Agenda Item No. 4

THE VALE OF GLAMORGAN COUNCIL

LIVE WELL SCRUTINY COMMITTEE: 10TH NOVEMBER, 2026

REFERENCE FROM CABINET: 23RD JULY 2026

C53 WELSH LANGUAGE STANDARDS ANNUAL MONITORING REPORT 2025-2026 (EAWL) (SCRUTINY – LIVE WELL) –

The Cabinet Member presented the report to bring to the attention of the Cabinet the Council's progress against the Welsh Language Standards (Appendix 1) and against the Welsh Language Promotion Strategy (Appendix 2) for 2025/26.

Councillor Birch referred Cabinet to Pages 26 to 34 of Appendix 1 to the report which detailed some of the achievements over the 2025/26 period, all of which demonstrated serving the needs of the residents of the Vale of Glamorgan and the Council's commitment to the Welsh language.

The Leader said it was pleasing to see more and more Welsh being used in day-to-day work and provided reassurance to residents who wished to communicate in Welsh that it would be welcomed.

Councillor Williams said the use of Welsh in Social Services was recognised and that Welsh Government promoted the Welsh language through key initiatives like 'Mwy na geiriau' / 'More than just words'.

This was a matter for Executive decision.

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

RESOLVED –

(1) T H A T the Annual Welsh Monitoring Report for 2025/26 (Appendix 1) and Update on the Welsh Language Promotion Strategy 2025/26 (Appendix 2) be approved in principle, subject to consideration by Live Well and Resources Scrutiny Committees.

(2) T H A T the report and appendices be referred to Live Well and Resources Scrutiny Committees for their consideration and for any recommendations to be referred back to Cabinet for consideration. Should both Committees have no recommendations, that the report be considered as approved and published accordingly.

Reasons for decisions

(1) To allow the Council to meet its reporting duty to the Welsh Language Commissioner as part of the Welsh Language Standards.

(2) To enable Live Well and Resources Scrutiny Committees to consider the report and appendices prior to publication of the final approved report."

Attached as Appendix – Report to Cabinet: 23rd July, 2026

Appendix

Meeting of:	**Cabinet**
Date of Meeting:	**Thursday, 23 July 2026**
Relevant Scrutiny Committee:	Live Well Scrutiny Committee
Relevant Scrutiny Committee:	Resources Scrutiny Committee
Item which the Chair has decided is urgent (Part I) **(If yes, why)**	Not applicable
Urgent Decision Procedure Used (15.14 of the Constitution) **(If yes, why)**	Not applicable
Item Type	Part I
Report Title:	Welsh Language Standards Annual Monitoring Report 2025-2026
Portfolio Holder:	Cabinet Member for Education, Arts and the Welsh Language
Strategic Leadership Team:	Director of Corporate Resources
Lead Officer:	Welsh and Inclusion Officer

1.0 What is this report about?

1.1 During 2015 the Council was issued with a Compliance Notice by the Welsh Language Commissioner specifying which Standards applied to the Council. To achieve the 174 standards within the notice, the Council developed a comprehensive action plan.

1.2 We were also required to produce a 5-year Promotion Strategy as part of the compliance process.

1.3 This report brings to the attention of the Cabinet our progress against the Welsh Language Standards (Appendix 1) and against our Welsh Language Promotion Strategy (Appendix 2) for 2025/26.

1.4 It summarises the main areas where progress has been made and provides annual updates required by the Welsh Language Commissioner.

2.0 What are the Recommendations?

	Recommendations – What and How?	Reason for Recommendation – Why?
2.1	That Cabinet considers and approves the Annual Welsh Monitoring Report for 2025/26 (Appendix 1) and Update on the Welsh Language Promotion Strategy 2025/26 (Appendix 2) in principle, subject to consideration by Live Well and Resources Scrutiny Committees.	To allow the Council to meet its reporting duty to the Welsh Language Commissioner as part of the Welsh Language Standards
2.2	That Cabinet refers this Report and Appendices to Live Well and Resources Scrutiny Committees for their consideration and for any Recommendations to be referred back to Cabinet for consideration. Should both Committees have no recommendations, that the report be considered as approved and published accordingly.	To enable Live Well and Resources Scrutiny Committees to consider the Report and Appendices prior to publication of the final approved report.

3.0 What is the background to this report?

3.1 The Welsh Language (Wales) Measure 2011 makes provision for specifying standards of conduct in relation to the Welsh language. The Measure enables Welsh Ministers to authorise the Welsh Language Commissioner to issue a 'Compliance Notice' to those organisations to which the Measure applies. The Compliance Notice for the Vale of Glamorgan Council was issued in September 2015.

3.2 The Welsh Standards Compliance Notice for the Council is a list of standards relating to service delivery, policy making, operational matters, promotion, and record keeping. One of the standards in the Compliance Notice states that:

a) You must produce a report (an 'annual report'), in Welsh, in relation to each financial year, which deals with the way in which you have complied with the standards with which you were under a duty to comply during that year.

b) You must publish the annual report no later than 30 June following the financial year to which the report relates. A 'no status' draft will be published by that date whilst it is considered through the reporting process.

c) You must publicise the fact that you have published an annual report.

d) You must ensure that a current copy of your report is available – (a) on your website, and (b) in each of your offices that are open to the public.

3.3 As part of the Compliance Notice, the Council was also required to produce a 5-year Promotion Strategy and to review it regularly. Cabinet will note that a new 5-year Promotion Strategy was endorsed in 2022. The action plan relating to the Promotion Strategy was reviewed in 2024/25 in line with action 3.14 which states: 'Undertake a review of this action plan at the end of year two and approve the updated version'.

3.4 This report provides Cabinet with the Annual Report for 2025/26 and the update on the action plan for the Promotion Strategy for 2025/26.

4.0 What issues are there to be considered?

4.1 Appendix 1 sets out the Welsh Language Annual Monitoring Report for 2025/26. The report outlines the main achievements for 2025/26 including Welsh translation and partnership work as well as challenges faced during 2025/26.

4.2 The Annual Report contains details of performance on four areas requested by the Welsh Language Commissioner: Welsh language complaints, recruitment, Welsh language skills, and Welsh language training.

4.3 Appendix 2 provides Cabinet with an update on the Council's Welsh Promotion Strategy as required by the Standards. The promotion strategy seeks to address a variety of policy areas, including Welsh for Adults; for Children, Young People and Families; the Community; and the Workplace.

4.4 The promotion strategy is delivered by a variety of Council departments working on actions designed to promote the use of Welsh and address various aspects of the standards. The Council also works with partners, notably Learn Welsh the Vale and Menter Bro Morgannwg, to further enhance its work. The work with Menter Bro Morgannwg was refreshed in 2022, with a revised agreement based on providing a variety of different opportunities to promote Welsh and to trial new and innovative approaches. For each area of the promotion strategy, an update is provided to demonstrate progress and identify areas for future focus.

4.5 Cabinet is recommended to consider and approve the Report and Appendices, and to refer the same to Live Well and Resources Scrutiny Committees for their consideration, prior to the approved report being published.

5.0 How has evidence been used to inform the report, including the views of others?

5.1 The Council report on indicators in four areas specified by the Welsh Language Standards and use data to fulfil this requirement. For complaints, we refer to the Welsh complaints record; Human Resources confirm details for recruitment; findings from the Welsh Skills Assessment and Fusion inform Welsh skills data; and data from Learn Welsh and iDev informs the Welsh language training requirement.

5.2 We consulted with members of the Fforwm y Fro when we reviewed the Welsh Language Promotion Strategy action plan in 2024/25.

6.0 What are the next steps if the recommendations are approved?

6.1 The approved Annual Welsh Monitoring Report will be published in English and Welsh on the Council's external website. The approved update on the Welsh Language Promotion Strategy action plan will be published in English and Welsh on the Council's external website.

7.0 How does this report support Vale 2030 and Reshaping?

7.1 The information contained within the Annual Report and Promotion Strategy outlines the contribution of Welsh Language Standards compliance and promotional activity towards the delivery of Vale 2030 and Reshaping.

7.2 Supporting efficient and sustainable service transformation: digital innovation, improved processes, and long-term planning in areas including Welsh medium education, childcare, and translation models, help to enhance efficiency, reduce costs, and support delivery of Vale 2030 and Reshaping.

7.3 Developing a skilled and resilient workforce: investment in Welsh language skills, training, and integration with recruitment and workforce strategies strengthens organisational capacity and supports Vale 2030 ambitions for a future-ready workforce.

7.4 Improving inclusive, citizen-focused services and outcomes: strengthening bilingual service delivery, customer access, and community-based provision enhances participation, wellbeing, and equality of access in line with Vale 2030 priorities.

7.5 Promoting collaboration and preventative, community-led approaches: partnership across services and with external organisations supports early intervention, integrated delivery, and sustainable communities.

8.0 How does this demonstrate the Five Ways of Working?

8.1 The information contained in the Annual Report and Promotion Strategy demonstrates strong alignment with the Five Ways of Working by adopting a long-term approach through investment in Welsh medium education, workforce skills, and digital solutions; embedding prevention through early years provision, staff development, and community engagement; integrating Welsh language considerations across a wide range of Council services; fostering collaboration with key partners including Menter Bro Morgannwg, the Urdd, and the local health board to maximise impact; and ensuring involvement through engagement with residents, staff, learners, and communities to shape accessible and inclusive services that meet the needs of a range of people in the medium of Welsh.

Resources

9.0 Finance

9.1 There are no direct financial implications associated with this report. Officer time is needed to collect, analyse, and report on Welsh language information. The main costs are translation costs throughout the year, Menter Bro Morgannwg funding, and meeting 100% of the costs of staff learning Welsh.

9.2 Translation costs have reduced in 2025/26, due to the introduction of the Cyfieithu Cyflym digital translation tool. In contrast, the costs of staff learning Welsh have increased as we no longer have a dedicated Work Welsh Coordinator.

9.3 The actions ensure that the Council complies with legislation, avoiding a potential adverse cost implication for non-compliance.

10.0 Workforce

10.1 There are no direct employment implications associated with this report.

10.2 Officer time is needed to collect, analyse, and report on Welsh language information.

11.0 Legal and Equalities

11.1 **Does an Equalities Impact Assessment need to be completed? If not, why?** An Equalities Impact Assessment has not been completed because this is not a new decision or policy change.

11.2 The Council is bound by the Welsh Language (Wales) Measure 2011 and acting in accordance with the Commissioner's Compliance Notice is a statutory duty for the Council.

12.0 Key Contacts

12.1 **Who are the primary officers to contact with any comments and/or queries on the report?**

Lead Officer: Elyn Hannah Welsh and Inclusion Officer ehannah@valeofglamorgan.gov.uk	Democratic Services Officer Matt Swindell Cabinet and Committee Services Officer. mlswindell@valeofglamorgan.gov.uk

Appendices

Appendix 1 – Welsh Language Annual Monitoring Report 2025-2026

Appendix 2 – Welsh Language Promotion Strategy Action Plan Update 2025-2026

Background Documents

Compliance Notice from the Welsh Language Commissioner

The Vale of Glamorgan Council's Welsh Language Promotion Strategy

Appendix 1:

Welsh Language Standards

Annual Monitoring Report

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

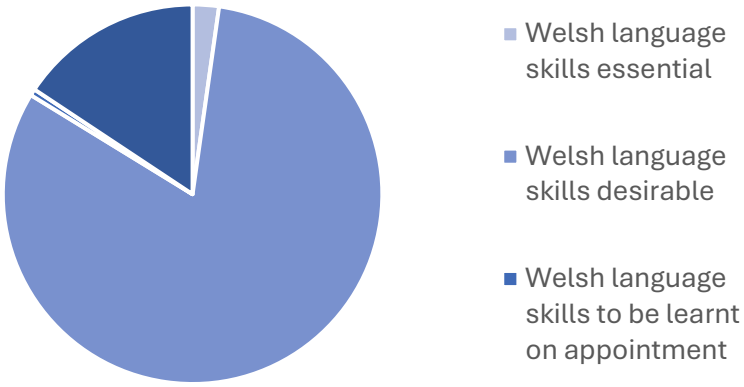
Standards 154,170 (ch)

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

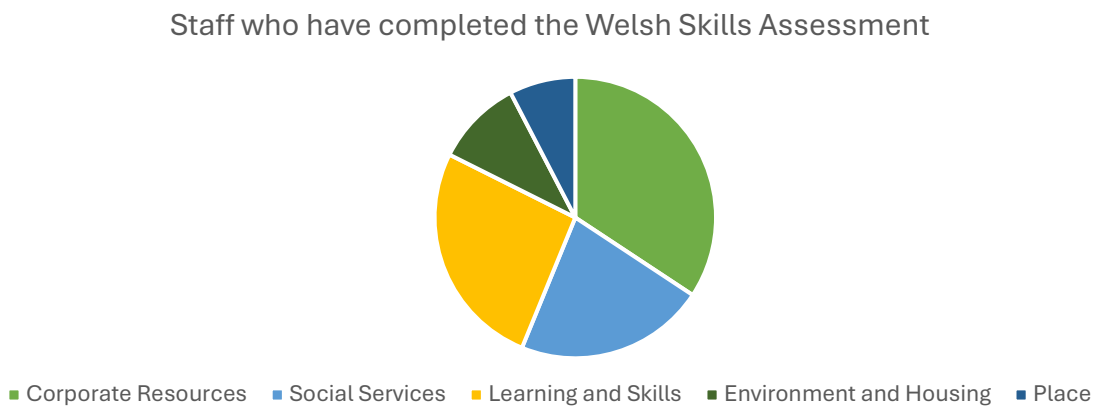
Standard 170 (2a)

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:



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.

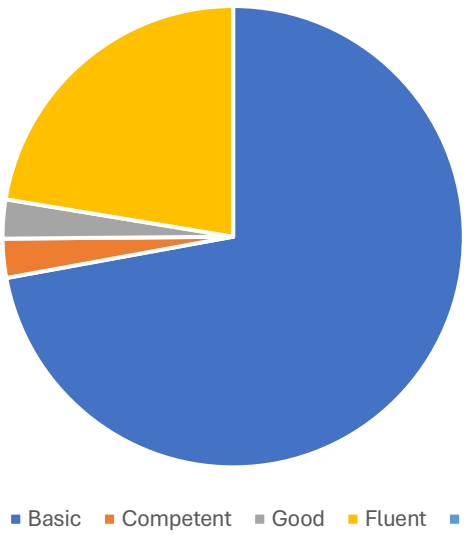
We keep the records of staff with Welsh language skills under Standard 151.

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

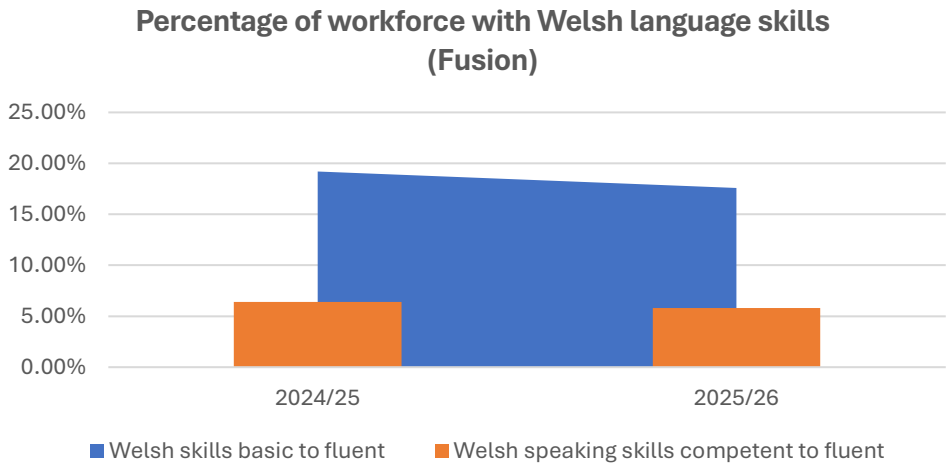
	Basic	Competent	Good	Fluent	Total
Learning & Skills	67	4	2	25	98
Social Services	189	8	8	30	235
Environment and Housing	105	8	4	21	138
Resources	88	5	6	14	113
Place	19	1	3	5	28
Total	468	26	23	95	612

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.

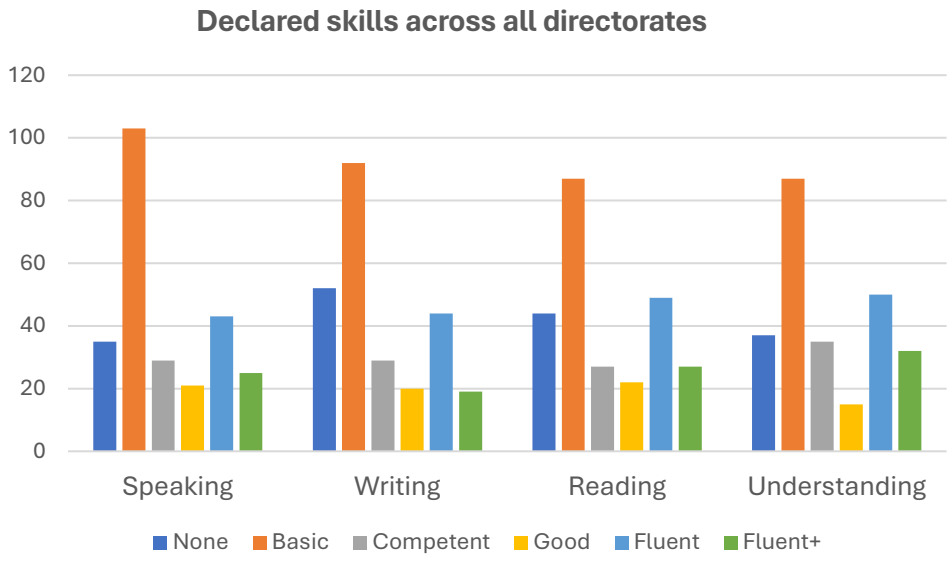
This graph shows the percentage of the council workforce with Welsh language skills rated basic to fluent across all four competencies, as well as the percentage of staff with Welsh speaking skills ranked competent, good, or fluent. The percentages have decreased from 2024/25 to 2025/26.



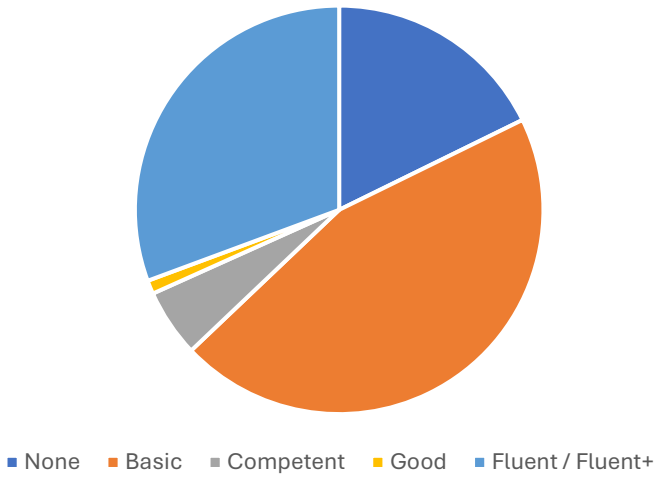
Data from the Welsh Skills Assessment

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

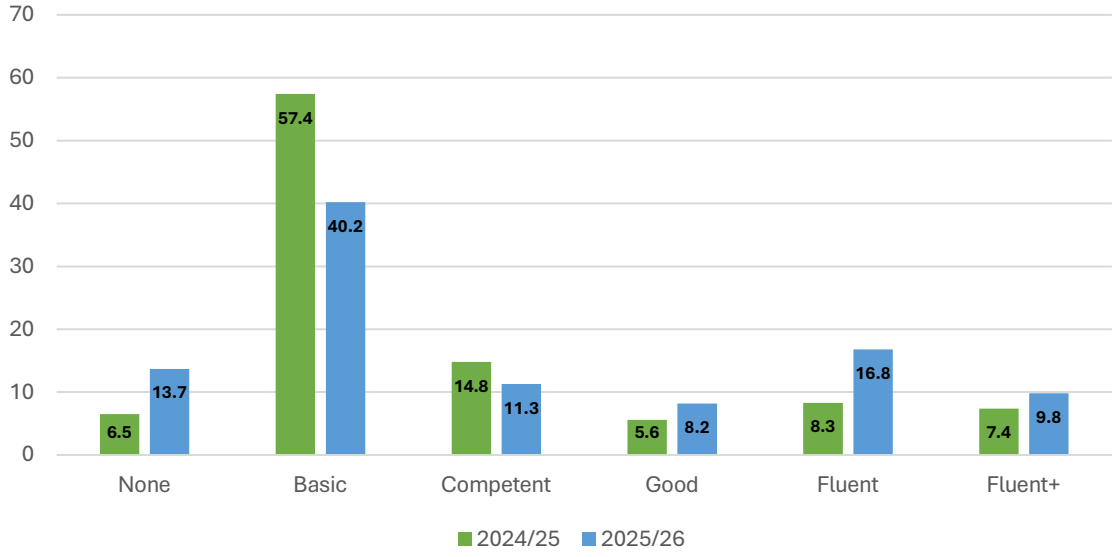
Learning and Skills	8	10	6	4	12	15	55
Place	0	8	4	3	3	3	21
Social Services	8	25	6	7	16	0	62
Total	44	87	27	22	49	27	256

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.

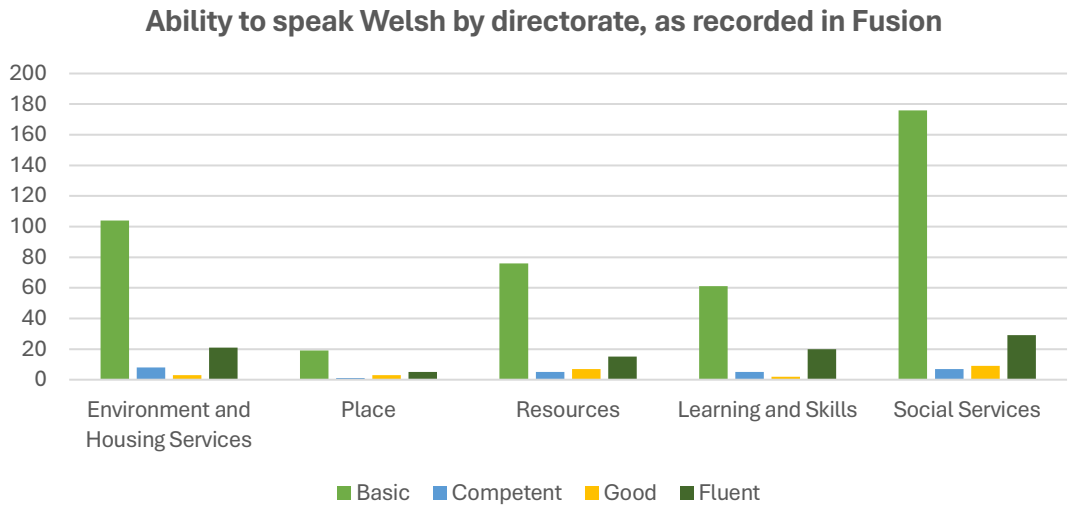
The following chart shows the difference from 2024/25 and 2025/26 in the percentage of reported Welsh language speaking skills across the whole council, as reported in the Welsh Skills Assessment. The percentage of staff declaring 'basic' and 'competent' Welsh speaking skills has decreased, but the percentage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

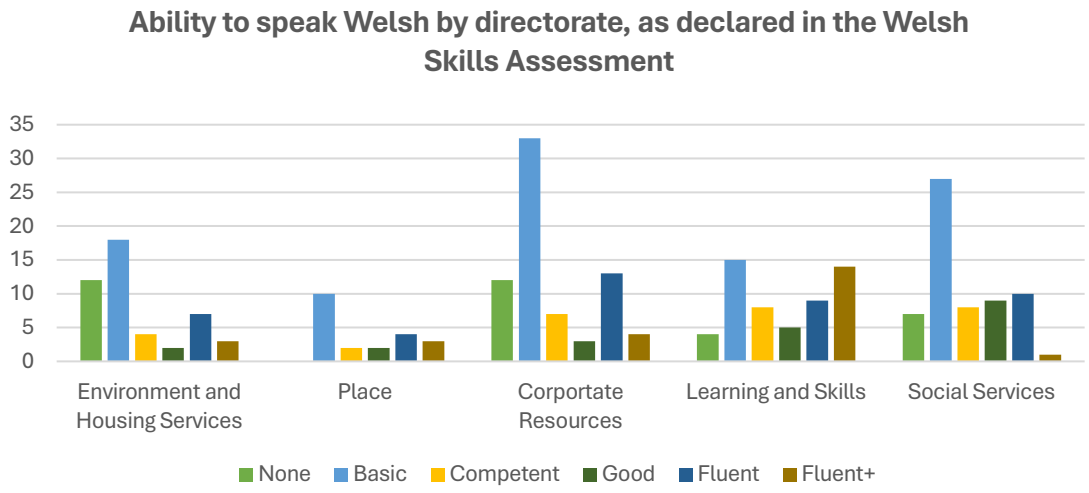


We directed staff with fluent Welsh language speaking skills from Fusion HR data to complete the Welsh Skills Assessment to access Cyfieithu Cyflym, so it is understandable that that these percentages have increased. Regardless of that, it is still positive to see increases in the number of staff declaring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





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

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

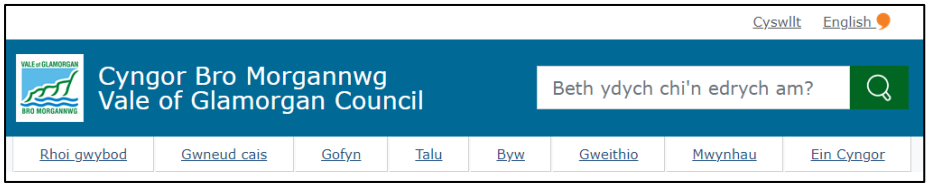
Year	Number of Council staff who completed a course / on register for any Welsh course	Target
2022 / 2023	58	58
2023 / 2024	38	64
2024 / 2025	29	64
2025 / 2026	96	64

Compliance and Achievements

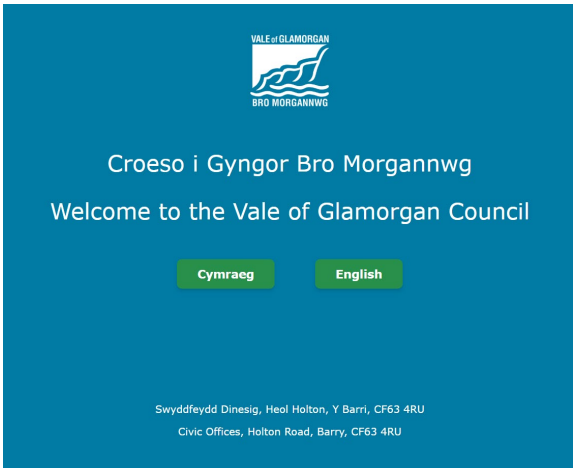
Website

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.



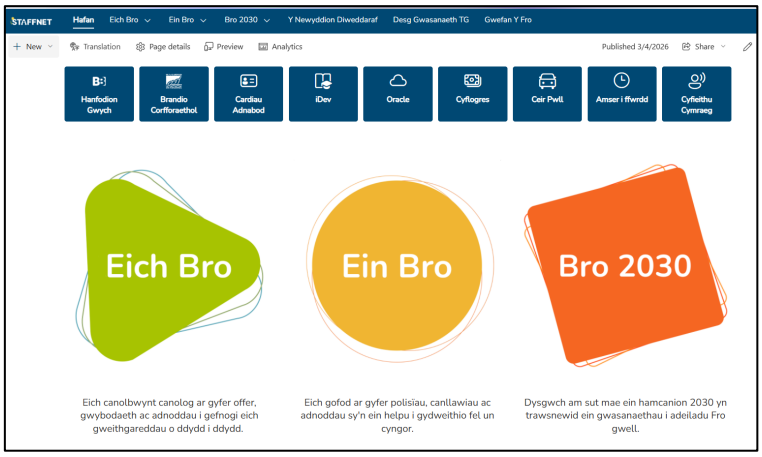
We added a splash page to the external website in December 2025, which comes up for both www.valeofglamorgan.gov.uk and www.bromorgannwg.gov.uk. This ensures that users access the website in their language of choice, from the start.



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

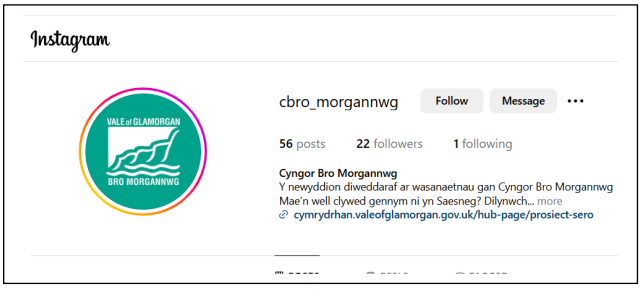
We conducted an audit of the corporate social media accounts, as recommended by the Welsh Language Commissioner. The Welsh Language Commissioner's thematic report on social media can be viewed here.

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:

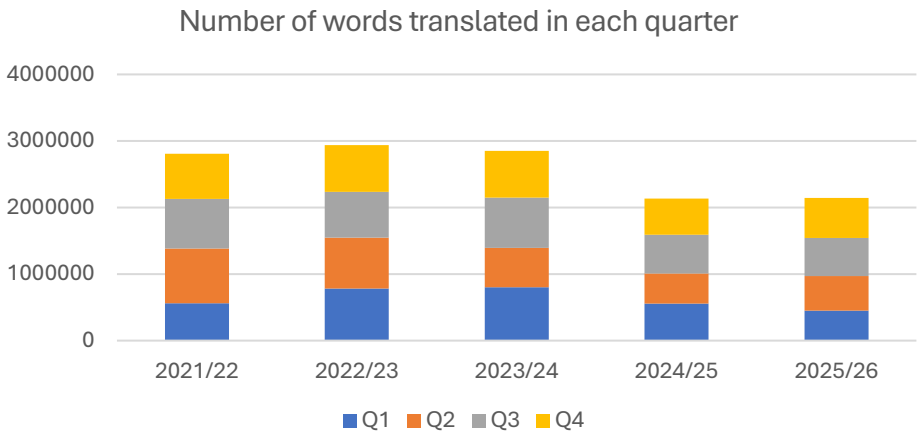
- Social Media
- Internal Use of Welsh Policy
- Complaints
- Recruitment
- Promoting services
- Libraries
- Leisure services

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.

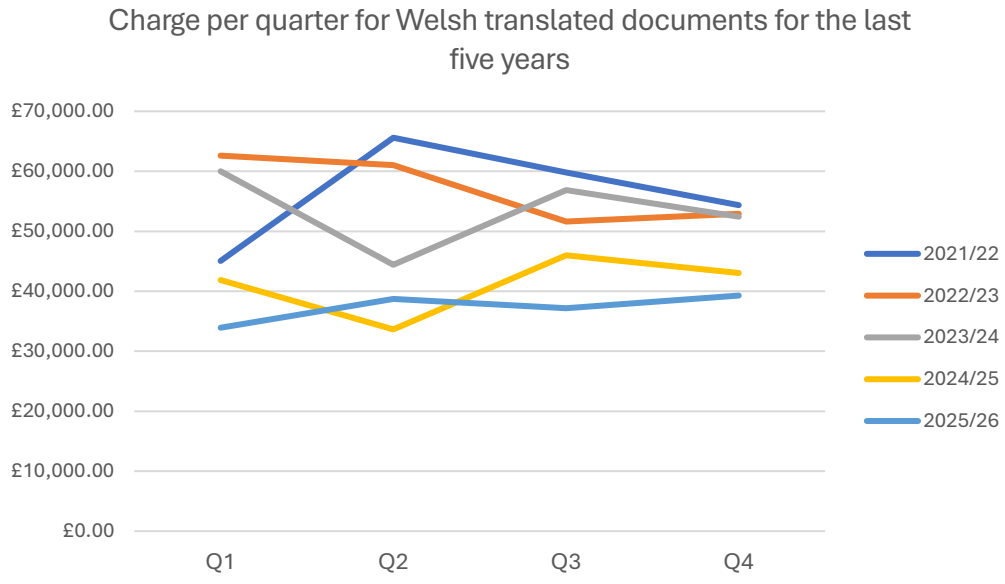
Welsh Translation

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.

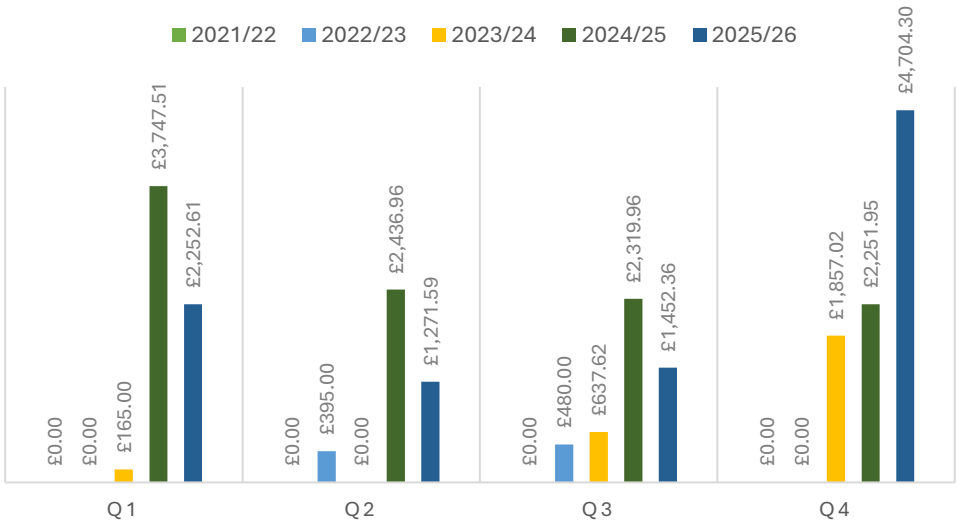


We negotiated a new contract with Bilingual Cardiff from October 2025 with reduced document translation costs. Another key reason for the reduction in translation costs is the introduction of Cyfieithu Cyflym in April 2025, our digital translation tool.

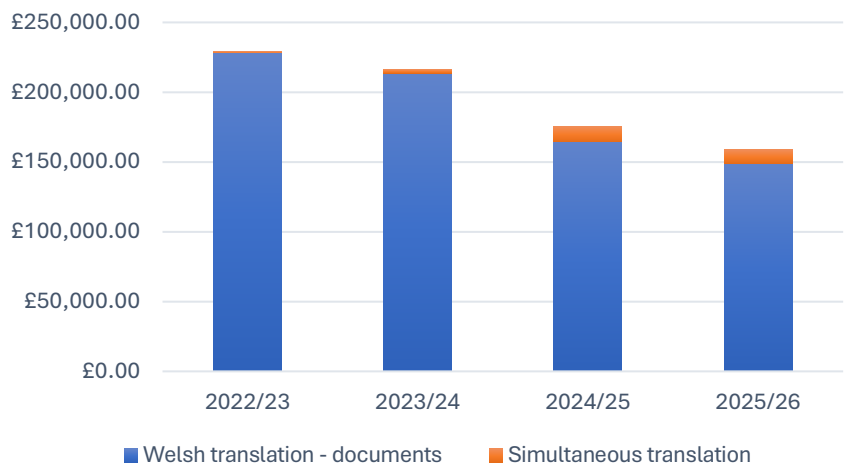
Simultaneous Translation

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, Ogmore 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 bay 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)

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

Vale of Glamorgan Council

Welsh Language Promotion Strategy Action Plan 2022 – 2027:

Update 2025 – 2026

No Status Draft

This document is available in Welsh.
Mae'r ddogfen hon ar gael yn Gymraeg.

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.

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	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. Build on work by Menter Bro Morgannwg in Amser Stori sessions to bring WM education to parents' attention.	**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**	1 – Creating great places to live, work and visit 2 – Giving everyone a good start in life
Update 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. In February 2026, the Childcare & Early Years Team attended the Gŵyl Gymreig in Cowbridge to promote the various services available in Welsh. We allocate funding towards a peripatetic Ti a Fi officer to run pre-school sessions for children and their parents – during which, Welsh medium childcare and education are promoted. At all events attended by families, we promote Welsh medium childcare and provide more information about settings.			

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. Utilise other Welsh language groups like Amser Stori to promote Cylchoedd Meithrin and Cylchoedd Ti a Fi. Carry out work to ensure Cylchoedd Meithrin and Cylchoedd Ti a Fi are attractive options for families from all backgrounds.	**Target by 2027**	Increase number of children in Cylchoedd Meithrin by 20% from 2022 figure by 2027. Report on progress annually.
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

Update

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.

The Early Years Team and Flying Start have been 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 2-year-old offer, the Childcare offer for Wales and fee-paying children.

In addition, we are working on plans to set up a childcare unit to support Ysgol Sant Baruc, supporting an increase of around 30 childcare places.

We also have plans for a new building to accommodate Cylch Meithrin y Bont-Faen. We applied for Capital funding with aims for work to start in early 2027. This will provide support for the new Ysgol Iolo Morgannwg site.

1.3	**Aims: Increase the number of adults learning Welsh in the community**		
Activity	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. Monitor those learning Welsh across a range of protected characteristics and target marketing and courses at groups less likely to attend.	**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.
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

Learn Welsh the Vale promote Welsh lessons, courses, revision sessions, activities, and events across the Vale of Glamorgan through advertisements, events, and social media. Learn Welsh the Vale underwent significant change during 2025/26. In September 2025, the Vale of Glamorgan Council relinquished the Learn Welsh contract. The franchise was taken over by Aberystwyth University with effect from January 2026. Learn Welsh the Vale continues to operate out of Palmerston Learning Centre in Barry, but independent of the Vale of Glamorgan Council. Learn Welsh the Vale was limited in what courses and classes could be offered during the Autumn term but since January 2026, Learn Welsh the Vale offered a full range of classes and courses.

Learn Welsh the Vale hold at least three 'Sadwrn Siarad' sessions through the year, attended by around 40 people. There are weekly cafés in Wenvoe, Barry, Llantwit Major, Penarth, Cowbridge, Dinas Powys, Rhoose, Ogmore and Sully with up to 25 people attending. We offered Welsh at Home courses to parents in schools in the Vale, including Evenlode Primary in Penarth, High Street School in Barry, and St David's CIW Primary School in Colwinston.

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

There are currently 24 Welsh classes running 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	36	0	5	46	**87**
Sylfaen	27	8	19	10	**64**
Canolradd	32	8	9	0	**49**
Uwch	22	22	0	0	**44**
Gloywi	16	15	0	0	**31**

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

Learn Welsh the Vale run courses at every level. Learners are welcome to sit the WJEC Wales exams in February and June. 65 learners will sit an external exam in June 2026. Most learners will then progress to the next level, following examination.

As a result of the change in management from the Vale of Glamorgan Council to Aberystwyth University, Learn Welsh the Vale was limited in what courses and classes could be offered during the Autumn term. This limited the number of learners in the community progressing to higher levels.

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. b) Increase progression rates from Mynediad/Entry to Sylfaen/Foundation, Sylfaen/Foundation to

	Ensure staff are supported and encouraged to attend and complete Welsh courses, and progress to further levels. Provide managers with the information to support staff in Welsh courses. Increase the number of staff learning Welsh with the aim of increasing the Welsh language service delivered by the Council. Use Work Welsh to deliver team/service specific bespoke courses to boost Welsh language skills.		Canolradd/Intermediate, and Canolradd/Intermediate to Uwch/Higher by 20% from 2023 figures. c) Increase the number of staff completing a course at any level from 2023 rates. d) Two teams to complete a bespoke Welsh course each year.
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 4 – Being the best Council we can be

Update

The funding for our dedicated in-house Work Welsh Coordinator ended in the summer term 2025. The Welsh Language Officer, Work Welsh Coordinator, and Learn Welsh the Vale had a series of discussions to plan future provision and promotion. We surveyed staff to assess interest, to best plan resources and energy. Over 75% of respondents wanted to learn at taster or entry level, so we decided to focus on this group. We ran a ten-week Introduction to Welsh taster course between September and December 2025. As a result of the success of this course, over 30 members of staff signed up to a new Mynediad course which began in January 2026. Since September 2026, we directed staff wishing to learn at higher rates directly to Learn Welsh providers across the country. We held another survey in February 2026 with plans to develop a second Introduction to Welsh course for the summer term 2026.

a) Mynediad sign ups increased from 35 in 2023 to by March 2026. Registrations for Sylfaen courses increased from 8 in 2023 to 14 in 2026. The number who have signed up for other levels have remained around the same as 2023, or lower.

b) Progression rates are not high, which is likely due to the cessation of in-house Work Welsh courses and the decision to direct staff to other providers, as this may have caused some staff to end their learning Welsh journey. The numbers on the taster course and later Mynediad course prove that we made the correct decision to focus resources on this group. The progression rate from the taster course to Mynediad is noteworthy, but we have not previously held simular formal taster sessions. We hope to focus on higher learners and progression to higher courses in coming years, once the Mynediad learners are settled.

c) The total number of staff learning Welsh in 2026 is much higher than 2023, largely due to the Introduction to Welsh taster course

d) The Youth Service had a dedicated in-person Introduction to Welsh taster course, and have now progressed to a dedicated Mynediad class. Work Welsh have also worked with Social Services on developing bespoke courses, including care home staff. We also reached out to Customer Services to arrange a bespoke Welsh course for next year.

1.6	**Aims: Provide opportunities for children and parents to learn and practice Welsh together**		
Activity	Arrange story time sessions in Welsh in various locations across the Vale, particularly in libraries. Arrange courses for families whereby adults and children can enjoy activities that support their language learning.	**Target by 2027**	Continue to deliver story time sessions in all the major towns as part of mainstream provision. Organise family language courses during school holidays.
Responsibility	Vale of Glamorgan Council (Learning and Skills) in partnership with: Menter Bro Morgannwg; Mudiad Meithrin; Cardiff and Vale Health Board	**Link to Corporate Plan Wellbeing objective**	2 – Creating great places to live, work and visit 3 – Giving everyone a good start in life
Update			



A key element of Menter Bro Morgannwg's engagement program with pre-school families is the Amser Stori / Story Time session. Four sessions are held each week in libraries and other locations across the Vale of Glamorgan. A special Christmas Amser Stori was held at Dyffryn Gardens. Over 3,000 children and adults attended over the year. These sessions are helpful to parents who are learning Welsh as well as fluent speakers who want to give their children positive experiences.

Three Ti a Fi groups run across the Vale of Glamorgan in collaboration with Mudiad Meithrin.

1.7	**Aims: Continue to progress and integrate the Mwy Na Geiriau (More Than Just Words) strategy across the Social Services directorate**		
Activity	Continue to update the Mwy Na Geiriau action plan and ensure actions are worked towards, priorities set, and objectives met. Work across Social Services to embed the Language Offer, increase the Welsh language ability of Social Services staff, and promote Welsh Language Standards.	**Target by 2027**	More service users taking up the active offer and accessing services through the medium of Welsh. More Social Services staff are learning Welsh and subsequently able to offer services in Welsh. (both these targets are reported on in the Director of Social Services' annual report) Greater use of translation services.
Responsibility	Vale of Glamorgan Council (Social Services) Welsh Language Officer, Cardiff, and Vale Health Board	**Link to Corporate Plan Wellbeing objective**	2 – Creating great places to live, work and visit 3 – Giving everyone a good start in life

Update

Officers from Social Services met on a quarterly basis with the Welsh Language Officer and colleagues from Human Resources and Organisational Development and Learning to review and update the Mwy Na Geiriau / More than just Words framework and action plan. 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.
- Shwmae Pawb newsletter sent to all Social Services staff on a quarterly basis, which promotes the Welsh language through news, events, information, Standards explanations, and vocabulary.

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 within the home and an increase in the number of learners at Welsh medium schools, including an increase in progression rates between education phases. 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.	**Target by 2027**	Launch the website/resource and use to target families choosing between English and Welsh medium education. Monitor to identify increase in learners in Welsh medium schools and progressing to further phases.
Responsibility	Vale of Glamorgan Council - Welsh Language Education Officer, Learning and Skills, Welsh Language Officer, Welsh medium schools	**Link to Corporate Plan Wellbeing objective**	2 – 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

Learning and Skills carried out various promotion activities to raise the profile of Welsh medium education in the Vale of Glamorgan throughout 2025-26. A key event was Gŵyl Gymreig Y Bontfaen / Welsh Festival Cowbridge which was held in February 2026 to raise the profile of Welsh medium education in the western Vale. The event was supported by Kier Construction as part of their build of the new Ysgol Gymraeg Iolo Morganwg, due to open in 2027. Choirs from Ysgol Gymraeg Bro Morgannwg, Ysgol Dewi Sant and Ysgol Gymraeg Iolo Morganwg sang at the event. Pre-school and early years activities were held during

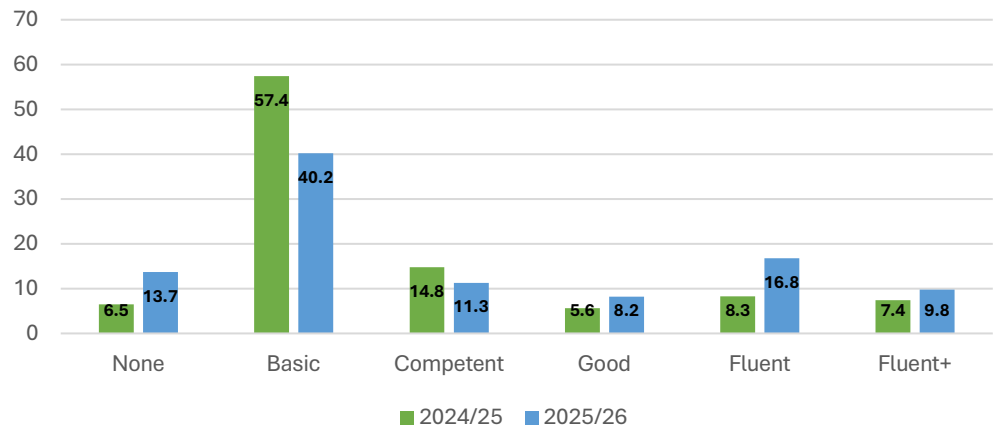
the day and supported by Welsh language partners. Learning and Skills shared information about opportunities in the vale for Welsh medium education and Immersion provision.

The Welsh Education Officer sits on the steering board for Cymraeg i Bawb, an organisation that supports the promotion and development of Welsh language and education across. Cymraeg i Bawb funded a project to produce a Welsh medium education promotion pack for school which will be published in the summer 2026. We have been involved in sharing the pack with schools and gathering feedback.

The Welsh Education Officer and the Council's Welsh Education Forum (WEF) obtained funding to produce resources including a standalone website devoted to promoting Welsh medium education and bilingualism in the Vale of Glamorgan. There was a delay with the launch of the dedicated website, however we are confident that the website will go live in summer 2026.

Theme 2: Increasing the use of Welsh.

2.1	**Aims: Continue to provide language courses at various levels of proficiency to enable more employees to work bilingually**		
Activity	Increase 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. See also Action 1.5	**Target by 2027**	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. See also targets in Action 1.5
Responsibility	Vale of Glamorgan Council (Learn Welsh the Vale/ Equalities and Welsh Language Team) in partnership with: Canolfan Dysgu Cymraeg Genedlaethol (National Centre for Learning Welsh)	**Link to Corporate Plan Wellbeing objective**	2 – Creating great places to live, work and visit 3 – Giving everyone a good start in life 5 – Being the best Council we can be
Update We surveyed staff in summer 2025 to assess interest for Welsh courses and to best plan resources. Over 75% of respondents wanted to learn at taster or entry level, so we decided to focus on this group. We ran a ten-week Introduction to Welsh taster course between September and December 2025. We have also run bespoke introductory taster courses. As a result of the success of this course, over 30 members of staff signed up to a new Mynediad course which began in January 2026. We held another survey in February 2026 with plans to develop a second Introduction to Welsh course for the summer term 2026. We promoted Welsh courses, short online courses, and the Welsh Awareness course on the Hyb, Staffnet pages, through the Ripple newsletter, 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. We also launched a Welsh Teams channel in 2026. More staff completed the Welsh Skills Assessment in 2025/26. There has been a percentage increase in the number of staff declaring ‘good’ or ‘fluent’ skills.		



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	Organise social activities and 'sesiynau sgwrs' (conversation sessions) to increase confidence and fluency levels. Plan a varied programme of social activities and events to bring Welsh speakers and learners together. Monitor across a range of protected characteristics to target provision at groups less likely to attend.	**Target by 2027**	Continue to work with community groups and partners to organise and / or support regular informal meetings between learners, new speakers, and speakers in the community. Include specific details in the agreement with Menter Bro Morgannwg. Draw up an annual calendar of events and activities and provide marketing support.
Responsibility	Vale of Glamorgan Council (Learn Welsh the Vale) in partnership with: 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			

Events and opportunities are run by organisations including Menter Bro Morgannwg and Learn Welsh the Vale. Both organisations have a calendar of events on their websites and regularly promote details on social media. Newsletters with details of upcoming events in the local and surrounding areas are shared directly with learners. We share this newsletter on Staffnet.

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











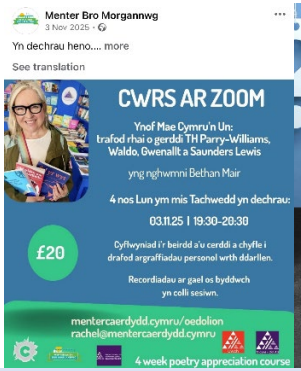


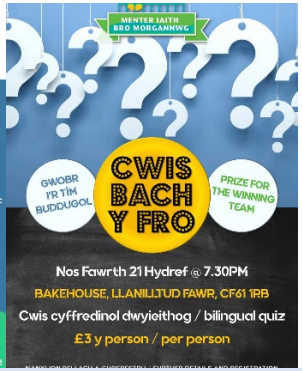
Menter Bro Morgannwg

Menter Bro Morgannwg continued to provide a range of classes and activities for adults in the Vale of Glamorgan, some in collaboration with Menter Caerdydd, Learn Welsh the Vale and Learn Welsh Cardiff. These include visits and excursions, Cerdded a Chlonc walk and talks, online classes, coffee mornings, wellbeing sessions, and monthly talks (Sgwrs y Mis). A new monthly quiz for learners was launched in 2025, in collaboration with Learn Welsh the Vale.













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

Through the Youth Service's partnership with Urdd Gobaith Cymru, young people from across four English medium high schools can practice their Welsh language skills outside of taught sessions through regular (either weekly or bi-weekly) lunch clubs, along with off-site social activities and residentials. These are facilitated in English medium secondary schools and at provisions such as the Urdd centre in Cardiff Bay.

Clubs have been delivered in Cowbridge, Llantwit Major, Pencoedtre and St Cyres schools, with social activities in the May and February half-term holidays. In quarter 4, fifty young people accessed these sessions.

Children from English speaking backgrounds are welcomed at Amser Stori sessions, Ti a Fi groups, and Menter's Bwrlwm schemes.

One English medium school performed at Gŵyl Fach y Fro in May 2025, along with seven Welsh medium schools.

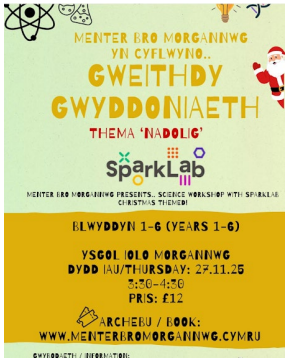
2.4	**Aims: Work with key partners to create opportunities for children and young people to use Welsh outside school to strengthen the link between the language of education and the community**		
Activity	Produce a calendar or programme of events and activities held and delivered across the Vale. Arrange a series of recreational activities to cater for a variety of interests such as sport, drama, dance, arts and crafts, computer games, etc.	**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**	1 – Creating great places to live, work and visit 3 – Giving everyone a good start in life

Update

Youth Service

Young people can engage with the Urdd Gobaith Cymru's offer to engage in activities and provisions outside school. This includes Cardiff and Vale Youth Forum, international youth exchange to Catalonia, and training with the Urdd to become volunteers. These opportunities give young people the chance to explore the Welsh language and culture outside school, build international relationships, and give back to their communities. Volunteers with the Urdd support wider provisions including sports, the Welsh language youth club and the National Eisteddfod.

Menter Bro Morgannwg





Menter Bro Morgannwg established a new dance class and range of SparkLab science sessions for children, as well as Lego workshops. A Parti Plant was held at Penarth Pier in the summer and other family events held at Christmas and St David's Day. A series of art workshops were run in the lead-up to Gŵyl Fach y Fro in May 2025, culminating in large banners and flags featuring the artwork. Children and young people were also involved with radio and podcast workshops.







Youth gigs were held at Ysgol Bro Morgannwg and the Memo. In addition, 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. Young people led the Mari Lwyd event in Cowbridge.

Gŵyl 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. Ysgol Bro Morgannwg pupils performed a set of songs from Les Misérables, along with over 100 children from Welsh medium primary schools.

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	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	**Target by 2027**	Arrange at least three significant Welsh language activities during each school year.

	Welsh in social settings both in school and in the community. Ensure Welsh language events and activities are shared with Ysgol Bro Morgannwg learners and families.		Offer a range of different activities and opportunities for young people in and out of school time.
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. The college offers several 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 Margam Park in 2025. Ysgol Bro Morgannwg works closely with the Urdd and Menter Bro Morgannwg to deliver activities and clubs.

Menter Bro Morgannwg
Youth gigs were held at Ysgol Bro Morgannwg and the Memo. In addition, 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. Young people led the Mari Lwyd event in Cowbridge.

Gŵyl 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.

Youth Service
There are various opportunities throughout the year to engage in social activities within school. The Urdd Gobaith Cymru engage with the school community and the Welsh Committee in school to support Welsh cultural events linked to days including Welsh Music Day and St Dwynwen's Day. Young people are encouraged to attend community events, such as Gŵyl Fach y Fro, where members of staff and volunteers were in attendance.

The Urdd Gobaith Cymru support Youth Service events and support the delivery of Welsh-medium provision for young people to engage in activities outside of school. Examples of these include the Flying Start Family Fun Day and the Youth Service It's a Knockout sports event.

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

In partnership with the Youth Service, the Urdd Gobaith Cymru has delivered weekly Welsh-language youth provision in the Barry area. We developed plans for provision in Llantwit Major and in Penarth. We have started engagement work and transition activities for year 6 leavers to start building the numbers in these areas.

Urdd Gobaith Cymru have continued to support the Vale Youth Service's events and open-access provisions to help embed a more bilingual approach to this provision. Youth Service staff are developing ways to build in the Welsh language within the provisions.

The Urdd Gobaith Cymru are now recording their data on the Youth Service management of information system (MIS), ensuring more robust monitoring on equalities data. A total of 26 individuals attended the provision in Barry and Llantwit in quarter 4. With the data available to date, the provision does not appear to be engaging young people from all protected characteristics. However we will continue to monitor this with the increased ability of the MIS.

2.7	**Aims: Increase number of Welsh language activities that cater for the interest of families**		
Activity	Jointly arrange and support family events to coincide with Christmas, Santes Dwynwen, St David's Day, Easter, and Summer. Monitor attendance across a range of protected characteristics to ensure inclusiveness and target provision at groups less likely to attend.	**Target by 2027**	Working within the agreement with Menter Bro Morgannwg, facilitate regular family fun days during the year in various 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**	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 Menter Bro Morgannwg run a range of classes and activities for babies, children, families and young people. These include pregnancy yoga, buggy fit, baby sensory classes, and Amser Stori sessions at local libraries. Menter report that they ran over 50 events and activities for families in 2025/26, attended by 780 children and 700 adults. Menter also run the 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. Over 300 children attended a Bwrlwm session in 2025/26. In collaboration with Learn Welsh the Vale, four family events and parties were held during 2025/26:			

- Easter Party – Palmerston Centre
- St David's Day – Dyffryn Gardens
- Christmas Party – Palmerston Centre
- Summer Parti Plant – Penarth Pier Pavilion

2.8	**Aims: Develop the Welsh music scene and the arts**		
Activity	Continue to develop and promote the Welsh language music and arts provision in different locations across the Vale. Continue to hold and build on the success of Gŵyl Fach y Fro. Monitor attendance across a range of protected characteristics to target provision at groups less likely to attend.	**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 Gŵyl 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
Update Over 9,000 people attended Gŵyl Fach y Fro in May 2025 to watch live sets of some of Wales' most prominent artists as well as over 15 performances by local schools and community choirs, including one English medium school. The festival continues to grow and consolidate its position in the Welsh language calendar in South Wales, growing in popularity each year.			







Menter Bro Morgannwg organised a series of Welsh language gigs which provided valuable opportunities for new artists to perform:

- Barry: Mei Gwynedd and Alis Glyn performed, creating lively evenings of live music.
- Cowbridge: a gig was held with Lleuwen Steffan, supported by up-and-coming young artist Erin Lancaster.



Menter Bro Morgannwg organised the annual Mari Lwyd evening in Cowbridge. The event is now an integral part of the town's cultural calendar. Pupils from Ysgol Bro Morgannwg lead the event and a local primary school sang, showing how Welsh traditions are being passed on to a younger generation.

For St David's Day, Menter Bro Morgannwg organised a major community event in Dyffryn Gardens. The day included performances by Welsh bands and musicians, and family activities. The event was a meeting place for Welsh speakers and learners alike, reinforcing the sense of pride and belonging.



Youth gigs were held at the Memo and Ysgol Bro Morgannwg. This event was an opportunity for pupils to experience live music through the medium of Welsh, as well as try organising events, promoting, and working as a team. The gig was a huge success and provided a platform for young local musicians.

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.

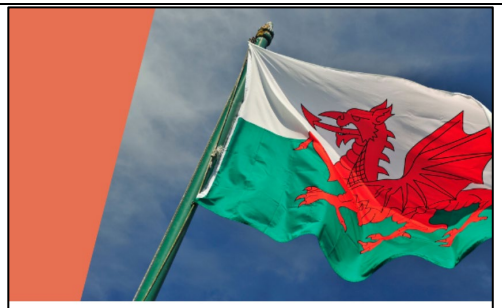
2.9	**Aims: Increase fitness, leisure, and well-being opportunities through the medium of Welsh**		
Activity	Work with the Council's leisure management contractor Legacy Leisure to increase the number of swimming lessons and fitness classes that are available in Welsh in all leisure centres. Collaborate with sports associations to ensure that coaching is available through the medium of Welsh. Link with Health Board in terms of fitness as recovery.	**Target by 2027**	Increase Welsh language provision of swimming lessons and fitness classes for Welsh speakers and Welsh-medium schools

	Explore the sporting-based interventions offered by the Youth Service through bilingual and Welsh-medium delivery models and accredited learning opportunities.		
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
Update The Youth Service offered some sporting-based interventions through a bilingual / Welsh-medium delivery model, including accredited learning opportunities. The Urdd provided several Welsh language sport and leisure activities in schools and youth provision. 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. 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.			
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 embed more Welsh language use and awareness into their operations.

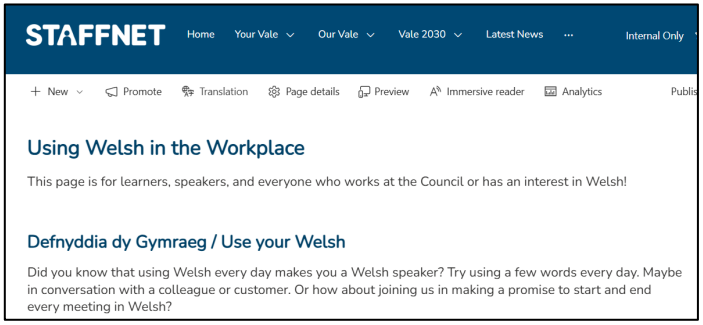
2.11	**Aims: Promote the history and culture of the Welsh language including compliance with Welsh language legislation**		
Activity	Arrange Welsh Language Awareness and Compliance training, including in induction for new staff, ensure availability and accessibility to Welsh Awareness Module on iDev, 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			

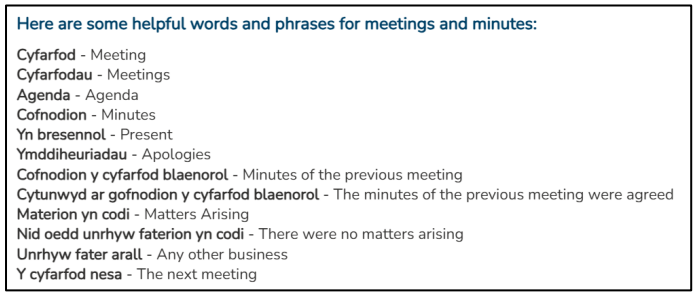

Welsh Language Awareness - Ymwybyddiaeth o'r Cymraeg

We continued to promote the Welsh Awareness course on iDev. 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.

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. Carry out a Welsh skills audit to identify strengths and gaps in the workforce. Provide support and guidance to Welsh speakers to improve their skills and confidence to use more Welsh in the workplace.	**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. 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**	1 – Creating great places to live, work and visit 5 – Being the best Council we can be
Update			

We promoted the Hyb Cymraeg throughout 2025. We updated our Welsh pages on the new Staffnet, launched in January 2026. Every page of the new Staffnet is available in Welsh, enabling staff to fully access information on Staffnet in Welsh. The Using Welsh in the Workplace page includes tools and resources, common words, and useful phrases for meetings. We included a reminder to 'use your Welsh', encouraging staff to use some Welsh every day or start and end meetings in Welsh.





We launched a Welsh Teams channel. Staff can network and meet other Welsh speaking staff. We share resources, information and events, whilst promoting the Welsh language in the workplace.

We shared a piece on Staffnet to mark Defnyddia dy Gymraeg. We promoted Welsh courses, pages on the Hyb, and the Iaith Gwaith logo.

We published an updated list of Welsh speakers, based on data from Fusion and the Welsh Skills Assessment. We invited staff to declare if they were happy to carry out a range of activities for themselves, their teams, their service area, their directorate, or the whole council. We hope this has encouraged more staff to offer their assistance.

We continue to encourage staff to update their Welsh language skills on Fusion and complete the Welsh Skills Assessment. We have used the Welsh Skills Assessment to identify fluent speakers to use the new Cyfieithu Cyflym translation tool which 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.

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 organisations about activities, events, job opportunities etc.	**Target by 2027**	Regular information on Welsh Language specific activities is included in the Council's social media plans and in the further development of the website.
Responsibility	Vale of Glamorgan Council (Equalities and Welsh Language Team) in partnership with all Fforwm y Fro partners	**Link to Corporate Plan Wellbeing objective**	1 – Creating great places to live, work and visit 3 – Giving everyone a good start in life

Update

The Council shares information about Welsh language activities and events on both English and Welsh accounts. The Council has shared details of events including Gŵyl Fach y Fro and activities run by partners including Menter Bro Morgannwg and Learn Welsh the Vale.

We carried out 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. Here are the follower counts as of April 2026:

Facebook – Welsh account	Cyngor Bro Morgannwg	165
Instagram – Welsh account	@cbro_morgannwg	87
LinkedIn – bilingual account	Vale of Glamorgan Council | LinkedIn	12,000

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

Youth Service
As part of the Youth Service's contract with Urdd Gobaith Cymru, young people from 11-25 can engage in a variety of Welsh language provision, activities, and referral-based support. There are no limitations on the background or location of individuals to attend and engage with youth work activities. As part of this commitment, Welsh-medium youth work provision has increased from just Barry to now including Llantwit Major and Penarth.

There will be improved monitoring in 2026/2027 to evidence the impact of these new provisions as the Urdd move to the Youth Service MIS.

Learning and Skills
The Council's Welsh Education Forum (WEF) works closely with schools, education teams and external partners to review Welsh medium education provision. The WEF launched a marketing and promotion campaign which will target all residents of the Vale, regardless of background and location, about the benefits of Welsh medium education. This includes a series of films for each Welsh medium school as well as immersion, special education, and opportunities. A dedicated website will be launched in 2026.

Learning and Skills worked with partners to deliver a Gŵyl Gymreig in Cowbridge in February 2026 to raise the profile of Welsh medium education in the western Vale.			
2.15	**Aims: Increase contacts and networking with non-Welsh language organisations in the private and voluntary sectors**		
Activity	Promote and encourage the Welsh language and multilingualism in general within sectors not directly covered by Welsh language legislation. Greater focus on bilingualism and upskilling staff Welsh language capabilities. 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.	**Target by 2027**	Engage with the private and voluntary sectors in the Vale of Glamorgan. A visible sign in businesses across the Vale towns to highlight where people can use Welsh in the community.
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**	1 – Creating great places to live, work and visit 5 – Being the best Council we can be
Update To mark Defnyddia dy Gymraeg, Menter Bro Morgannwg worked with local schools to identify businesses in Cowbridge that had Welsh speakers among their staff. As a result, 25 businesses agreed to promote the fact that they were happy to offer a service through Welsh. This has strengthened the visibility of the language in the town and encouraged more daily use. We look forward to replicating this work in other Vale towns in future years. We have initiated monthly meetings with Welsh and Equality colleagues in Cardiff and Vale University Health Board to share good practice and projects.			

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
Update The Council has separate Welsh and English accounts on Facebook and Instagram. Content is shared at the same time on both accounts in the respective language. Links to the website and Welsh language account are shared in the 'about' section of the English account. The Council has a single LinkedIn account which shares content bilingually, in both English and Welsh. 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. Social media is recognised as a key means of communication with Welsh speakers and wider members of the community. Here are some examples of sharing other partners' posts and events:			







3.2	**Aims: Support and promote careers/jobs fairs aimed at promoting bilingual skills as work-related skills**		
Activity	Support and help promote careers/jobs fairs run and administrated by partner organisations. Support employability events that promote Welsh and bilingualism as work-related skills. Share videos promoting Welsh and bilingualism as work-related skills including sessions aimed at 16–25-year-olds and jobseekers returning to employment.	**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 Urdd; Cardiff and Vale Health Board; regional partners, for example, neighbouring local authorities	**Link to Corporate Plan Wellbeing objective**	1 – Creating great places to live, work and visit 3 – Giving everyone a good start in life

Update

Welsh speaking colleagues attended a careers fair at Cardiff University for Year 12 pupils at regional Welsh medium high schools in June 2025. This has been added to the annual programme of careers fairs attended by Vale staff and reflects the work undertaken to attract Welsh speaking staff.

Pupils from Ysgol Bro Morgannwg and Welsh language students at Cardiff and Vale College had the opportunity to attend the regional Welsh language 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.



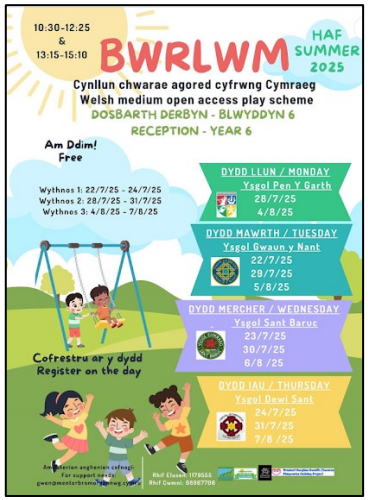
The Vale of Glamorgan Council predominantly uses its bilingual corporate LinkedIn account to share information about job opportunities and vacancies. Job and career fayres are advertised in Welsh on the Welsh Facebook account.



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 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 The Vale Childcare and 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. Information for parents about childcare, including a search function for childcare providers, is available bilingually via our Family Compass dedicated website. A filtered search locates five Welsh / bilingual childminders in the Vale of Glamorgan.			

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.









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 afer-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. We are considering how to support expansion of this provision as Ysgol Iolo Morgannwg moves to a bigger site.

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)	**Link to**	1 – Creating great places to live, work and visit

	in partnership with: Menter Bro Morgannwg; all Fforwm y Fro Partners	**Corporate Plan Wellbeing objective**	5 – Being the best Council we can be

Update

The number of followers on the Council's corporate Welsh language Facebook, Instagram, and LinkedIn accounts has increased.

Corporate social media account	2023/24	2024/25	2025/26
Facebook	141	153	165
Instagram	N/A	22	87

We carried out an audit of the corporate social media accounts following instruction from the Welsh Language Commissioner. We checked links to Welsh language accounts on English accounts and that equivalent content is posted on each account. We updated the 'about' sections to promote the Welsh website.

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. This work is ongoing.

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

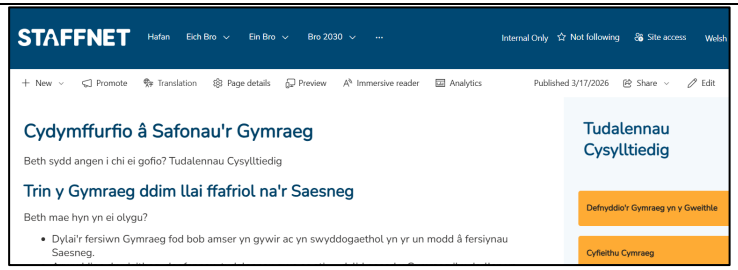
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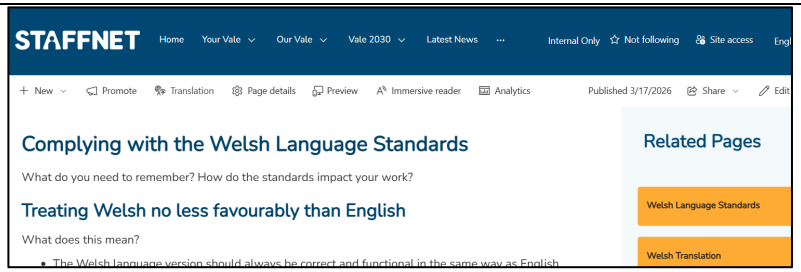
We updated Hyb pages, providing new links to courses as well as guidance documents and advice.

A new version of Staffnet was launched in January 2026 as a SharePoint site, replacing the legacy Staffnet and Staffnet+ sites. The Hyb no longer exists as a hub site, but the content has been fully integrated into the new Staffnet site.

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.

Here is a screenshot of the Complying with the Welsh Language Standards page in Welsh and English:





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 programmes.
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 promoted Cyfieithu Cyflym, our digital translation tool, during 2025/26. Guidance and communications for Cyfieithu Cyflym remind staff that they can use the tool to support their Welsh language skills. We ask staff with good to fluent Welsh language skills to proofread translations returned by Cyfieithu Cyflym. As such, registered users are inevitably using their own Welsh language skills in a new way this year.

We asked staff on the list of Welsh language speakers to indicate their preference for what they are willing to do and on behalf of whom. We asked these staff to say if they were happy to proofread, answer a basic phone call, answer a subject-matter phone call, or take minutes and if they were happy to do this for themselves, their team, their service area, their directorate, or across the council. We hope giving staff the autonomy over what they do with their Welsh language skills encourages more use. We arranged for the Chief Executive to send a message of thanks, recognising their contribution.

We promoted tools and resources on the Hyb and ensured the same information has been promoted on the new Staffnet site in both Welsh and English.

We launched a Welsh language Teams channel for staff to network and chat in Welsh, and share relevant information, resources and events.

3.8	**Aims: Review membership 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 We began to meet officers from the Welsh and Equalities team at Cardiff and Vale University Health Board on a quarterly basis during 2025/26. This provides a mutually beneficial opportunity to discuss challenges and activities. We started to plan an internal Welsh focus group, which would include officers with a particular interest in Welsh language promotion as well as councillors and senior leaders. We will push this forward in 2026/27 as we progress with the new Internal Use of Welsh policy and updated Welsh Language Promotion Strategy. We maintained a positive working relationship with Learn Welsh the Vale and Menter Bro Morgannwg. We did not hold a specific Fforwm y Fro meeting this year. However, schools were involved in meetings for the Gŵyl Gymreig celebration of Welsh medium education as well as WESP meetings.			
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
Update We continue to be part of Grŵp Deddf and Rhwydiaith, meeting monthly 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. 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. We had a stall at Gŵyl Fach y Fro in May 2025, sharing information from our Placemaking and Tourism teams. We worked with colleagues from Learning and Skills as well as schools, Menter Bro Morgannwg, Learn Welsh, and others on the Gŵyl Gymreig event in February 2026 to promote Welsh medium education. We started regular meetings with Welsh and Equalities officers from Cardiff and Vale University Health Board during 2025/26 to link on events and share good practice.			
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

Sustainable Communities for Learning (SCfL) update

- Ysgol Iolo Morgannwg, Cowbridge: KIER construction started on site in May 2026 of the new two-form entry school building on the Clare Gardens site in Cowbridge. This is due to be completed by the end of 2027.
- Utilising the social value element of the project, the WESP team organised a Gŵyl Gymreig in Cowbridge to promote Welsh medium education.
- We carried out a feasibility assessment on land in the Western Vale 2025/26 with regards to a site for a new Welsh medium secondary school. The SCfL team will continue to look at this project in 2026/27.

Welsh Medium capital funding

We submitted an Expression of interest to Welsh Government in Autumn 2025, outlining priority projects for the Welsh Medium capital grant:

- Resubmission of £888K bid for Iolo immersive space. This was successful and we have received the grant letter for this.
- Project 1 – multi-purpose facility at Ysgol Bro Morgannwg. The facility will serve three critical functions: a hub for performing and expressive arts, dedicated resource base for pupils that require additional support, and a Welsh language immersion unit for latecomers.
- Project 2 – redevelopment of the Immersion Unit at Ysgol Gwaun y Nant
- Project 3 – multi-purpose building at Ysgol St Curig to provide a dedicated space for breakfast clubs, preschool clubs, after-school clubs, and school wrap-around care for pupils, supporting transition for Welsh-medium education.

We will be notified by end of June 2026 as to whether the bids were successful.

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 We shared the technical guidance from the Welsh Language Commissioner with the relevant team in Highways. We will consider how we can continue to promote the standardised place names and historic place names resources.			

3.12	**Aims: Review the Council's Language Skills Strategy and incorporate into the People Strategy and Recruitment Strategy**		
Activity	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. 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.	**Target by 2027**	Welsh language skills strategy is included within wider strategies including People Strategy and Recruitment and Retention Strategy. Each vacant job role is assessed in terms of Welsh requirement and job advertisements properly reflect the Welsh requirement of that role. Updated skills audit provides useful and relevant data for employment analysis and Welsh promotion.

Responsibility	Vale of Glamorgan Council (Equalities and Welsh Language Team / Human Resources)	**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 continued to promote the Welsh Skills Assessment throughout 2025/26, referring to the revised Welsh Skills Framework launched in January 2025 which makes it easier for staff to accurately self-assess their Welsh language abilities. The Skills Assessment can be viewed here. The Skills Framework can be viewed here. Work around recruitment, including assessing the Welsh language requirements of job roles and vacant posts, is a priority for 2026/27. We have created guidance on skills assessment from a recruitment perspective and will be meeting with Human Resources in 2026.			
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 on producing a new Internal Use of Welsh Policy following recommendations from the Welsh Language Commissioner. This will replace the current Welsh in the Workplace Policy and Linguistic Skills Strategy. The Welsh Language Promotion Strategy will also be updated this year.			
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 relevant and interested parties as well as Fforwm y Fro in revising and updating the action plan.			