted this course to managers of teams with customer-facing staff. During 2025-2026, only one member of staff completed the courtesy level course.

We promoted the online courses available on the Learn Welsh website on the Hyb and later Staffnet pages. We also directly promoted these with Social Services staff.

Overview

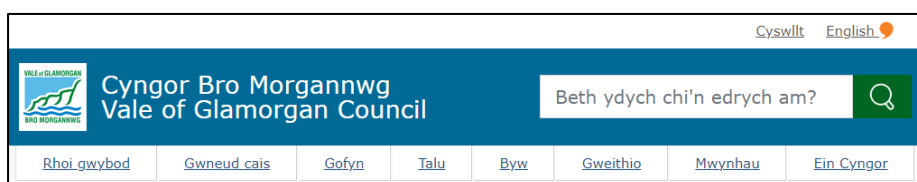
Year	Number of Council staff who completed a course / on register for any Welsh course	Target
2022 / 2023	58	58
2023 / 2024	38	64
2024 / 2025	29	64
2025 / 2026	96	64

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 conduct checks to ensure each page, menu, and form is fully functional and accurately translated.



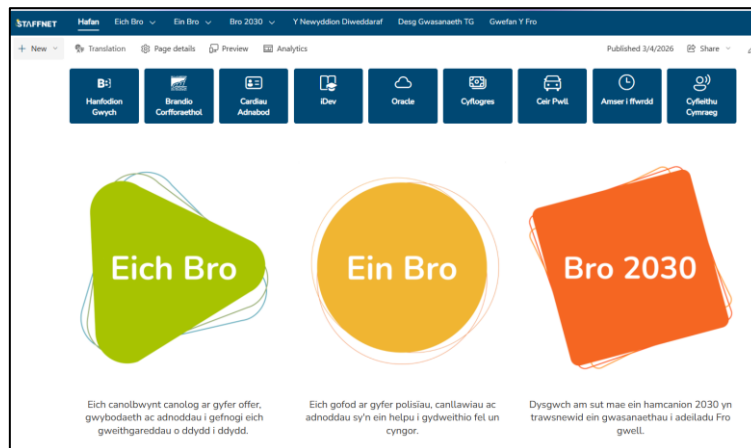
We added a splash page to the external website in December 2025, which comes up for both www.valeofglamorgan.gov.uk and www.bromorgannwg.gov.uk. This ensures that users access the website in their language of choice, from the start.



Staffnet

We launched a new version of Staffnet, our internal intranet, in January 2026 as a SharePoint site. This replaces the legacy Staffnet and Staffnet+ sites. While Staffnet+ was available in

Welsh, the legacy Staffnet was not. The new Staffnet is fully available in Welsh, with every page and document provided bilingually. This is a positive step for staff who prefer to work and access information through the medium of Welsh. Staff can switch between languages using a simple toggle in the top right corner of the site.



The new Staffnet is organised into three themes: Your Vale, Our Vale, and Vale 2030. The Hyb Cymraeg, launched in 2024, did not fit neatly under a single theme, so content relating to the Welsh language now appears in several areas. For example, the Welsh Translation, Using Welsh in the Workplace, and Learning Welsh pages are in Your Vale, while the Complying with Welsh Language Standards page is in Our Vale. Each page includes links to related content, making it easy for staff to navigate and find what they need.

In February 2026, the Welsh Translation page was among the top ten most visited pages, suggesting that the new site is easier to use and that staff can locate information more effectively. It is encouraging to see that Welsh translation remains a clear priority for staff.

Internal communications

The new Staffnet site is fully bilingual. It allows access to information on internal news items, payslips, internal job vacancies, policies, and more.

The Chief Executive or member of the Strategic Leadership Team sends a message and round-up of news at the end of every week. This is sent in both Welsh and English by email, Teams, and on Staffnet.

The Communications Team sends regular emails and Teams alerts to all Vale of Glamorgan staff in both Welsh and English. All news articles posted on Staffnet are available in both Welsh and English.

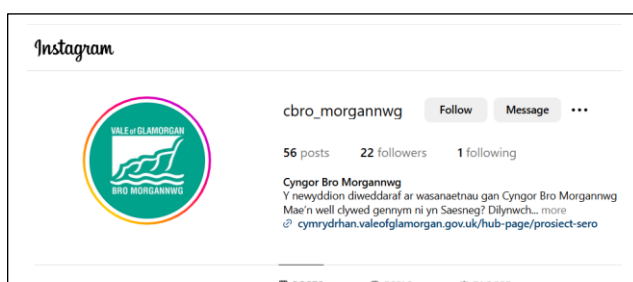
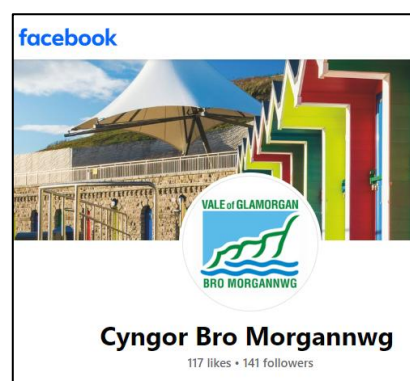
Social Media accounts

We conducted an audit of the corporate social media accounts, as recommended by the Welsh Language Commissioner. The Welsh Language Commissioner's thematic report on social media can be viewed [here](#).

As part of the review, we checked that there was a link to the Welsh language account and website on each English 'about' section. We checked that equivalent content is posted simultaneously on the Welsh and English accounts.

The Council announced in April 2025 that they would no longer use X / Twitter. The number of followers on the Council's corporate Welsh medium social media platforms has increased.

The [Cyngor Bro Morgannwg](#) account on Facebook has 165 followers.



The [@cbro_morgannwg](#) Instagram account has 87 followers.

The Vale of Glamorgan Council also has a corporate LinkedIn account, [Vale of Glamorgan Council | LinkedIn](#), with over 12,000 followers. All posts are bilingual, with either English and Welsh text in the same post or in separate posts.



Contact Centre and Customer Service

The Council continues to offer all callers an option to undertake their enquiries through the medium of Welsh. Welsh speaking customer service representatives staff the main reception.

We continue to work with Customer Services to improve Welsh language skills of staff to ensure customers and visitors receive appropriate services in Welsh.

Welsh Language Commissioner Recommendations

We have attended all the Welsh Language Commissioner information and good practice events during 2025/26. We carefully consider guidance and recommendations from the Welsh Language Commissioner. This year we have looked at the following areas in relation to Welsh Language Standards and guidance from the Welsh Language Commissioner:

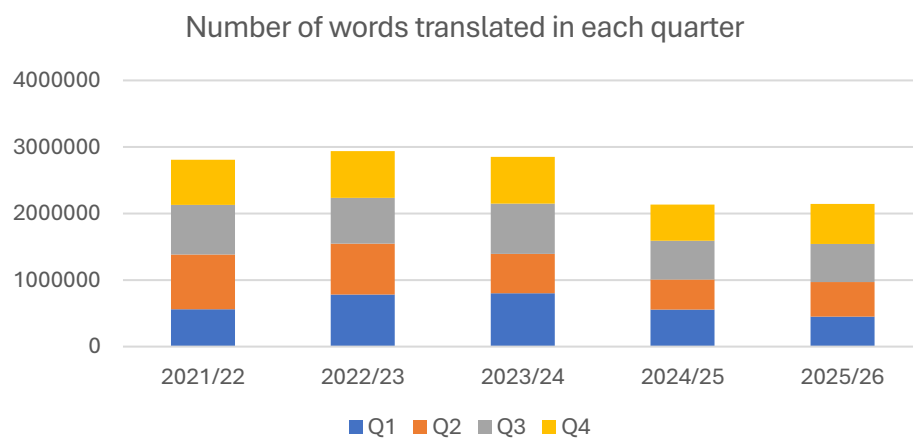
- Social Media
- Internal Use of Welsh Policy
- Complaints
- Recruitment
- Promoting services
- Libraries
- Leisure services

We still have work to do in all these areas. We continue to work collaboratively across the organisation to improve our services and promotion of the Welsh language.

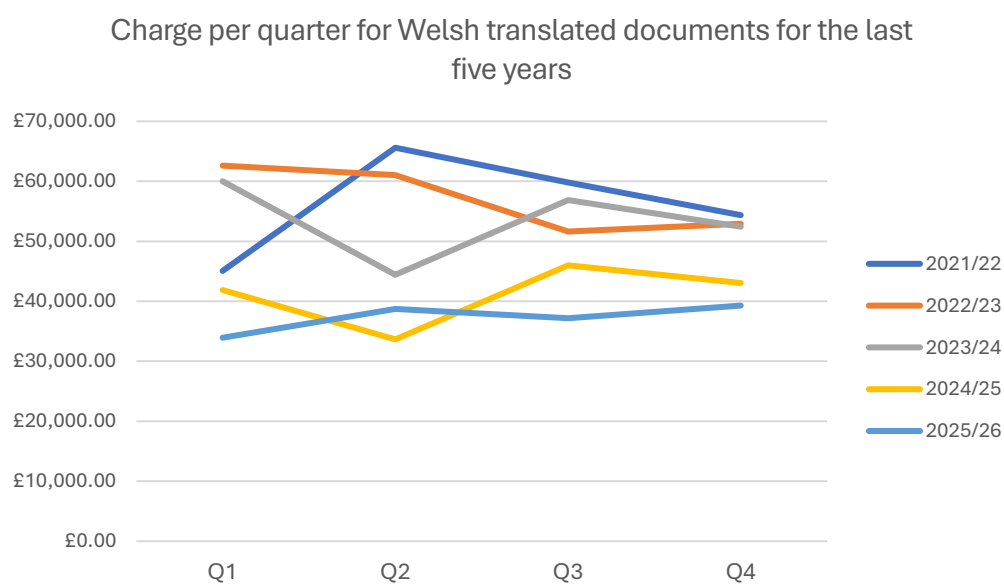
Welsh Translation

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

From April 2025 to March 2026, Bilingual Cardiff translated a total of 2622 documents for the Vale of Glamorgan Council. This is 218 fewer than the previous year. A total of 2,144,827 words were translated during this period which is 11,775 more than the previous year.



The cost of Welsh translated documents for 2025/26 was £149,104.49. This is £10,874.41 less than 2024/25.

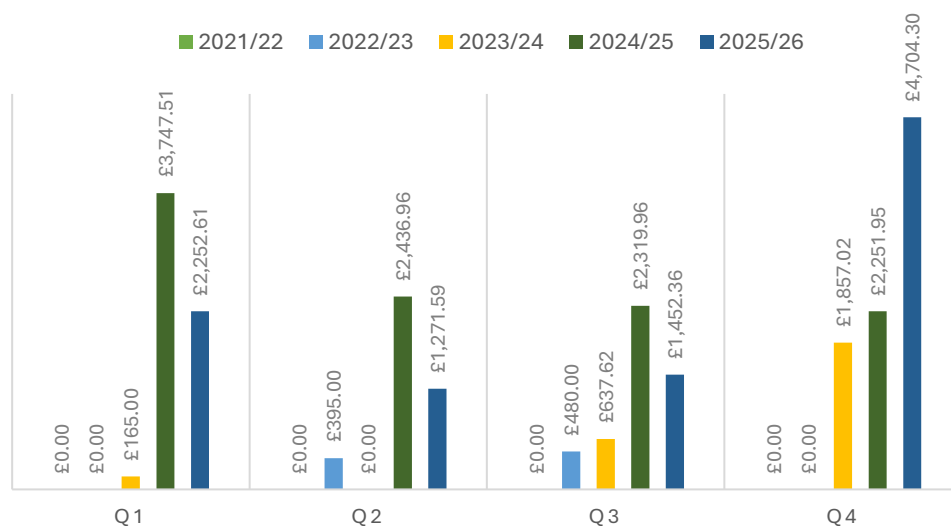


We negotiated a new contract with Bilingual Cardiff from October 2025 with reduced document translation costs. Another key reason for the reduction in translation costs is the introduction of Cyfieithu Cyflym in April 2025, our digital translation tool.

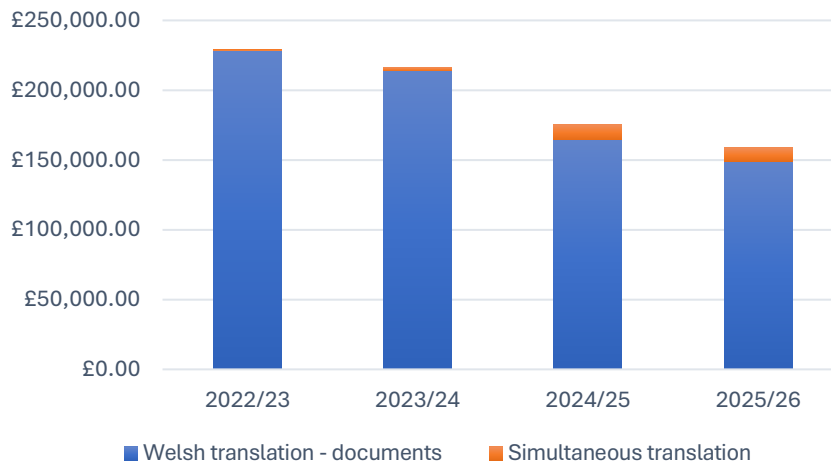
Simultaneous Translation

The cost for simultaneous translation in 2025/26 was £9680.81, a decrease from £10,756.38 in 2024/25 but an increase from £875 in 2022/23 and £2659.64 in 2023/24. Simultaneous translation represents 6.1% of translation costs.

This chart shows the simultaneous translation costs in all quarters since 2021/22. It is interesting that costs increased in Quarter 4 of 2025/206. Records show simultaneous translation was used at a public inquiry. This suggests that Welsh was proactively offered at this public event or requested. Either way, it is a positive step in promoting the use of the Welsh language.



The total charge from Bilingual Cardiff for Welsh translation including documents and simultaneous translation has further decreased from 2024/25 to 2025/26:



Cyfieithu Cyflym

We launched Cyfieithu Cyflym in April 2025. Cyfieithu Cyflym is our digital translation tool, created to strengthen our bilingual services, improve efficiency, and make better use of staff Welsh language skills. Using Amazon Web Services’ secure translation platform, the tool supports Welsh-speaking staff to produce and proofread translations quickly and confidently.

Cyfieithu Cyflym is supported by a new Welsh Skills Assessment and Welsh Skills Framework, which allow the Council to identify colleagues with fluent reading and understanding skills and provide targeted training before granting access. We spoke with partners including Learn Welsh and the Welsh Language Commissioner to ensure full compliance with the Welsh Language Standards.

Cyfieithu Cyflym continues to develop, with ongoing automation and user engagement. We discussed the project with three other local authorities: sharing our guidance, templates, and experience to support others exploring digital translation solutions.

Cyfieithu Cyflym forms part of a blended translation model alongside Bilingual Cardiff. This approach maintains quality for complex and high-profile work while enabling everyday content to be translated digitally. The model saved over £27,000 in the 2025/26 financial year, without compromising service quality or customer experience. This represents a 16% saving.

By 31 March 2025, 45 members of staff had completed the Cyfieithu Cyflym training. We will conduct feedback work in 2026/27 to verify how many staff are regularly using Cyfieithu Cyflym, learn about what it is being used for, and how often it is used.

Welsh translation for schools

We updated the guidance for schools around Welsh language translation. We advised schools that they can use Cyfieithu Cyflym, by following the same procedure as other council staff. We also let schools know that they can use Bilingual Cardiff by emailing their requests to the Welsh Language Officer. We spoke with Bilingual Cardiff who supported the process.

By the end of March 2026, one school had submitted a translation request. We will monitor the process and consider producing Welsh templates to help schools.

Welsh speaking spellchecker and email footers

All Council staff have 'Cysgair' on their computers. This software helps staff to communicate more easily in Welsh and to feel confident about their grammar.

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 continue to check and review signage across Council buildings and car parks to ensure all bilingual signage is accurate.

Registrars

The Registration Service is proud to have four fluent Welsh speakers in the team as well as an additional four members of staff who are learning Welsh at various levels. This means they can provide a full registration service in Welsh or English for residents of the Vale of Glamorgan, as well as for those who choose to get married in the county.

Democratic Services

The Democratic Services team worked with Bilingual Cardiff and their supplier to improve the experience at council meetings for Welsh speakers. Previous meetings were only broadcast with Welsh interpreters, meaning original Welsh contributions could not be heard.

The innovative approach introduces two live streams: an English-only stream with Welsh interpretation provided by the simultaneous translation team at Bilingual Cardiff, and a second Welsh-only stream with no translation. This lets Welsh speakers be heard directly when using the Welsh language, whilst enabling observers to listen in Welsh as and when it is spoken during meetings.

We have completed the necessary technical changes. We are working to carry out further tests to ensure the streams are clearly and accessibly presented to the public.

Welsh in the workplace

We launched a new Teams channel for staff to network through the Welsh language and share information about the Welsh language and events.

We invited staff with Welsh language skills on the published list of speakers to let us know what activities they would be happy to help with, and for who. The results are included on the

list of speakers. This makes it easier for all staff to identify a Welsh speaker to help whilst also ensuring the Welsh speaking staff have control and autonomy over their abilities.

The Chief Executive sent a message of thanks to these staff, describing how this helps to strengthen the services we provide and reflects the culture of Vale 2030.

We launched an Equalities newsletter in August 2025, Ripple. Circulated by email on a quarterly basis to all Vale of Glamorgan Council staff, it includes a 'Tonnau Cymraeg' (Welsh Waves) section where we share Welsh news, information, links, and events.

We are proud of the work we have started this year as we look to write our Internal Use of Welsh policy and updated Welsh Language Promotion Strategy next year.

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 for consideration across the council.

We worked on a number of actions from the Mwy na Geiriau action plan. The action plan forms part of the wider Social Services reshaping program of work, showing how the principles are embedded in day-to-day work. Along with work around promoting Welsh language courses and learning opportunities, other specific actions during 2025/26 include:

- Including the Active Offer as a key performance indicator in the Social Services Directorate Plan for 2025-26, which reinforces its strategic position.
- Implementing the Vale of Glamorgan Interpretation and Translation Policy, setting out our legal duties for providing Welsh-language services.
- An Operational Manager from Social Services attending the Leading in a Bilingual Country course, as recommended by the Mwy na Geiriau framework.

The Shwmae Pawb newsletter is a key action of the Mwy na Geiriau workstream. Sent to all Social Services staff, it promotes the Welsh language through a range of content.



Cultural awareness

We marked St David's Day in 2026 by sharing details of upcoming Welsh language courses, Gŵyl Fach y Fro, and the new Welsh Teams channel.



We shared the Welsh Language Commissioner's 'Defnyddia dy Gymraeg' scheme in November 2025 which encourages people to use their Welsh. We took advantage of the opportunity to promote the Hyb Cymraeg, upcoming Welsh courses, and some simple everyday Welsh phrases.

Learn Welsh the Vale



Learn Welsh the Vale is a key partner in delivering the Welsh Language Promotion Strategy action plan.

Learn Welsh the Vale underwent notable change during 2025/26. In September 2025, the Vale of Glamorgan Council relinquished the Learn Welsh contract. Aberystwyth University took over the franchise from January 2026. Learn Welsh the Vale / Dysgu Cymraeg y Fro continues to operate out of Palmerston Learning Centre in Barry, but independent of the Vale of Glamorgan Council. As a result of the change, Learn Welsh the Vale was limited in what courses and classes could be offered during the Autumn term, which impacted courses for

Council staff as well as for community learners. Since January 2026, Learn Welsh the Vale has offered a full range of classes and courses, bolstered by Aberystwyth University.

Learn Welsh the Vale maintained a strong and positive working relationship and collaboration with Menter Bro Morgannwg. This ensured that events and opportunities to use the Welsh language continued with no interruption during the interim period. Events and activities for Welsh speakers, families, and learners in the Vale of Glamorgan took place throughout the year. Events are held online and in-person at venues across the Vale. Learn Welsh the Vale advertise events and activities online and frequently share details of activities and events run by other organisations.

Learn Welsh the Vale run at least three Siarad Saturdays during the year so that learners have more opportunity to practise their Welsh, attended regularly by around forty people. They hold Gwenerau Gweithgareddau (Activity Fridays) at Easter, St David's Day, the end of the summer term, and Christmas. More than thirty people usually attend these events.

There are weekly cafés in Wenvoe, Barry, Llantwit Major, Penarth, Cowbridge, Dinas Powys, Rhoose, Ogmere and Sully. There are usually around 25 people attending these sessions.

Learn Welsh the Vale offer Welsh at Home courses to parents. These courses are currently offered at Evenlode Primary School in Penarth, High Street School in Barry, and Ysgol Dewi Sant in Llantwit Major.

There are currently 24 Welsh classes run by Learn Welsh the Vale across the county at all levels. This table shows the number of learners attending classes in each setting:

	Barry	Cowbridge	Llantwit Major	Penarth	Total
Mynediad / Entry	36	0	5	46	87
Sylfaen / Foundation	27	8	19	10	64
Canolradd / Intermediate	32	8	9	0	49

Uwch / Advanced	22	22	0	0	44
Gloywi / Proficient	16	15	0	0	31

Learners sit the Welsh Joint Education Committee Wales exams in February and June. 65 learners will sit an external exam in June 2026.

Menter Bro Morgannwg

Menter Bro Morgannwg are a valued partner of the Vale of Glamorgan Council in delivering Welsh language activities and services for Welsh speakers and learners across the county. They are responsible for several 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.

Families and children

Menter held over fifty events and activities for families throughout the year including a new dance class and Sparklab science sessions. Other activities include pregnancy yoga and baby sensory classes. A key element of the engagement program with pre-school families is the Amser Stori / Story Time sessions in libraries in four towns across the county.

Events include a Christmas party in collaboration with Learn Welsh the Vale and Spring Festival at Ysgol Iolo Morgannwg in Cowbridge. The St David's Day event at Dyffryn Gardens attracted over 1000 children and families.

The popular Bwrlwm open-access play schemes ran during school holidays at venues across the Vale of Glamorgan: one in Penarth, one in Llantwit Major, and two in Barry. Menter advise that the demand for Bwrlwm exceeds the provision, but available funds limit the number of sessions they can run. The Bwrlwm sessions also provide valuable work experience and employment opportunities for young people.

Young People

Menter collaborated with Ysgol Bro Morgannwg to organise a youth gig at the school. The gig was a great success, attracting an enthusiastic young audience and providing a platform for young local musicians. Another youth gig was held at the Memo in Barry.

Adults and community

Menter deliver a range of online and in-person activities and classes for adults, including a monthly quiz and series of Welsh language gigs.

The annual Mari Lwyd evening took place again in Cowbridge, led by young people from Ysgol Bro Morgannwg.

Menter worked with Barry Town Council at the St David's Day event in Barry town centre and with the Vale of Glamorgan Council and schools on the Gŵyl Gymreig celebration of Welsh education in Cowbridge.

Menter collaborated with schools in Cowbridge to identify local businesses that had Welsh speakers among their staff. As a result of this campaign, twenty-five businesses agreed to put up new signs to promote the fact they were happy to offer a service through Welsh.

Gŵyl Fach y Fro



Gŵyl Fach y Fro attracted over 9,000 visitors and featured performances by schools and local community choirs, and seven live music sets by Welsh artists and local talent. National Lottery funded creative workshops engaged children and young people across the Vale,

resulting in six reusable banners displayed on site. Additional Arts Council funding supported school podcast training and a commissioned professional artwork.



The Vale of Glamorgan Council attended as stallholders for the first time, promoting the new corporate plan, story trails, and the Barry Making Waves project.

Youth Service

Following the Estyn inspection in 2024, the Youth Service team decided to learn Welsh as a group. Eleven members of staff attended the in-person Introduction to Welsh course run between September and December 2025. The sessions were successful and fifteen members of the team have moved on to the Mynediad course in January 2026.

Members of staff have embraced conversational and incidental Welsh within the office and in youth provisions. They use flash cards and installed items around the office to help reinforce learning, along with a Welsh phrase of the month in the Service's monthly newsletter.

Comments from the team on how this has impacted their practice include:

"In Llantwit Major Youth Club, one of the young people makes quizzes for me to do most weeks and will only speak to me in Welsh to push me."

"It has given me more confidence in trying to embed elements of Welsh language when talking to Welsh language colleagues and partners to be able to show our development as a service."

"The Welsh [course] has given me more confidence and a wider scope to speak to show cultural respect with our Welsh medium schools, in person and in emails."

This is a brilliant example of a team making Welsh an integral part of their role and reflects the Vale of Glamorgan Council's values.

Through partnership with Urdd Gobaith Cymru, the Youth Service run a youth club in Barry and developed similar provision in Llantwit Major and Penarth. Over twenty young people attended during 2025/26. There is ongoing work with Year 6 cohorts to consolidate interest.

Along with Urdd partners, the Youth Service facilitated Welsh lunch clubs at English medium high schools, a range of social activities and clubs, residentials, and activities during school holidays, accessed by over fifty young people. Further collaboration with the Urdd enabled young people to undertake training to become volunteers. There are more details in the Welsh Language Promotion Strategy action plan update.

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 positive considering it is not mandatory. All schools in the Vale are engaged with either Siarter Iaith or Cymraeg Campus schemes.

Welsh in Education Strategic Plan (WESP) Update

The Welsh Language Officer 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/welsh-in-education-strategic-plan)

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

The Council's Welsh Education Forum (WEF) and its Working Groups continue to collaboratively work together to develop the aims and objectives of the Welsh in Education Strategic Plan (WESP).

A regional network group of Welsh Education Officers continues to meet to collaboratively work together on the wider aims of the WESP and Cymraeg 2050. Welsh Government hosted a conference to support the new Welsh Language and Education Act (Wales) 2025 in the autumn term. Members of the Vale Council's Welsh Education Forum (WEF) produced a series of promotional videos and a dedicated website to raise the profile of Welsh education in the Vale.

The Council submitted bids for a share of the national £45 million Welsh Medium Capital Grant. We held meetings with Welsh medium headteachers, relevant officers, and key external stakeholders on the WEF to identify suitable projects.

The Early Years Team and Flying Start were awarded funding from Welsh Government Capital team to develop a new Welsh medium Cylch Meithrin provision on the grounds of Ysgol Pen y Garth in Penarth. We plan to start working on the build in 2026. The new childcare provision will support Flying Start, the two-year-old offer, the Childcare Offer for Wales, and fee-paying children.

We held a Gŵyl Gymreig in Cowbridge in February to raise the profile of Welsh medium education in the western Vale. Kier Construction supported the event as part of their build of the new Ysgol Gymraeg Iolo Morgannwg, due to open in 2027. Pupils and choirs from local Welsh medium schools performed sang at the event. We held events and activities for pre-school and early years during the day, supported by Welsh language partners.

Estyn inspected the Council's Welsh Immersion provision in March 2026 and received an incredibly positive report.

We launched a pilot project with Cardiff University and the National Centre for Learning Welsh with a cluster of Penarth primary schools. The project focuses on developing the Welsh language skills and delivering effective lessons using Welsh. We will duplicate the approach in 2026-27 with the Barry cluster of primary schools.

Welsh Government approached us to be involved in a pilot project looking at the implications on schools introducing statutory elements of the Welsh Language and Education Act.

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.

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.



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

Next steps

Going forward for 2026/27, we will focus on some key areas:

- Drafting a new Welsh Language Promotion Strategy for 2027 – 2032
- Creating an Internal Use of Welsh Policy, using the model template from the Welsh Language Commissioner.
- Working with colleagues across the Council with regards to recruitment and assessing the Welsh language skills of staff and job roles, in line with the Welsh Language Commissioner's recommendations.
- Increasing the number of staff learning Welsh and participating in Welsh classes, to improve the Welsh language skills of staff.
- Promoting the social and incidental use of Welsh across the Council.
- Continuing to work closely with Learning and Skills colleagues in terms of the Welsh Education Strategic Plan and the Welsh Language Promotion Strategy.
- Further developing Fforwm y Fro, forging network and links across all parties and organisations with an interest in promoting the Welsh language in the Vale.

Contact Us – in Welsh or English

Visit our website: www.bromorgannwg.gov.uk or www.valeofglamorgan.gov.uk

Email c1v@valeofglamorgan.gov.uk

Call 01446 700111