



Vale of Glamorgan Council

Welsh Language Promotion Strategy Action Plan 2022 – 2027: Reviewed 2025

**This document is available in Welsh.
Bydd y ddogfen hon ar gael yn Gymraeg yn fuan.**

Introduction


As per action 3.14, the Welsh Language Promotion Strategy Action Plan 2022-2027 was reviewed at the end of Year 2 in 2024. We spoke with interested parties through the Fforwm y Fro meetings held in 2024. We also spoke with departments, teams, and organisations with a specific interest or named as responsible parties. We invited interested parties and responsible bodies to complete a survey about the Welsh Language Promotion Strategy Action Plan to provide feedback on their actions: are they happy with their actions, would they change anything, what they would change, and evidence to support a change. We have also taken the new Corporate Plan wellbeing objectives into account in reviewing the Welsh Language Promotion Strategy Action Plan.

Theme 1: Increasing the number of Welsh speakers

1.1	Aims: Continue to monitor and assess the demand for Welsh medium education by speaking to new parents and preschool parents		
Activity	<p>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.</p> <p>Build on work by Menter Bro Morgannwg in Amser Stori sessions to bring WM education to parents' attention.</p>	Target by 2027	Gather survey figures from new parents and preschool parents through a variety of means on an annual basis 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	<p>1 – Creating great places to live, work and visit</p> <p>2 – Giving everyone a good start in life</p>
<p>Update</p> <p>A Childcare Sufficiency Assessment is carried out by the Local Authority every 5 years; the most recent assessment was completed in June 2022. One of the data sources collated from the parent/carer carers survey provides an indication of how many children currently attend WM provision and what the demand is for childcare requirements. Additional to this, data is gathered from various sources to support Welsh Governments childcare programmes including the Childcare Offer for Wales, Flying Start childcare and 2-year-old offer and the childcare capital programme which supports the development and/or increase the availability of Welsh medium childcare places to stimulate demand.</p>			
1.2	Aims: Develop and support Cylchoedd Meithrin and Cylchoedd Ti a Fi as a point of entry to Welsh medium education		
Activity	Continue to assess and monitor Cylchoedd Meithrin and Cylchoedd Ti a Fi in regard to current and future demand, location options, and other relevant issues.	Target by 2027	Increase number of children in Cylchoedd Meithrin by 20% from 2022 figure by 2027. Report on progress annually.

	<p>Utilise other Welsh language groups like Amser Stori to promote Cylchoedd Meithrin and Cylchoedd Ti a Fi.</p> <p>Carry out work to ensure Cylchoedd Meithrin and Cylchoedd Ti a Fi are attractive options for families from all backgrounds.</p>		
Responsibility	Vale of Glamorgan Council (Learning and Skills) in partnership with: Mudiad Meithrin; Menter Bro Morgannwg; Flying Start / Dechrau'n Deg	Link to Corporate Plan Wellbeing objective	3 – Giving everyone a good start in life
<p>Update</p> <p>In order to reach the target on increasing the number of Welsh medium childcare places by 20%, ongoing discussions have been taking place to expand Welsh medium childcare provisions within the Vale of Glamorgan.</p> <p>As part of the Welsh Government Childcare Capital programme:</p> <ul style="list-style-type: none"> • A new build is being discussed for Cylch Meithrin Y Bont-Faen. This would increase the number of childcare places by fifteen and extend the age range to support children from a year old. The application to Welsh Government is in draft form. • An application has also been drafted to provide a new childcare building for Cylch Meithrin Pen-Y-Garth to support the increase of a minimum of fourteen childcare places. • Discussions are ongoing regarding a childcare facility on or close to Ysgol Sant Baruc in Barry Waterfront. It is envisaged that this new childcare building would create at least thirty childcare places. 			
1.3	Aims: Increase the number of adults learning Welsh in the community		
Activity	<p>Increase marketing activity and number of courses available at all levels, with specific marketing at 18–25 year-olds and jobseekers of Welsh / bilingualism as a work-related skill.</p> <p>Monitor those learning Welsh across a range of protected characteristics and target</p>	Target by 2027	Continue to increase number of enrolments by 10-20% each year and start to monitor enrolments and progression of learners from different groups such as global majority or LGBTQ+ backgrounds.

	marketing and courses at groups less likely to attend.		
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 – Creating great places to live, work and visit 3 – Giving everyone a good start in life
Update The number of enrolments in 2024/25 increased by less than 20%. The number of courses offered was restricted in September 2024 due to financial restraints, which limited the number of possible enrolments. With regards to younger people, fewer than 100 people aged 18 to 25 enrolled on a course in 2024/25. Of these, over 10% left without completing. Learn Welsh the Vale promotes the national Learn Welsh scheme to offer free Welsh courses for 16-25 year olds. Learn Welsh the Vale attended a number of Communities for Work events and local employability events across the Vale of Glamorgan, promoting learning Welsh as an important skill for jobseekers. Learn Welsh the Vale worked closely with Adult Community Learning to deliver appropriate classes.			
1.4	Aims: Increase the number of learners in the community progressing from Entry and Foundation levels to Higher level courses		
Activity	Provide targeted support and guidance to encourage all 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 – Creating great places to live, work and visit 3 – Giving everyone a good start in life
Update 			
1.5	Aims: Deliver and support the Work Welsh scheme to improve Welsh language skills amongst Council staff		
Activity	Promote learning Welsh as a workplace benefit, professional development, and essential to business.	Target by 2027	a) Increase the number of sign-ups at all levels, in particular Mynediad/Entry, by 20% from 2023 figures.

	<p>Ensure staff are supported and encouraged to attend and complete Welsh courses, and progress to further levels.</p> <p>Provide managers with the information to support staff in Welsh courses.</p> <p>Increase the number of staff learning Welsh with the aim of increasing the Welsh language service delivered by the Council.</p> <p>Use Work Welsh to deliver team/service specific bespoke courses to boost Welsh language skills.</p>		<p>b) Increase progression rates from Mynediad/Entry to Sylfaen/Foundation, Sylfaen/Foundation to Canolradd/Intermediate, and Canolradd/Intermediate to Uwch/Higher by 20% from 2023 figures.</p> <p>c) Increase the number of staff completing a course at any level from 2023 rates.</p> <p>d) Two teams to complete a bespoke Welsh course each year.</p>
Responsibility	Vale of Glamorgan Council (Learning and Skills) in partnership with: National Centre for Learning Welsh	Link to Corporate Plan Wellbeing objective	<p>2 – Creating great places to live, work and visit</p> <p>3 – Giving everyone a good start in life</p> <p>4 – Being the best Council we can be</p>
<p>Update</p> <div data-bbox="241 938 533 1149">  </div> <p>Work Welsh courses were offered at every level from Mynediad/Entry to Gloywi/Proficiency. Most courses started in September 2024, but some at Mynediad/Entry and Sylfaen/Foundation started in January 2025.</p> <p>By April 2025, there were 29 members of Vale of Glamorgan Council staff either on the register for a Work Welsh class or who completed a Work Welsh class. This is in comparison with the target of 64 set by Work Welsh. There were an additional 7 members of staff attending courses in the community with Learn Welsh the Vale in Palmerston.</p> <p>Attendance:</p> <ul style="list-style-type: none"> 47 members of staff started a Work Welsh courses during 2024/25. 			

- By April 2025, 29 members of staff were still attending their course.

Progression:

- 1 member of staff progressed from Canolradd / Intermediate to Uwch / Advanced in September 2024
- 1 member of staff progressed from Mynediad / Entry to Sylfaen / Foundation in January 2025.
- 7 members of staff progressed from Sylfaen / Foundation to Canolradd / Intermediate in January 2025.

Work Welsh intervention:

We struggled with low numbers for our Work Welsh courses in 2024/25. The National Centre for Learning Welsh advised us in August 2024 that there was a risk of losing our Work Welsh funding. Subsequently we produced a report for Strategic Leadership Team in September 2024 to highlight the situation and make some recommendations of actions to try and address the issues. We also talked at management meetings to encourage managers to support staff undertaking Welsh courses. We will find out in Quarter 1 on 2025/26 if Work Welsh funding will continue. However, current figures do not look promising. We will continue to promote Welsh courses and encourage as many staff as possible to undertake Welsh courses.

1.6	Aims: Provide opportunities for children and parents to learn and practice Welsh together		
Activity	<p>Arrange story time sessions in Welsh in various locations across the Vale, particularly in libraries.</p> <p>Arrange courses for families whereby adults and children can enjoy activities that support their language learning.</p>	Target by 2027	<p>Continue to deliver story time sessions in all the major towns as part of mainstream provision.</p> <p>Organise family language courses during school holidays</p>
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	<p>2 – Creating great places to live, work and visit</p> <p>3 – Giving everyone a good start in life</p>
Update			




A key element of Menter Bro Morgannwg's engagement program with pre-school families is the Amser Stori / Story Time sessions in libraries in four towns across the county. Over 3,000 children and adults attended over the year. Menter have also arranged for headteachers of local Welsh medium primary schools to come to sessions to start introducing the idea of Welsh education. The nursery class from Ysgol Dewi Sant in Llantwit Major also attended an Amser Stori session in May 2024. Special Amser Stori sessions were held at Christmas. A small survey of attendees at one session revealed that the Amser Stori / Story Time sessions have helped shape parents' thoughts of Welsh-medium education.

1.7	Aims: Continue to progress and integrate the Mwy Na Geiriau (More Than Just Words) strategy across the Social Services directorate		
Activity	<p>Continue to update the Mwy Na Geiriau action plan and ensure actions are worked towards, priorities set, and objectives met.</p> <p>Work across Social Services to embed the Language Offer, increase the Welsh language ability of Social Services staff, and promote Welsh Language Standards.</p>	Target by 2027	<p>More service users taking up the active offer and accessing services through the medium of Welsh.</p> <p>More Social Services staff learning Welsh and subsequently able to offer services in Welsh.</p> <p>(both these targets are reported on in the Director of Social Services' annual report)</p> <p>Greater use of translation services.</p>
Responsibility	Vale of of Glamorgan Council (Social Services) Welsh Language Officer, Cardiff and Vale Health Board	Link to Corporate Plan Wellbeing objective	<p>2 – Creating great places to live, work and visit</p> <p>3 – Giving everyone a good start in life</p>
Update <p>Officers from Social Services met on a quarterly basis with the Welsh Language Officer to review and update the Mwy Na Geiriau / More than just Words framework and action plan. During 2024/25, work has progressed on promoting the Language Offer, Welsh courses, and Welsh Language Standards.</p>			
1.9	Aims: Deliver a campaign to promote bilingualism in the home and Welsh-medium education		
Activity	Increase in the number of families participating in Welsh and bilingual activity	Target by 2027	Launch the website/resource and use to target families choosing between English and Welsh medium education. Monitor to identify

	<p>within the home and an increase in the number of learners at Welsh medium schools, including an increase in progression rates between education phases.</p> <p>Deliver a website or resource to provide branding for Welsh-medium schools, to promote Welsh-medium schools and education branding and awareness of Welsh-medium education. Utilise resources from Cymraeg I Bawb.</p>		<p>increase in learners in Welsh medium schools and progressing to further phases.</p>
Responsibility	Vale of Glamorgan Council - Welsh Language Education Officer, Learning and Skills, Welsh Language Officer, Welsh medium schools	Link to Corporate Plan Wellbeing objective	<p>2 – Creating great places to live, work and visit</p> <p>3 – Giving everyone a good start in life</p> <p>4 – Supporting and protecting those who need us</p>
<p>Update</p> <p>The Welsh Education Officer and the Council's Welsh Education Forum (WEF) obtained grant funding to produce resources including a standalone website devoted to promoting Welsh medium education and bilingualism in the Vale of Glamorgan.</p> <p>The Welsh Education Officer has worked with a local filmmaker and videographer to produce a range of films promoting the Vale's Welsh medium schools. The films follow the same theme to show viewers generally what Welsh medium education looks like but are individual in terms of each school. There has also been work carried out on videos for early years involving Mudiad Meithrin and Ti a Fi, and activities involving Menter Bro Morgannwg and the Urdd. Additionally, a range of videos covering Additional Learning Needs, Childcare/Early Years and Transition in Welsh medium education are also being launched to support the benefits of Welsh medium education. The films will be available for schools to use and will also all be hosted on the new website, which the council can use as a promotion tool.</p> <p>A dedicated website is being built to raise the profile of Welsh education and the language in the Vale. The website will go live in the summer of 2025. To support the website and videos, a working group was established to create a brand and name for the campaign. During the Spring term, several workshops took place with schools and WEF partners which came up with a brand name 'Croeso2Cymraeg'. This will feature throughout all promotion activities and will be used to help raise the profile of the language and Welsh education in the Vale.</p>			

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	<p>Increase awareness of provision for tentative Welsh speakers to boost confidence including virtual courses through promotion campaigns and management activity such as team briefings, #itsaboutme objectives, personal and professional development.</p> <p>See also Action 1.5</p>	Target by 2027	<p>Increase in the number of staff with tentative Welsh language skills taking advantage of opportunities to boost confidence, shown by improvement in declared Welsh language skills and number of staff with confidence to use Welsh language skills in the workplace.</p> <p>See also targets in Action 1.5</p>
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	<p>2 – Creating great places to live, work and visit</p> <p>3 – Giving everyone a good start in life</p> <p>5 – Being the best Council we can be</p>
<p>Update</p> <div data-bbox="203 887 495 1098">  </div> <p>Work Welsh courses were offered at every level from Mynediad/Entry to Gloywi/Proficiency. Most courses started in September 2024, but some at Mynediad/Entry and Sylfaen/Foundation started in January 2025.</p>			



The Work Welsh courses were promoted in global emails to all staff, reminders in the Chief Executive's weekly emails, articles on Staffnet, and posters around Council offices. Courses are also promoted on the Hyb Cymraeg [Learning Welsh page](#) as well as details of other ways in which staff can learn Welsh, such as short online courses and community classes.



In 2024/25, there were 29 members of Vale of Glamorgan Council staff either on the register for a Work Welsh class or who completed a Work Welsh class. This is in comparison with the 64 target set by Work Welsh. There were an additional 7 members of staff attending courses in the community with Learn Welsh the Vale in Palmerston.

Initial discussions have taken place with Customer Service and Youth Service about short bespoke courses for staff in those areas.

We promoted Work Welsh courses, short online courses, and the Welsh Awareness course on the Hyb and via emails and articles. Additionally, the Shwmae Pawb newsletter produced for Social Services staff promoted Welsh courses, online courses, and the Welsh Awareness course. Staff in Social Services have also worked to progress the Mwy Na Geiriau action plan, which includes more explicit reference to learning Welsh in performance reviews.

2.2	Aims: Provide informal and formal opportunities for Welsh learners and Welsh speakers to meet and practice their language skills and use Welsh in social settings and activities		
Activity	<p>Organise social activities and 'sesiynau sgwrs' (conversation sessions) to increase confidence and fluency levels.</p> <p>Plan a varied programme of social activities and events to bring Welsh speakers and learners together.</p> <p>Monitor across a range of protected characteristics to target provision at groups less likely to attend.</p>	Target by 2027	<p>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.</p> <p>Draw up an annual calendar of events and activities and provide marketing support.</p>
Responsibility	Vale of Glamorgan Council (Learn Welsh the	Link to	1 – Creating great places to live, work and visit

	Vale) in partnership with: Menter Bro Morgannwg	Corporate Plan Wellbeing objective	3 – Giving everyone a good start in life
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Update

Youth Service / Urdd

Delivered as part of the Urdd Gobaith contract with the Youth Service, a weekly Welsh language youth club runs in Barry for young people aged 11-17. In order to deliver provision on a bilingual basis, we have incorporated Urdd staff at English-medium provisions, such as youth clubs and school holiday scheme events run by the Youth Service. These opportunities allow for young people to engage in sessions bilingually, as well as play games and take part in Welsh cultural activities.

Menter Bro Morgannwg

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 which they promote widely on social media. These include visits and excursions, Cerdded a Chlonc walk and talks, online classes, coffee mornings, wellbeing sessions, monthly talks (Sgwrs y Mis), and a book club which started in Barry in the Autumn term.

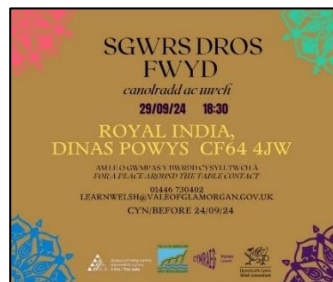


Learn Welsh the Vale

Learn Welsh the Vale have held a variety of events and activities for Welsh speakers, families, and learners in the Vale of Glamorgan in 2024/25. 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.

Friday activity sessions are held at venues across the Vale every other month and aim to get learners using their Welsh. Learners and speakers are also welcome to attend Caffi Cymraeg, regular coffee mornings held across the Vale, as well as termly Sgwrs Dros Fwyd where more advanced learners meet over an evening meal to socialise and use Welsh in a different context.

Regular Saturday School / Sadwrn Siarad sessions and Use Your Welsh / Gwener Gweithgareddau sessions are held at locations across the county which give learners at all levels and other Welsh speakers the opportunity to come together to talk Welsh, take part in activities to use Welsh, and speak to tutors.



2.3	Aims: Work with key partners to create opportunities for children and young people in English medium education to use Welsh in social settings		
Activity	Arrange for activities or events in school time or after school for children and young people in English-medium education to use the Welsh language in settings and occasions additional to Welsh classes.	Target by 2027	Greater involvement of children and young people in English-medium schools in Welsh language and bilingual activities. Continued achievement and attainment of Siarter Iaith awards.
Responsibility	Vale of Glamorgan Council (Learn Welsh the Vale/Learning and Skills/Youth Service) in partnership with: Menter Bro Morgannwg; the Urdd	Link to Corporate Plan Wellbeing objective	3 – Giving everyone a good start in life

Update

Youth Service

The Vale Youth Service allocates funds to Urdd Gobaith Cymru as part of the Welsh Government Youth Support Grant to support Welsh language youth work provision across the Vale of Glamorgan. This funding has been in place for around 10 years, with allocation confirmed in the current round of grant funding until March 2028.

As part of the Urdd contact, we provide social activities for young people who attend English-medium education to use the Welsh language. This is described in the contract as “develop school-based activities in English Medium schools through lunchtime/after school provisions.” Youth clubs and trips run with the

Urdd are open to Welsh learners and those who attend English-medium schools. The Service monitors this quarterly and submit updates for this work as part of the Welsh Government 12-month return and for the quarterly local authority updates.

Within 2024/2025, we delivered this provision in Llantwit, St. Cyres and Pencoedtre High schools either during lunchtime or after-school. We previously Cowbridge and St. Richard Gwyn schools in this delivery but due to timetabling, not this year. Within the second half of the year, a total of 28 sessions were held across these provisions.

We asked young people to complete a questionnaire to evidence their development. Comments include: “gained more confidence in speaking another language I don’t speak all the time”, “learning new things and learning from mistakes”, and “learnt that learning a new language can be so much fun”.

As part of the workplan for 2025/2026, Urdd Gobaith Cymru are looking to expand this offer, as well as continue to offer social activities to those who are learning Welsh. This includes school holiday activities as well as termly social activities to help develop Welsh language skills.

Following the Estyn report in 2024, the Youth Service are working on making all provision bilingual, by having Welsh speaking workers at all clubs and programs.

Menter Bro Morgannwg

Some Bwrlwm sessions are held in English medium school settings. While sessions are in Welsh, children who speak English are welcome to attend.

Schools

Four Welsh medium schools (Ysgol Bro Morgannwg, Ysgol Sant Baruc, Ysgol Pen-y-Garth, and Ysgol Sant Curig) and one of our English medium schools, Llantwit Major Secondary School, competed in the 2024 Urdd Eisteddfod in Meifod, Powys. Eight Welsh medium schools and three English medium schools took part in Gwyl Fach y Fro in 2024.

Siarter Iaith / Cymraeg Campus



There is a strong level of engagement with the Siarter Iaith scheme. All schools in the Vale are engaged with either Siarter Iaith or Cymraeg Campus schemes.

- 100% of English medium schools engaged in the Siarter Iaith Framework in 2024/25.
- During 2024/25, 10 English medium schools achieved Siarter Iaith awards (2 gold, 6 silver and 2 bronze)
- Welsh medium schools: one school has Bronze, five have Silver, one has Gold.



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	<p>Produce a calendar or programme of events and activities held and delivered across the Vale.</p> <p>Arrange a series of recreational activities to cater for a variety of interests such as sport, drama, dance, arts and crafts, computer games, etc.</p>	Target by 2027	A calendar / programme of events and activities to be approved and shared by all partners in Fforwm y Fro and publicised by the Vale of Glamorgan Council
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	<p>1 – Creating great places to live, work and visit</p> <p>3 – Giving everyone a good start in life</p>
<p>Update</p> <p>Youth Service</p> <p>We work with the Urdd to provide a range of activities for young people to engage through the medium of Welsh. This includes arts, music, sporting activities, and more general youth clubs. Clubs and activities are afterschool and in holidays.</p> <p>We have begun discussions with Menter Bro Morgannwg about future collaboration on bilingual youth club provision and exploring Welsh culture through arts and music.</p> <p>Menter Bro Morgannwg</p>			



An arts and crafts club ran in term-time at Ysgol Dewi Sant in Llantwit Major in connection with the Vale Play Development Team.

A range of creative kite making workshops were held in Welsh schools across the county leading up to Gwyl Fach y Fro.

Primary school pupils at all Welsh medium primary schools were involved in dance and movement sessions with a local choreographer to perform with a new song written for the occasion by Caryl Parry Jones. The song, Plant y Fro, was performed at Gwyl Fach y Fro by over 450 children.

Regional Mentrau Iaith collaborated to promote a series of youth gigs at Clwb Ifor Bach in Cardiff as part of the Tafwyl Welsh language music festival.

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. Music workshops with Year 8/9 pupils from Ysgol Bro Morgannwg helped prepare two bands to perform at Gwyl Fach y Fo.

2.5	Aims: Encourage greater social use of Welsh by children and young people in Welsh medium education (i.e. attending Ysgol Gymraeg Bro Morgannwg) both online and in the community		
Activity	<p>Collaborative working between the Youth Service, the Urdd, Menter Bro Morgannwg, and Ysgol Bro Morgannwg to provide range of opportunities for young people to engage in Welsh in social settings both in school and in the community.</p> <p>Ensure Welsh language events and activities are shared with Ysgol Bro Morgannwg learners and families.</p>	Target by 2027	<p>Arrange at least 3 significant Welsh language activities during each school year</p> <p>Offer a range of different activities and opportunities for young people in and out of school time.</p>
Responsibility	Vale of Glamorgan Council (Learning and Skills and the Youth Service) in partnership with: Ysgol Bro Morgannwg; the Urdd; and Menter Bro Morgannwg.	Link to Corporate Plan Wellbeing objective	3 – Giving everyone a good start in life

Update Cardiff and Vale College The college offers an alternative space for learning and further education for young Welsh speakers in the Vale of Glamorgan. A new Welsh language policy was launched in January 2025. The college offers a number of courses through the medium of Welsh including sport, health and beauty, and teaching assistants. CAVC have attracted Welsh language students through the Urdd and skills days with Welsh medium high schools. Learners can complete modules in Welsh as part of most courses and there is also a mandatory e-learning course on Bilingualism in the Workplace. A digital reward scheme was also introduced, where learners can win badges by completing and taking part in Welsh activities. The college also has Welsh champions, Welsh ambassadors, Welsh learning for staff, a range of ways to use and speak Welsh for learners and staff, and external bilingual opportunities. Ysgol Bro Morgannwg The school continues to offer a wide range of extra-curricular activities from music and drama to sports and technology. Multiple individuals and groups competed at the Urdd Eisteddfod in 2024. Ysgol Bro Morgannwg works closely with the Urdd and Menter Bro Morgannwg to deliver activities and clubs.			
2.6	Aims: Support Welsh-language youth clubs and youth provision to include bilingual delivery		
Activity	Support current clubs to become bilingual and investigate the possibility of setting up similar bilingual or Welsh-only youth provision elsewhere either in Penarth or Llantwit Major with support from the Urdd and Menter Bro Morgannwg. Monitor attendance of current clubs across a range of protected characteristics to target provision at groups less likely to attend.	Target by 2027	Extend current provision to include either Penarth or western Vale and increased attendance from young people with different protected characteristics and backgrounds.
Responsibility	Vale of Glamorgan Council (Learning and Skills/Youth Service) in partnership with:the Urdd; Menter Bro Morgannwg	Link to Corporate Plan Wellbeing objective	1 – Creating great places to live, work and visit 3 – Giving everyone a good start in life
Update There is currently a Welsh medium youth club in Barry delivered by the Youth Service in partnership with the Urdd. Following the Estyn inspection and report in 2024, the Youth Service are exploring how bilingual provision could be expanded across the Vale through Urdd or other Welsh speaking officers attending			

English medium clubs to make them bilingual, rather than creating Welsh medium clubs from scratch. The Youth Service are also speaking with Menter Bro Morgannwg to support this move to bilingual provision.

2.7	Aims: Increase number of Welsh language activities that cater for the interest of families		
Activity	<p>Jointly arrange and support family events to coincide with Christmas, Santes Dwynwen, St David's Day, Easter, and Summer.</p> <p>Monitor attendance across a range of protected characteristics to ensure inclusiveness and target provision at groups less likely to attend.</p>	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. Increased diversity of attendees.
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	<p>1 – Creating great places to live, work and visit</p> <p>3 – Giving everyone a good start in life</p> <p>4 – Supporting and protecting those who need us</p>
<p>Update</p> <p>Menter Bro Morgannwg</p> <p>Menter run a range of classes and activities for babies, children, families and young people. These include pregnancy yoga, buggy fit, baby sensory classes, story time sessions at local libraries, and family party events at Christmas, Easter Hallowe'en, and summer.</p> <p>Menter also run the well-attended Bwrlwm holiday provision, free-of-charge Welsh language play sessions during school holidays at locations across the county. These involve arts, crafts, games, and sports in connection with the Urdd and the Vale of Glamorgan Council sports and leisure team.</p> <p>An arts and crafts club ran in term-time at Ysgol Dewi Sant in Llantwit Major in connection with the Vale Play Development Team.</p> <p>A range of creative kite making workshops were held in Welsh schools across the county leading up to Gwyl Fach y Fro.</p> <p>Over 450 primary school pupils from all Welsh medium primary schools were involved in dance and movement sessions with a local choreographer to perform at Gwyl Fach y Fro.</p>			

Learn Welsh the Vale

Family events and parties are promoted throughout the year, including special events at Christmas and St David's Day.

Youth Service

The Welsh language youth club in Barry is run in collaboration with the Urdd, and Welsh speaking officers are now in place at other sessions to ensure bilingual provision.

2.8	Aims: Develop the Welsh music scene and the arts		
Activity	<p>Continue to develop and promote the Welsh language music and arts provision in different locations across the Vale.</p> <p>Continue to hold and build on the success of Gwyl Fach y Fro.</p> <p>Monitor attendance across a range of protected characteristics to target provision at groups less likely to attend.</p>	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 and continue to attract over 5,000 to Gwyl Fach y Fro. Increased diversity of attendees.
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 – Creating great places to live, work and visit

<p>Update</p> <p>Over 7,500 people attended Gwyl Fach y Fro in May 2024. A number of projects and workshops ran in the lead-up to the festival including over 450 children learning a specially written song and dance. Three English medium schools took part in Gwyl Fach y Fro as well as three community groups. The festival continues to grow and consolidate its position in the Welsh language calendar in South Wales, growing in popularity each year.</p>



Two community music events were held in Barry: one as part of the Glastonbarry Fringe festival. Both events were well attended.

Menter ran the 'Ewch i Weld' scheme for the gig at a Barry pub, with over 20 learners taking advantage of the scheme to attend for free. The scheme was also extended to sixth form pupils, using grant funding from Barry Town Council.

Menter collaborated with a new venue to demonstrate that Welsh-language events can succeed. A very successful classical evening was held at Penarth Pier, and they have already expressed interest in hosting more events.

Other regional Welsh language music festivals were promoted by Fforwm y Fro partners, including Tafwyl, Ffilifest, and Gwyl Tawe. Regional Mentrau Iaith collaborated to promote a series of youth gigs at Clwb Ifor Bach in Cardiff as part of the Tafwyl Welsh language music festival.

2.9	Aims: Increase fitness, leisure and well-being opportunities through the medium of Welsh		
Activity	<p>Work with the Council's leisure management contractor Legacy Leisure to increase the number of swimming lessons and fitness classes that are available in Welsh in all leisure centres.</p> <p>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.</p> <p>Explore the sporting-based interventions offered by the Youth Service through bilingual and Welsh-medium delivery models and accredited learning opportunities.</p>	Target by 2027	Increase Welsh language provision of swimming lessons and fitness classes for Welsh speakers and Welsh-medium schools
Responsibility	Vale of Glamorgan Council (Leisure Services) in partnership with: Legacy Leisure (the Council's Leisure Management Contractor); the Urdd; Cardiff and Vale Health Board; Menter Bro Morgannwg; Cardiff and Vale College	Link to Corporate Plan Wellbeing objective	1 – Creating great places to live, work and visit
<p>Update</p> <p>The Youth Service offered some sporting-based interventions through a bilingual / Welsh-medium delivery model, including accredited learning opportunities.</p> <p>The Urdd provided a number of Welsh language sport and leisure activities in schools and youth provision.</p> <p>The Leisure Service are keen to ensure activities are available to all residents of the Vale of Glamorgan, including Welsh speakers. As the leisure centres are managed by Legacy Leisure, we have made sure Legacy Leisure are fully aware of the Welsh Language Standards and the Welsh Language Promotion Strategy and subsequent action plan.</p> <p>Legacy Leisure aspire to offer Welsh swimming lessons, but it has been very challenging to offer all levels at the times customers want, mainly due to instructor availability. Legacy Leisure have therefore partnered with the Urdd to refer customers when Welsh lessons are requested.</p>			

2.10	Aims: Ensure that Leisure Centres proactively promote the use of Welsh		
Activity:	Work with the Council's leisure management contractor, Legacy Leisure, to 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	Work with Legacy Leisure to identify Language Champions, provide training if applicable, and identify processes to evaluate progress on language use in leisure centres
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 - Creating great places to live, work and visit

Update



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. However, Legacy Leisure continue to bed more Welsh language use and awareness into their operations.

- There are notably more Welsh language signs and promotional material in the leisure centres, correspondence, and online presence.
- Staff use of the Welsh Language is encouraged. We are now advertising Welsh as a highly desirable skill in all job adverts.
- We are adapting name badges to include a Welsh Speaker identifier.
- We have introduced a bilingual greeting at reception across all sites.
- We signposted several staff to Welsh Language Taster classes. We are sourcing the next steps to help the staff who are interested in learning more as part of their personal development.
- We have redesigned our telephone system to be bilingual.
- We now have our own in-house translator for the company.
- We are working on plans to redesign the website to make it more inclusive.

- We are working on making our recruitment process more bilingual. We use numerous job sites to advertise, and not all recognise the need for bilingual content. We now have a solution to this with our HR team and are presently translating all job adverts for key roles to ensure we are ready for roll out in autumn 2025.

2.11	Aims: Promote the history and culture of the Welsh language including compliance with Welsh language legislation		
Activity	Arrange Welsh Language Awareness and Compliance training, including in induction for new staff, ensure availability and accessibility to Welsh Awareness Module on iDev, and promote on Hyb.	Target by 2027	More staff have completed the Welsh Awareness training on iDev
Responsibility	Vale of Glamorgan Council (Learn Welsh the Vale / Equalities and Welsh Language Team)	Link to Corporate Plan Wellbeing objective	1 – Creating great places to live, work and visit 5 – Being the best Council we can be
Update <div data-bbox="286 801 723 1109"> <p>Welsh Language Awareness - Ymwybyddiaeth o'r Cymraeg</p> </div> <p>We introduced a new Welsh Awareness course onto iDev that can be accessed by all staff. It was previously only available to Social Services staff. A total of 8 people completed the course in 2024/25. The course has been publicised on the Social Services newsletter, on Hyb Cymraeg, and in the St David's Day and Defnyddio dy Gymraeg articles.</p>			
2.12	Aims: Encourage staff and elected members to use Welsh in the workplace		
Activity	Hold a widespread promotional and awareness campaign to encourage more use of Welsh in the workplace including in meetings, correspondence, and presentations.	Target by 2027	More Welsh is used in meetings, correspondence, and presentations. More staff are utilising their Welsh skills to produce documents and correspondence in Welsh.

	<p>Carry out a Welsh skills audit to identify strengths and gaps in the workforce.</p> <p>Provide support and guidance to Welsh speakers to improve their skills and confidence to use more Welsh in the workplace.</p>		Using Fusion to monitor and observe improvements in staff Welsh skills across the authority.
Responsibility	Vale of Glamorgan Council (Equalities and Welsh Language Team)	Link to Corporate Plan Wellbeing objective	<p>1 – Creating great places to live, work and visit</p> <p>5 – Being the best Council we can be</p>
<p>Update</p> <p>We launched a new hub-style page on Staffnet+ devoted to everything Welsh. The Hyb can be accessed by all corporate and school staff from council computers and personal devices.</p> <div data-bbox="804 694 1424 820" data-label="Image"> </div> <p>Hyb Cymraeg pulls together all the information about the Council's Welsh translation service, Welsh Language Standards, and opportunities to learn and use Welsh in the workplace, into an online hub. We included much more guidance, explanation, and information that previously. This makes it easier for staff to find the right information and helps to ensure that we better comply with the Welsh Language Standards.</p> <p>We sent a number of communications to staff about Hyb Cymraeg as well as articles on Staffnet, and a banner on the Staffnet homepage for a number of weeks in September 2024.</p> <p>On the Hyb we have listed some useful Welsh words and phrases for staff to use in meetings:</p>			

Here are some helpful words and phrases for meetings and minutes:

Cyfarfod - Meeting	Cofnodion y cyfarfod blaenorol - Minutes of the previous meeting
Cyfarfodau - Meetings	Cytunwyd ar gofnodion y cyfarfod blaenorol - The minutes of the previous meeting were agreed
Agenda - Agenda	Materion yn codi - Matters Arising
Cofnodion - Minutes	Nid oedd unrhyw faterion yn codi - There were no matters arising
Yn bresennol - Present	Unrhyw fater arall - Any other business
Ymddiheuriadau - Apologies	Y cyfarfod nesa - The next meeting

We have previously suggested starting and finishing meetings and emails in Welsh, following the example of Welsh Government. We will continue to promote this action on the Hyb and in future communications for Defnyddio dy Gymraeg, Diwrnod Shwmae Sumae, and St David's Day.

We launched a Welsh Skills Assessment in January 2025. This was carried out 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. The Skills Assessment can be viewed [here](#). We have used the Welsh Skills Assessment to identify fluent speakers to use the new Cyfieithu Cyflym translation tool which we launched in April 2025. We asked all staff to complete the Welsh Skills Assessment. We then invite staff with the appropriate Welsh language skills to complete a short training session on iDev before granting access to Cyfieithu Cyflym.

We encouraged staff to update their Welsh skills on Fusion. We did this on the Hyb and on the Welsh Skills Assessment. We can monitor Welsh skills using data from Fusion, along with the Welsh Skills Assessment findings.

Looking at Fusion data, there has been a 9.0% increase in Welsh language skills ranging from basic to fluent, from 16.9% in 2023/24 to 25.9% in 2024/25. The percentage of the Council workforce with Welsh language speaking skills ranging from competent to fluent has also increased from 5.2% to 6.3%. This could be due to Fusion awareness campaigns, meaning more staff are updating their Welsh language skills record, as well as some staff actually gaining and improving their Welsh language skills.

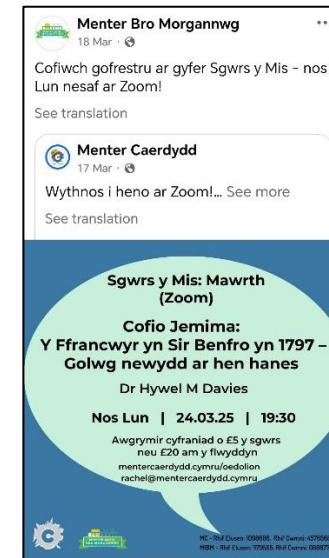
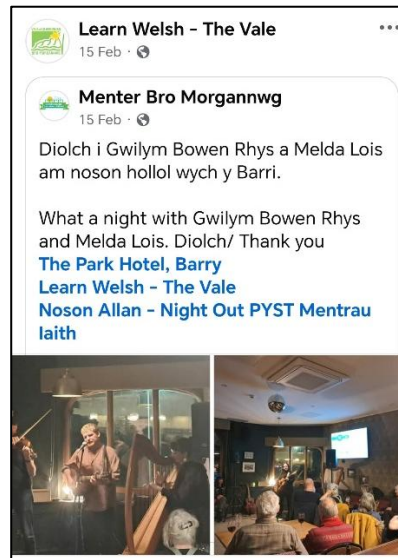
2.13	Aims: Ensure that the websites and social media of all partners in the strategy share information about the Welsh language		
Activity	Further develop website and social media channels to provide information to Welsh speakers and learners and partner	Target by 2027	Regular information on Welsh Language specific activities is included in the Council's social media plans and in the further development of the website.

	organisations about activities, events, job opportunities etc.		
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 – Creating great places to live, work and visit 3 – Giving everyone a good start in life
Update The Council launched a corporate Instagram account in November 2024. There are separate Welsh and English accounts, ensuring content is shared in both languages. There are separate corporate Facebook accounts for Welsh and English content. Again, content is put out in both Welsh and English. The corporate accounts share posts from partner organisations, including members of Fforwm y Fro such as Menter Bro Morgannwg, the Urdd, and the Regional Welsh Education Champion – Cymraeg i Bawb.			
2.14	Aims: Enable Welsh-medium education and social activities to be available to all residents of the Vale regardless of background or location		
Activity	Partners to gather anonymous data and statistics on the people accessing Welsh medium education and social activities around diversity, socio-economic position and if they are from global majority communities. Equalities team to support partners with analysis of data and explaining why equalities monitoring is important.	Target by 2027	Greater understanding of who accesses Welsh medium education and activities based on equalities monitoring: recognising and understanding why different groups do not access Welsh medium education and activities Using this understanding and the data to target awareness campaigns and promotion work.
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 – Creating great places to live, work and visit 3 – Giving everyone a good start in life 4 – Supporting and protecting those who need us
Update			




<p>The Council's Welsh Education Forum (WEF) works closely with schools, education teams and external partners to review Welsh medium education provision. A marketing and promotion campaign has been launched which will include targeting all residents of the Vale regardless of background and location about the benefits of Welsh medium education.</p> <p>There are plans to consider a WEF Task and Finish group to investigate data and statistics and how these are collected.</p>			
2.15	Aims: Increase the contacts and networking with non-Welsh language organisations in the private and voluntary sectors		
Activity	<p>Promote and encourage the Welsh language and multilingualism in general within sectors not directly covered by Welsh language legislation.</p> <p>Greater focus on bilingualism and upskilling staff Welsh language capabilities.</p> <p>Undertake a Welsh skills survey and awareness raising campaign in the town centres of Barry, Cowbridge and Penarth to promote the use of Welsh in local business. Involve schools in campaign.</p>	Target by 2027	<p>Engage with the private and voluntary sectors in the Vale of Glamorgan.</p> <p>A visible sign in businesses across the Vale towns to highlight where people can use Welsh in the community.</p>
Responsibility	Vale of Glamorgan Council (Equalities and Welsh Language Team) in partnership with: Menter Bro Morgannwg; all Fforwm y Fro Partners, schools.	Link to Corporate Plan Wellbeing objective	<p>1 – Creating great places to live, work and visit</p> <p>5 – Being the best Council we can be</p>
<p>Update</p> <p>The Youth Service have multiple contracts and Service Level Agreements in place with external organisations. Following the 2024 Estyn report, the Youth Service will be looking to be mindful of Welsh language opportunities and ensuring publicity is through Welsh-medium or bilingual.</p> <p>Menter Bro Morgannwg carried out a campaign with local businesses for Diwrnod Shwmae Sumae to identify Welsh speaking staff. Local shops, cafes and salons took part, displaying the #HapusSiarad poster and participating in Menter's social media campaign. We want to build on the success of the campaign to create a directory for Welsh speakers in the Vale of Glamorgan.</p>			

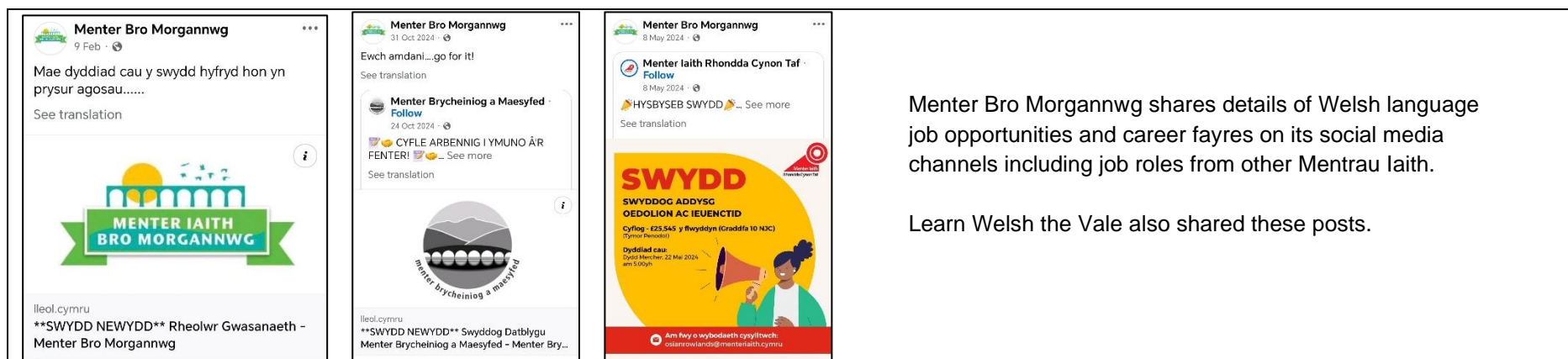
Theme 3: Creating favourable conditions – infrastructure and context

3.1	Aims: Use communication channels and social media to share information about Welsh language events		
Activity	Share details of Welsh language events and activities of other partners and organisations across the Fforwm y Fro via the Council's social media channels, using existing networks like Fforwm y Fro to share information.	Target by 2027	Effective process to share information from other partners with the public
Responsibility	Careers Wales; LEA; Ysgol Gymraeg Bro Morgannwg; Cardiff and Vale College; the Urdd	Link to Corporate Plan Wellbeing objective	1 – Creating great places to live, work and visit 5 – Being the best Council we can be
<p>Update</p> <p>The Vale of Glamorgan Council, Menter Bro Morgannwg, Learn Welsh the Vale, Welsh medium schools, and Cardiff and Vale College regularly share details of Welsh language events and activities on their social media channels. Partners of Fforwm y Fro also regularly share each other's posts. This was a point of discussion in the second Fforwm y Fro meeting: members were keen to ensure events were advertised widely to best promote the Welsh language. Social media is recognised as a key means of communication with Welsh speakers and wider members of the community.</p> <p>Here are some examples of sharing other partners' posts and events:</p>			



3.2	Aims: Support and promote careers/jobs fairs aimed at promoting bilingual skills as work-related skills		
Activity	<p>Support and help promote careers/jobs fairs run and administrated by partner organisations.</p> <p>Support employability events that promote Welsh and bilingualism as work-related skills.</p> <p>Share videos promoting Welsh and bilingualism as work-related skills including sessions aimed at 16-25 year olds and job-seekers returning to employment.</p>	Target by 2027	Promote events held by partners in the Vale of Glamorgan, neighbouring authorities, and other external partners via the Vale of Glamorgan Council's communication channels and social media
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	Link to Corporate Plan Wellbeing objective	<p>1 – Creating great places to live, work and visit</p> <p>3 – Giving everyone a good start in life</p>

	Urdd; Cardiff and Vale Health Board; regional partners, for example, neighbouring local authorities		
<p>Update</p> <p>The Vale of Glamorgan Council predominantly uses its corporate LinkedIn account to share information about job opportunities and vacancies, however some job roles are advertised on Facebook. Job and career fayres are advertised on Facebook and the corporate account also shares similar posts by other organisations and members of Fforwm y Fro.</p> <div> <div>  </div> <div>  </div> <div>  </div> </div>			






Menter Bro Morgannwg shares details of Welsh language job opportunities and career fayres on its social media channels including job roles from other Mentrau Iaith.

Learn Welsh the Vale also shared these posts.

Pupils from Ysgol Bro Morgannwg and Welsh language students at Cardiff and Vale College had the opportunity to attend the regional Welsh language job and careers fayres in Cardiff, run by Cardiff University, Cardiff Council, and Menter Caerdydd. Menter Bro Morgannwg also worked with partners to provide a careers fayre at Ysgol Bro Morgannwg.

Learn Welsh the Vale regularly attend employability events and promote the Welsh language as a workplace skill.

3.3	Aims: Support the development of childcare through the medium of Welsh, including during school holidays		
Activity	a) Carry out a review of the childcare needs of parents with children in Welsh-medium education in respect of registered childcare provision. b) Continue to develop Welsh-medium play schemes during school holidays.	Target by 2027	Support the development of registered childcare available through the medium of Welsh. Support the development of breakfast clubs and/or after-school clubs at Welsh-medium primary schools. Support the development of wraparound childcare where needs are identified. Continue to increase the numbers attending holiday play schemes by 100%.
Responsibility	Vale of Glamorgan Council (Learning and Skills) in partnership with: Menter Bro Morgannwg.	Link to Corporate Plan Wellbeing	1 – Creating great places to live, work and visit 3 – Giving everyone a good start in life

		objective	4 – Supporting and protecting those who need us
<p>Update</p> <p>The Vale Childcare & Early Years team provide advice, support and guidance to the development of breakfast, afterschool clubs and holiday provision. Financial support is also made available to the out of school sector to support the setup of new provision/places or sustainability for an existing setting who is at risk of closure. Recruitment and retention of staff, particularly Welsh speaking childcare staff, remains a challenge. A recruitment campaign continues to take place to promote childcare as a career.</p> <p>Menter Bro Morgannwg run Bwrlwm – free of charge Welsh language play sessions during school holidays at venues across the Vale of Glamorgan. Menter have advised that the demand for Bwrlwm exceeds the provision, but available funds limit the number of sessions they can run. The sessions are well attended and involve arts and crafts, and sports sessions in connection with the Urdd.</p> <div style="display: flex; justify-content: space-around; align-items: flex-end;">    </div> <p>Most of the Welsh medium primary schools in the Vale of Glamorgan run a free breakfast club, run by school staff. A number of schools also provide after-school clubs, with after-school care often provided by school staff or sometimes external organisations. This can mean that provision is not always in Welsh. Some schools are aware of local childcare providers who do wraparound care, but the majority are in English. The Cylch Meithrin in Cowbridge provides Welsh language wraparound childcare for Ysgol Iolo Morgannwg. There is not a lot of Welsh language child care available in the Vale of Glamorgan, which partners in Fforwm y Fro discussed and are looking to address. Cardiff and Vale College offer courses and qualifications in childcare, which can also be delivered in Welsh.</p>			

3.4	Aims: Raise awareness of Welsh language on digital platforms		
Activity	Continue to ensure that Welsh language content is included in online news outlets and ensure that Welsh language content is shared on all Council social media platforms.	Target by 2027	Increased number of followers and engagements with the Council's Welsh language social media accounts
Responsibility	Vale of Glamorgan Council (Communications) in partnership with: Menter Bro Morgannwg; all Fforwm y Fro Partners	Link to Corporate Plan Wellbeing objective	1 – Creating great places to live, work and visit 5 – Being the best Council we can be

Update



We launched a corporate Instagram account in November 2024. There are separate English and Welsh accounts which share the same content in the relevant language. This provides another way of sharing Welsh language content with residents, along with the corporate Facebook accounts and corporate Twitter/X accounts which both also operate in separate English and Welsh accounts.

The number of followers for the corporate Facebook account has increased but the number of X/Twitter followers has decreased as fewer people use the platform. The Council announced at the start of April 2025 that they would cease to use X/Twitter. There is work to be done to promote the Council's corporate social media platforms, including the Welsh language versions.

Corporate social media account	2023/24	2024/25
Facebook	141	153
X / Twitter	651	626
Instagram	N/A	22

3.5	Aims: Establish a network of available spaces across the Fforwm y Fro partnership to promote the Welsh language and participation in Welsh language activities		
Activity	Explore locations across the Vale of Glamorgan that could be utilised to promote and increase participation of Welsh language social activities.	Target by 2027	Create a database or network of available spaces and organisations.
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 authorities and Mentrau Iaith.	Link to Corporate Plan Wellbeing objective	1 – Creating great places to live, work and visit 5 – Being the best Council we can be
Update Members of Fforwm y Fro have described available spaces that they are able to offer for other members, groups and organisations to run and offer Welsh language activities and events. These include spaces at Cardiff and Vale College and Cardiff Airport, along with community spaces at schools including Ysgol Sant Baruc. We will formulate these into a database for members, Council staff, and possible members of the public. The database could potentially be hosted by the Vale of Glamorgan Council on the external Welsh Language pages.			
3.6	Aims: Provide Staffnet support for Welsh speakers and learners		
Activity	Use Staffnet to host and maintain a Welsh Hyb / Hyb Cymraeg to signpost staff to useful resources, Welsh language courses, community activities, and legislative guidance.	Target for 2027	Continue to develop the Hyb, including a page for Welsh education and calendar of events
Responsibility	Vale of Glamorgan Council; Learn Welsh the Vale; Vale of Glamorgan Council Welsh Language Officer.	Link to Corporate Plan Wellbeing objective	1 – Creating great places to live, work and visit 5 – Being the best Council we can be
Update			

We launched a new hub-style page on Staffnet+ devoted to everything Welsh. The Hyb can be accessed by all corporate and school staff from council computers and personal devices.



Hyb Cymraeg pulls together all the information about the Council's Welsh translation service, Welsh Language Standards, and opportunities to learn and use Welsh in the workplace, into an online hub. We included much more guidance, explanation, and information that previously. This makes it easier for staff to find the right information and helps to ensure that we better comply with the Welsh Language Standards.

The Hyb launched in September 2024. We have added to the page since then, including a page about Welsh Education, section about Cyfieithu Cyflym, and links to guidance around the policy making standards.



3.7	Aims: Support Council staff and members to use Welsh in the workplace		
Activity	Promote and make staff aware of Welsh language tools including Cysill and Cysgair, Welsh language tools on Microsoft 365 apps, and other online resources.	Target by 2027	More staff utilising their own Welsh skills with the support of Welsh tools and programs.
Responsibility	Vale of Glamorgan Council (Equalities and Welsh Language Team)	Link to Corporate Plan Wellbeing objective	1 – Creating great places to live, work and visit 5 – Being the best Council we can be
Update			

We launched a new hub-style page on Staffnet+ devoted to everything Welsh. The Hyb can be accessed by all corporate and school staff from council computers and personal devices.



Hyb Cymraeg pulls together all the information about the Council's Welsh translation service, Welsh Language Standards, and opportunities to learn and use Welsh in the workplace, into an online hub. We included much more guidance, explanation, and information than previously. This makes it easier for staff to find the right information and helps to ensure that we better comply with the Welsh Language Standards.

On the Work Welsh page, there is a [Tools and Resources](#) section which provides details about Welsh language software, language choice on Microsoft 365, online dictionaries, and other online resources.



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.	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 – Creating great places to live, work and visit 5 – Being the best Council we can be
Update			
Fforwm y Fro met twice during 2024/25. In the next meeting, we will ask members to identify people or organisations who would be interested in the work of the group and the promotion of Welsh language in the Vale of Glamorgan who we could invite to join the Fforwm. We will also consider relevant services in the Vale of Glamorgan Council who could join.			

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 Rhwydiaith network	Link to Corporate Plan Wellbeing objective	1 – Creating great places to live, work and visit 5 – Being the best Council we can be
<p>Update</p> <p>Fforwm y Fro met twice in 2024/25. It was a useful way to get organisations with a specific interest in the Welsh language in the Vale of Glamorgan together and build connections and collaborations. We look forward to continue to grow the Fforwm over the next years.</p> <p>We continue to be part of Grwp Deddf and Rhwydiaith, meeting on a monthly basis and attending any in-person conference events. We are also part of a lively Teams channel for Grwp Deddf, which is a helpful source of support and guidance. We attend Cymraeg i Bawb quarterly meetings and the Welsh Education Officer is on the governance board, attending additional meetings for the Regional Welsh Education Partnership.</p> <p>We have built strong relationships with other regional authorities, the local schools, organisations such as Menter Bro Morgannwg, and will continue to develop these relationships and work together on projects as and when they arise.</p>			
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 – Creating great places to live, work and visit 2 – Respecting and celebrating the environment 3 – Giving everyone a good start in life 4 – Supporting and protecting those who need us

			5 – Being the best Council we can be
Update <p>Following the public consultation into the proposal to expand Ysgol lolo Morgannwg in 2023/24, we appointed KIER construction to develop the new Ysgol lolo Morgannwg school building on the Clare Gardens site in Cowbridge.</p> <p>The Councils Sustainable Communities for Learning (SCfL) team received Cabinet approval to proceed with the Post Construction Services (PCS) of the project, which means we should be able to sign contracts and get on site by the summer.</p> <p>We carried out a feasibility assessment on land in the Western Vale with regards to a site for a new Welsh medium secondary school. The Sustainable Communities for Learning team will continue to look at this project.</p>			
3.11	Aims: Progress the Place Names project to list the Welsh/English and other place names, in line with the national online database, and approve a Street Naming Policy which takes account of Welsh Language Standards		
Activity	To complete the list of standardised place names and produce guidance for street-naming in the Vale of Glamorgan.	Target by 2027	List and guidance 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 – Creating great places to live, work and visit 2 – Respecting and celebrating the environment 5 – Being the best Council we can be
Update <p>The Welsh Language Commissioner provided an information session on place names and street signs. We aimed to share the recording with the relevant team in Highways, but have not received the recording from the Commissioner as yet. We corresponded with the Highways team to confirm the Street Naming Policy that was reviewed and updated in 2020 had been approved.</p>			

3.12	Aims: Review the Council's Language Skills Strategy and incorporate into the People Strategy and Recruitment Strategy		
Activity	<p>Review and update the Council's Welsh language strategy and work with Human Resources to incorporate into the new People Strategy and Recruitment and Retention Strategy.</p> <p>Review and update the analysis of the Welsh linguistic skills of staff following the skills assessment in 2024/2025 to identify gaps in service areas that require bilingual skills and identify training needs.</p>	Target by 2027	<p>Welsh language skills strategy is included within wider strategies including People Strategy and Recruitment and Retention Strategy.</p> <p>Each vacant job role is assessed in terms of Welsh requirement and job advertisements properly reflect the Welsh requirement of that role.</p> <p>Updated skills audit provides useful and relevant data for employment analysis and Welsh promotion.</p>
Responsibility	Vale of Glamorgan Council (Equalities and Welsh Language Team / Human Resources)	Link to Corporate Plan Wellbeing objective	<p>1 – Creating great places to live, work and visit</p> <p>5 – Being the best Council we can be</p>
<p>Update</p> <p>We looked at the current Language Strategy in 2024 and concluded that it is outdated and does not fit with the current workforce strategies. As part of this activity, we determined that a new skills assessment was required for all staff to ensure the current data regarding staff's Welsh language skills is up-to-date and relevant. We also considered the Welsh Language Standards around recruitment and recognise that more work needs to be done around assessing the skills requirements of vacant posts and ensuring this information is effectively communicated in job advertisements. We look forward to working closely with HR in the coming years to improve this area of work.</p> <p>We launched a Welsh Skills Assessment in January 2025. This was carried out 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. The Skills Assessment can be viewed here. Along with the Skills Assessment, we also created a Welsh Skills Framework to make it easier for staff to more accurately self-assess their Welsh language abilities. The Skills Framework was created 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. <i>Welsh version yma</i></p>			

3.13	Aims: Ensure that the monitoring information and data for the 5-year Promotion Strategy, WESP, annual Welsh Language Standards compliance (including the Annual Welsh Language Monitoring Report) 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 – Creating great places to live, work and visit 5 – Being the best Council we can be
Update We produce the Welsh Monitoring Report and update on the Welsh Language Promotion Strategy action plan every year, which are then approved by scrutiny. They are published on the external website here Welsh Language Standards (Welsh Safonau'r Iaith Gymraeg). We report on the WESP on an annual basis. We have started work to update the Linguistic Skills Strategy to integrate within the emerging People Strategy and recruitment and retention policies.			
3.14	Aims: Undertake a review of this action plan at the end of year four and approve the updated version		
Activity	Carry out a review of the actions in late 2026 to date and amend as required, taking into account any new circumstances and strategies including the revised WLPS.	Target by 2027	WLPS action plan updated and approved by March 2027
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 – Creating great places to live, work and visit 5 – Being the best Council we can be
Update There are plans in place to review and update the action plan in line with a new Welsh Language Promotion Strategy in 2027. As with the review in 2024/25, we will engage responsibility parties and Fforwm y Fro in revising and updating the action plan.			