

THE VALE OF GLAMORGAN COUNCIL

START WELL SCRUTINY COMMITTEE: 10TH NOVEMBER, 2025

REFERENCE FROM CABINET: 4TH SEPTEMBER, 2025

**“C91 WELSH LANGUAGE STANDARDS ANNUAL MONITORING
REPORT 2024-2025 (EAWL) (SCRUTINY – START WELL AND RESOURCES
SCRUTINY COMMITTEES) –**

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

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 2024/25 (Appendix 1) and Update on the Welsh Language Promotional Strategy (Appendix 2) in principle be approved, subject to consideration by the Start Well and Resources Scrutiny Committees.

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

Reasons for decisions

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

(2) To enable Start Well and Resources Scrutiny Committees to consider the report (and appendices) prior to publication.”

Attached as Appendix – Report to Cabinet: 4th September, 2025

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| Meeting of: | Cabinet |
| Date of Meeting: | Thursday, 04 September 2025 |
| Relevant Scrutiny Committee: | Start Well Scrutiny Committee |
| Relevant Scrutiny Committee: | Resources Scrutiny Committee |
| Report Title: | Welsh Language Standards Annual Monitoring Report 2024-2025 |
| Purpose of Report: | To seek approval for the Council's Annual Welsh Monitoring Report and update on 5-year Promotion Strategy |
| Report Owner: | Cabinet Member for Education, Arts and the Welsh Language |
| Responsible Officer: | Director of Corporate Resources |
| Elected Member and Officer Consultation: | Due to the strategic nature of this report, no elected Member consultation has been undertaken, with this report recommended to be referred to Scrutiny Committee for consideration. The report summarises work undertaken by a range of Council departments and partners. |
| Policy Framework: | This is a matter for Executive decision by Cabinet. |
| <p>Executive Summary:</p> <ul style="list-style-type: none"> • During 2015 the Council was issued with a Compliance Notice by the Welsh Language Commissioner specifying which Standards applied to the Council. In order to achieve the 174 standards within the notice the Council developed a comprehensive Action Plan. • We were also required to produce a 5-year Promotion Strategy as part of the compliance process. • This report brings to the attention of the Cabinet the progress against the Welsh Language Standards (Appendix 1) and against the Council's Welsh Language Promotional Strategy for the Vale of Glamorgan (Appendix 2) for 2024/25. • The report also summarises the main areas where progress has been made and provides annual updates required by the Welsh Language Commissioner. | |

Recommendations

1. It is recommended that Cabinet considers and approves the Annual Welsh Monitoring Report for 2024/25 (Appendix 1) and Update on the Welsh Language Promotional Strategy (Appendix 2) in principle, subject to consideration by the Start Well and Resources Scrutiny Committees.
2. It is recommended that Cabinet refers this report (and appendices) to the Start Well and Resources Scrutiny Committees for consideration and if endorsed by the Committees, that the report be published.

Reasons for Recommendations

1. To allow the Council to meet its reporting duty to the Welsh Commissioner as part of the Welsh Language Standards.
2. To enable Start Well and Resources Scrutiny Committees to consider the report (and appendices) prior to publication.

1. Background

- 1.1 The Welsh Language (Wales) Measure 2011 makes provision for specifying standards of conduct in relation to the Welsh language. The Measure enables Welsh Ministers to authorise the Welsh Language Commissioner to issue a "Compliance Notice" to those organisations to which the Measure applies. The Compliance Notice for the Vale of Glamorgan Council was issued in September 2015.
- 1.2 The Welsh Standards Compliance Notice for the Council is a list of standards relating to service delivery, policy making, operational matters, promotion and record keeping. One of the standards in the Compliance Notice states that:
 - a) You must produce a report (an "annual report"), in Welsh, in relation to each financial year, which deals with the way in which you have complied with the standards with which you were under a duty to comply during that year.
 - b) You must publish the annual report no later than 30 June following the financial year to which the report relates.
 - c) You must publicise the fact that you have published an annual report.
 - d) You must ensure that a current copy of your annual report is available - (a) on your website, and (b) in each of your offices that are open to the public.
- 1.3 As part of the Compliance Notice the Council was also required to produce a 5-year Promotion Strategy and to review it regularly. Cabinet will note that a new

5-year Promotion Strategy was endorsed in 2022. This action plan was reviewed in 2024/25 in line with action 3.14.

- 1.4 This report provides Cabinet with the Annual Report for 2024/25.

2. Key Issues for Consideration

- 2.1 Appendix 1 sets out the Welsh Language Annual Monitoring Report for 2024/25. The report outlines the main achievements for 2024/25 including progress with the website and increases in provision available to support Welsh learners and speakers.
- 2.2 The Annual Report contains a summary of the progress achieved in the year for each of the 33 actions contained in the Council's plan associated with the introduction of the standards.
- 2.3 The Report also sets out details of performance against this area of work, including details regarding the number of Welsh Language complaints, a skills profile for the Council and the number of staff learning Welsh at different levels. A key priority for 2025/26 is to recruit more Welsh speakers into the workforce and to encourage more members of staff to update their Welsh language skills.
- 2.4 Appendix 2 provides Cabinet with an update on the Council's Welsh Promotional Strategy as required by the standards. The promotional strategy seeks to address a variety of policy areas, including Welsh for Adults, for Children, Young People and Families, the Community, and the Workplace.
- 2.5 The promotional strategy is delivered by a variety of Council departments working to deliver actions designed to promote the use of Welsh and address various aspects of the standards. The Council also works with partners, notably Menter Bro Morgannwg, to further enhance its work. The work with Menter Bro Morgannwg has been refreshed in 2022, with a revised agreement based on providing a variety of different opportunities to promote Welsh and to trial new and innovative approaches. For each area of the promotional strategy, an update is provided to demonstrate progress and identify areas for future focus.
- 2.6 Cabinet is recommended to consider and approve the report (and appendices) and to refer the same to Start Well and Resources Scrutiny Committees for their consideration, prior to the report being published.

3. How do proposals evidence the Five Ways of Working and contribute to our Well-being Objectives?

- 3.1 The Promotional Strategy outlines the Council's plans for future years and helps contribute to the Welsh Government's target for one million speakers by 2050. The accompanying action plans ensure that staff are aware of their responsibilities under the Standards, thereby avoiding complaints. The

achievement of the action plan and the promotional strategy are inter-related with the delivery of the Council's Corporate Plan and reflects the priorities of partner organisations. Delivery of the Plan and Promotional Strategy involves other key partners in the achievement of shared goals for the Welsh language. A key characteristic of the work with Menter Bro Morgannwg is to involve people in the design and delivery of services that meet a range of needs in the medium of Welsh.

4. Climate Change and Nature Implications

- 4.1 There are no direct climate change or nature implications associated with this report.

5. Resources and Legal Considerations

Financial

- 5.1 There are no direct financial implications associated with this report. Officer time is needed to collect, analyse and report on Welsh language information. The main costs are translation costs throughout the year, Menter Bro Morgannwg funding, and meeting 100% of the cost of staff learning Welsh.
- 5.2 The actions ensure that the Council complies with legislation (avoiding a potential adverse cost implication for non-compliance).

Employment

- 5.3 There are no direct employment implications associated with this report.
- 5.4 Officer time is needed to collect, analyse and report on Welsh language information.

Legal (Including Equalities)

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

6. Background Papers

[Compliance Notice](#) from the Welsh Language Commissioner

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



Appendix 1:

**Welsh Language Standards
Annual Monitoring Report
2024-2025**

Statws Dim Drafft

No Status Draft

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

Welsh Language Standards Monitoring Report 2024-2025

Contents

| | |
|---|----|
| Welsh Language Standards Monitoring Report 2024-2025..... | 2 |
| Introduction..... | 3 |
| Background – regulatory framework and legal context..... | 4 |
| Complaints..... | 5 |
| Recruitment..... | 9 |
| Welsh Language Skills..... | 11 |
| Welsh Language Training..... | 21 |
| Compliance and Achievements..... | 26 |
| Website..... | 26 |
| Hyb Cymraeg..... | 26 |
| Internal communications..... | 27 |
| Social Media accounts..... | 27 |
| Contact Centre and Customer Service..... | 29 |
| Welsh Language Promotion Strategy Action Plan..... | 29 |
| Policy Making Standards..... | 30 |
| Welsh Translation..... | 31 |
| Cyfieithu Cyflym..... | 33 |
| Welsh speaking spellchecker and email footers..... | 34 |
| Mwy Na Geiriau/More than just words..... | 36 |
| Next steps..... | 50 |
| Contact Us..... | 50 |

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 5 categories:

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

The Welsh Language Standards require us to:

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

We 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 have reviewed the action plan this year.

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 2024 to March 2025, we received six complaints that relate to the Welsh language.

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

Complaints made via the Welsh Language Commissioner's office

We have received two 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 |
|---------------|---|--|
| 06/07/2024 | <p>The complaint related to a range of issues for a Welsh speaking family using Children's Services and how this impacted on decisions.</p> <p>We received two separate emails from the customer about a variety of issues relating to the service received in Welsh. This included some smaller issues like misspelt name and as well as other</p> | <p>We confirmed with the WLC on 11/07/2024 that the customer had also submitted a complaint through them. We confirmed we would deal with it all as one complaint.</p> <p>The customer has also submitted complaint directly to Social Services about a range of other matters. In meetings with Social Services staff, we clarified</p> |

| | | |
|-------------------|---|---|
| | <p>broader allegations that their words were misrepresented and misunderstood due to their first language being Welsh. They also made a complaint to the WLC which raised other issues including the quality of staff Welsh language skills, lack of interpreters, not getting documents/letters in Welsh, and language choice.</p> | <p>that the Welsh language investigation would solely focus on the Welsh language elements raised by the WLC. We have had several meetings with Social Services. Some changes have already been implemented, including simultaneous translation at meetings. We received the draft report and decision in March 2025. We do not consider the summary of the complaint and findings is entirely consistent with Social Services records, but the recommended actions and decision are mostly fair, so our comments focused on what we have done so far and what we plan to do: guidance around meetings, translation, language choice, and raising awareness. We await the final report.</p> |
| <p>09/12/2024</p> | <p>The complaint related to the lack of Welsh language what3words on safety signs on the Vale coastal path which were installed in 2024.</p> | <p>We confirmed with the WLC that this was a separate complaint to a query they had about the signs in April 2024. Countryside, Regeneration and Planning</p> |

| | | |
|--|--|---|
| | | <p>have confirmed it was a joint project with the Police, Coastguard, Heritage Coast, NHS, and the Vale produced and installed the signs. The Police obtained the what3words. No-one involved was aware what3words was available in Welsh. The WLC officer advised us to confirm a timescale for potential action (to add stickers with Welsh what3words) and as such, will not follow through as a full investigation.</p> |
|--|--|---|

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 |
|---------------|--|---|
| 08/04/2024 | The complaint related to an email from Legacy Leisure in English only. | Legacy Leisure / Parkwood confirmed that the email had come from a member of staff at Cardiff International Pool, so it is not a Vale of Glamorgan concern. |
| 12/04/2024 | The complaint related to the online booking form for Llandow | The Web Editor and Customer Services team |

| | | |
|------------|--|---|
| | Household Waste Recycling Centre as part of the form was in Welsh, and the user wanted to complete in English only. | spoke with Zipporah and checked the portal to ensure menus and content are in the correct language. |
| 01/05/2024 | The complaint related to email communications from the Adoption Service that were bilingual. The customer wishes to only receive English communications. | We clarified that both emails were newsletters so come under Standard 4, that is, they must be sent bilingually, and language choice does not apply in this situation. The customer also stated that he does not consent to receiving Welsh or bilingual communications and as such, believes the Council is contravening PECR. The WLC confirmed that the emails were correctly sent bilingually. The WLC had no guidance around PECR. |
| 05/03/2025 | This complaint was made via the corporate complaints system and relates to bilingual automated responses from the online portal after subscribing to the garden waste service. This is the same complainant as above – the customer only wishes to receive English communications. | We met with Customer Service and Digital colleagues who confirmed that separate English and Welsh automatic responses are potentially possible but beyond what current resources and systems allow, and contrary to Council policy. |

| | | |
|--|--|---|
| | | <p>We confirmed with WLC that bilingual responses are best practice, align with the standards, and ensure we avoid the risk of non-compliance. With regards to the Equality Act and PECR, the WLC is happy that we are not contravening either. We advised the customer that we have taken the opportunity to strengthen our policy position regarding bilingual responses by adding to the Welsh Language Promotion Strategy. We also confirmed that we are not contravening PECR or the Equality Act.</p> |
|--|--|---|

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

Recruitment

Standards 154,170 (ch)

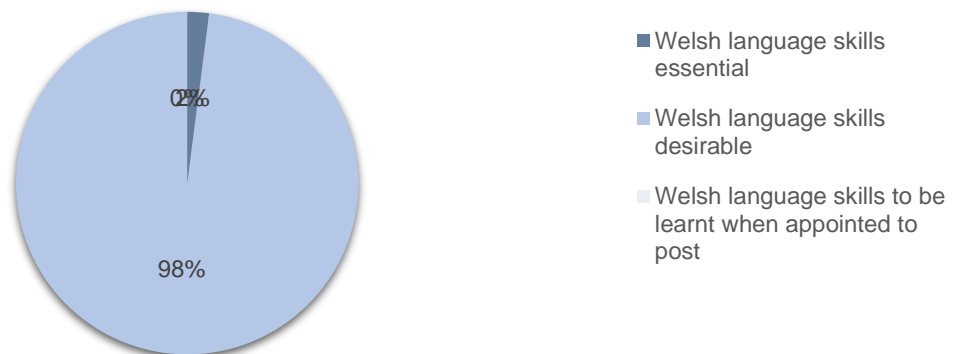
We must report the number of new and vacant posts which were categorised as Welsh essential and desirable.

Our job application process is accessible in Welsh in accordance with the Welsh Language Standards and all job vacancies are advertised bilingually. We have looked to advertise for Welsh speakers on specific Welsh language websites as well

as working with our partners at Learn Welsh the Vale and Menter Bro Morgannwg to share our job vacancies.

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

| | | |
|---|-----|-------|
| Total number of adverts logged | 670 | 100% |
| Welsh language skills essential | 14 | 2.1% |
| Welsh language skills desirable | 656 | 97.9% |
| Welsh language skills to be learnt when appointed to post | 0 | 0.0% |



The Welsh language essential roles were within Welsh language schools, the Welsh Language Immersion Centre, and Welsh Language adult tutors. We encourage all staff to learn Welsh once appointed.

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

Welsh Language Skills

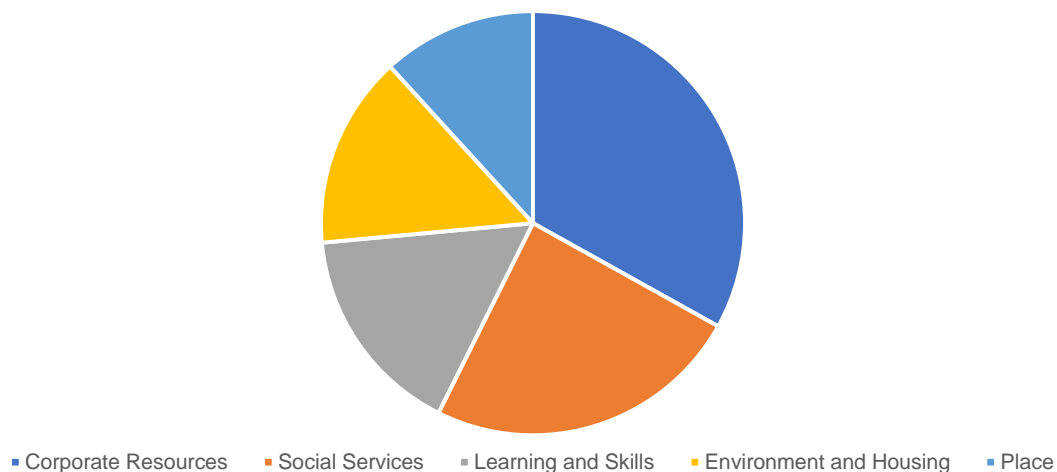
Standard 170 (2a)

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

This indicator has been measured by filtering staff data from Fusion, the new human resources platform. Staff can self-assess their Welsh language skills and update this information in their personal details on Fusion. The Fusion employee portal captures and records the language skills of staff. Human Resources have communicated by email and Staffnet the need to update personal information.

We launched a Welsh Skills Assessment in January 2025. This was carried out through a Microsoft Form so has not impacted the Fusion reporting, unless staff members updated their Welsh skills on Fusion after completing the Welsh Skills Assessment. The Skills Assessment can be viewed [here](#). A total of 136 members of staff have completed the skills assessment as of 31 March 2025:

Staff who completed the Welsh Skills Assessment

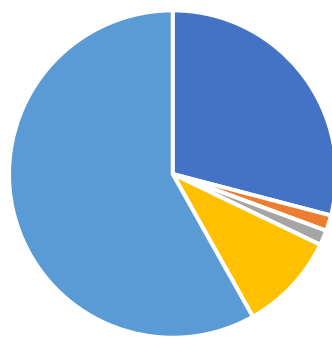


Along with the Skills Assessment, we also created a Welsh Skills Framework to make it easier for staff to more accurately self-assess their Welsh language abilities. The Skills Framework was created with reference to the National Centre for Learning Welsh, Welsh Language Commissioner guidance, and support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

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

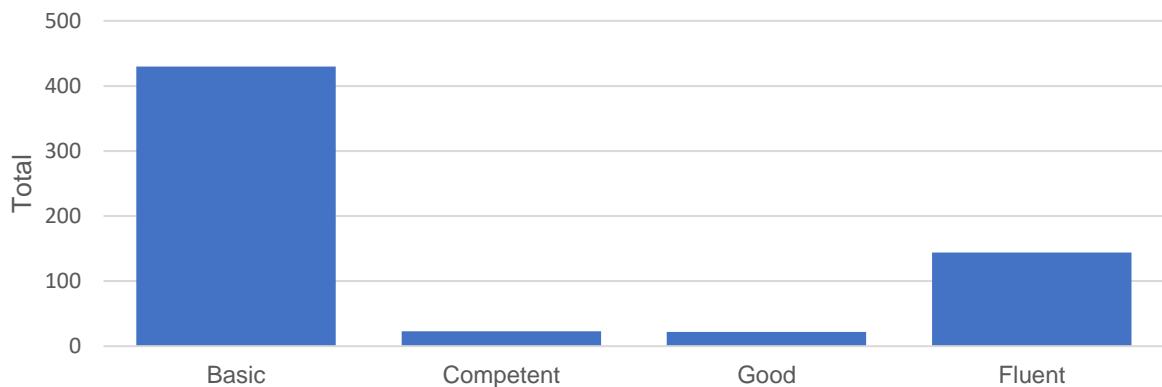
Staff skills across all four categories (Reading, Writing, Understanding, Speaking) – Fusion data

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



■ Basic ■ Competent ■ Good ■ Fluent ■ None

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



Staff skills - Reading

| | Basic | Competent | Good | Fluent | None | Not recorded | Total |
|------------------------------|-------|-----------|------|--------|------|--------------|-------|
| Learning & Skills | 54 | 5 | 3 | 25 | 88 | 96 | 271 |

| | | | | | | | |
|--------------------------------|-----|----|----|-----|-----|-----|------|
| Social Services | 151 | 10 | 9 | 34 | 308 | 272 | 784 |
| Environment and Housing | 98 | 10 | 6 | 21 | 326 | 306 | 767 |
| Resources | 79 | 10 | 7 | 14 | 147 | 101 | 358 |
| Place | 20 | 2 | 3 | 7 | 45 | 34 | 111 |
| Total | 402 | 37 | 28 | 101 | 914 | 809 | 2291 |

Staff skills – Writing

| | Basic | Competent | Good | Fluent | None | Not recorded | Total |
|--------------------------------|--------------|------------------|-------------|---------------|-------------|---------------------|--------------|
| Learning & Skills | 49 | 4 | 2 | 24 | 95 | 97 | 271 |
| Social Services | 113 | 8 | 11 | 30 | 347 | 275 | 784 |
| Environment and Housing | 74 | 6 | 4 | 18 | 357 | 308 | 767 |
| Resources | 58 | 8 | 6 | 12 | 171 | 103 | 358 |
| Place | 17 | 2 | 2 | 7 | 49 | 34 | 111 |
| Total | 311 | 28 | 25 | 91 | 1019 | 817 | 2291 |

Staff skills – Speaking

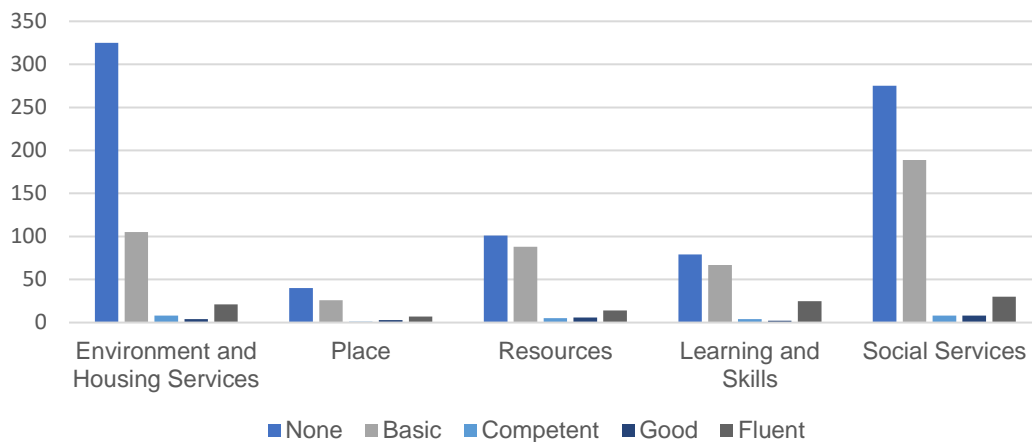
| | Basic | Competent | Good | Fluent | None | Not recorded | Total |
|--------------------------------|-------|-----------|------|--------|------|--------------|-------|
| Learning & Skills | 67 | 4 | 2 | 25 | 79 | 94 | 271 |
| Social Services | 189 | 8 | 8 | 30 | 275 | 274 | 784 |
| Environment and Housing | 105 | 8 | 4 | 21 | 325 | 304 | 767 |
| Resources | 88 | 5 | 6 | 14 | 144 | 101 | 358 |
| Place | 26 | 1 | 3 | 7 | 40 | 34 | 111 |
| Total | 475 | 26 | 23 | 97 | 863 | 807 | 2291 |

Staff skills – Understanding

| | Basic | Competent | Good | Fluent | None | Not recorded | Total |
|--------------------------------|-------|-----------|------|--------|------|--------------|-------|
| Learning & Skills | 76 | 3 | 5 | 25 | 69 | 93 | 271 |
| Social Services | 212 | 6 | 9 | 37 | 254 | 266 | 784 |
| Environment and Housing | 139 | 7 | 6 | 22 | 302 | 291 | 767 |

| | | | | | | | |
|------------------|-----|----|----|-----|-----|-----|------|
| Resources | 106 | 7 | 6 | 19 | 119 | 101 | 358 |
| Place | 30 | 2 | 2 | 8 | 35 | 34 | 111 |
| Total | 563 | 25 | 28 | 111 | 779 | 785 | 2291 |

Ability to speak Welsh by directorate

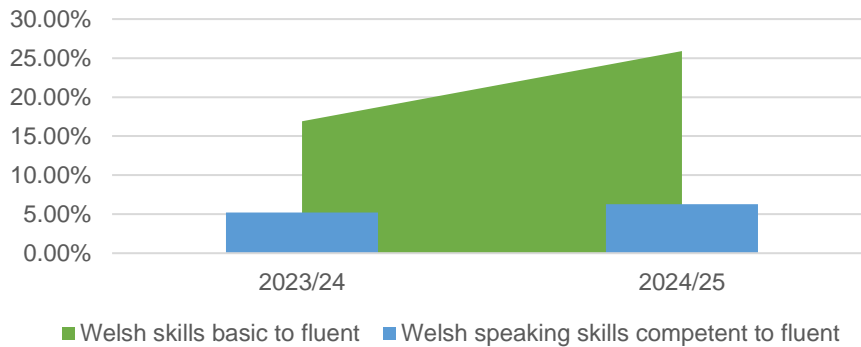


Overall, 25.9% of the Council workforce has reported Welsh language skills ranging from basic to fluent and 6.3% reported competent, good or fluent Welsh language speaking skills. This is lower than the percentage reported in the Census 2021 of residents in the Vale of Glamorgan able to speak Welsh, which was 11.5%.

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

This is an increase from last year, where 16.9% of the Council workforce reported Welsh language skills ranging from basic to fluent and 5.2% of the workforce declared competent, good, or fluent Welsh language speaking skills.

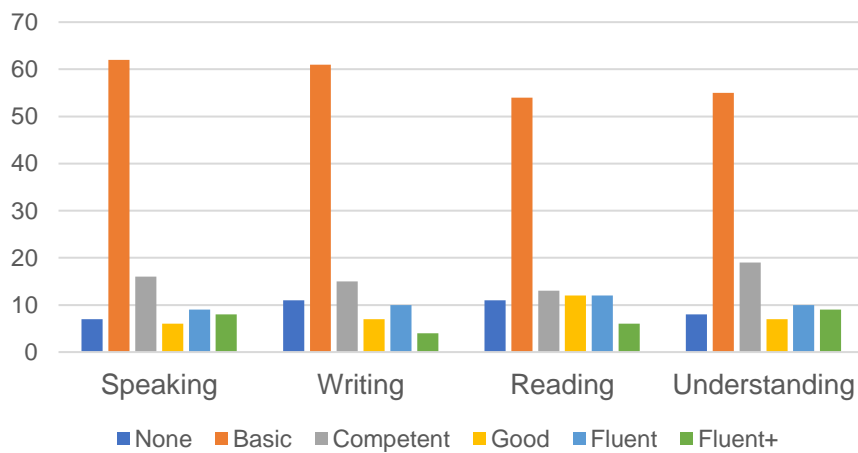
Percentage of Council workforce with Welsh language skills



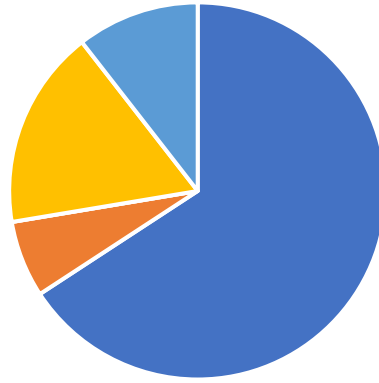
Data from the Welsh Skills Assessment

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.

Declared skills across all directorates



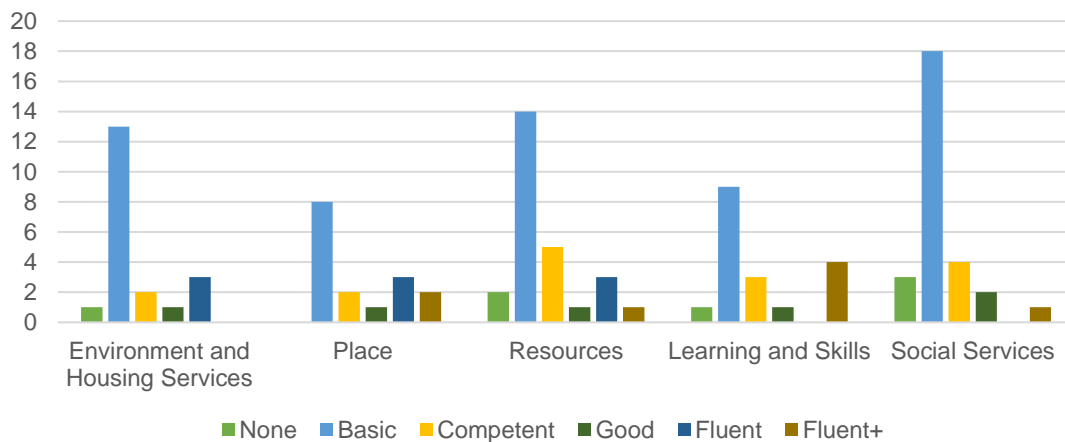
The following chart shows the total number of staff in each directorate who declared None, Basic, Competent, Good, or Fluent skills in all four categories (for example, 'basic' for reading, writing, understanding, and speaking). Please note – nobody selected Good in all four categories, so the chart shows those who selected Good in at least two categories.



■ Basic ■ Competent ■ Good ■ Fluent / Fluent+ ■ None

Of the workforce who completed the Skills Assessment, 85.6% of the Council workforce has reported Welsh language skills ranging from basic to fluent+ and 37.6% of the workforce reported competent, good or fluent Welsh language speaking skills. This is higher than the percentage reported in the Census 2021 of residents in the Vale of Glamorgan able to speak Welsh, which was 11.5%.

Ability to speak Welsh by directorate



Speaking

| | None | Basic | Competent | Good | Fluent | Fluent+ | Total |
|----------------------------|------|-------|-----------|------|--------|---------|-------|
| Corporate Resources | 6 | 21 | 6 | 3 | 6 | 3 | 45 |

| | | | | | | | |
|--------------------------------|----|----|----|---|----|----|-----|
| Environment and Housing | 1 | 13 | 2 | 1 | 3 | 0 | 20 |
| Learning and Skills | 2 | 10 | 3 | 1 | 0 | 6 | 22 |
| Place | 0 | 8 | 2 | 1 | 3 | 2 | 16 |
| Social Services | 4 | 21 | 4 | 2 | 1 | 1 | 33 |
| Total | 13 | 73 | 17 | 8 | 13 | 13 | 136 |

Writing

| | None | Basic | Competent | Good | Fluent | Fluent+ | Total |
|--------------------------------|------|-------|-----------|------|--------|---------|-------|
| Corporate Resources | 9 | 20 | 5 | 4 | 4 | 3 | 45 |
| Environment and Housing | 2 | 13 | 2 | 0 | 3 | 0 | 20 |
| Learning and Skills | 4 | 9 | 2 | 2 | 0 | 5 | 22 |
| Place | 1 | 7 | 2 | 2 | 4 | 0 | 16 |
| Social Services | 4 | 20 | 7 | 0 | 2 | 0 | 33 |
| Total | 20 | 69 | 18 | 8 | 13 | 8 | 136 |

Reading

| | None | Basic | Competent | Good | Fluent | Fluent+ | Total |
|--|------|-------|-----------|------|--------|---------|-------|
|--|------|-------|-----------|------|--------|---------|-------|

| | | | | | | | |
|--------------------------------|----|----|----|----|----|----|-----|
| Corporate Resources | 7 | 19 | 7 | 3 | 5 | 4 | 45 |
| Environment and Housing | 2 | 10 | 1 | 3 | 4 | 0 | 20 |
| Learning and Skills | 4 | 8 | 2 | 2 | 0 | 6 | 22 |
| Place | 0 | 6 | 3 | 3 | 3 | 1 | 16 |
| Social Services | 5 | 19 | 4 | 2 | 3 | 0 | 33 |
| Total | 18 | 62 | 17 | 13 | 15 | 11 | 136 |

Understanding

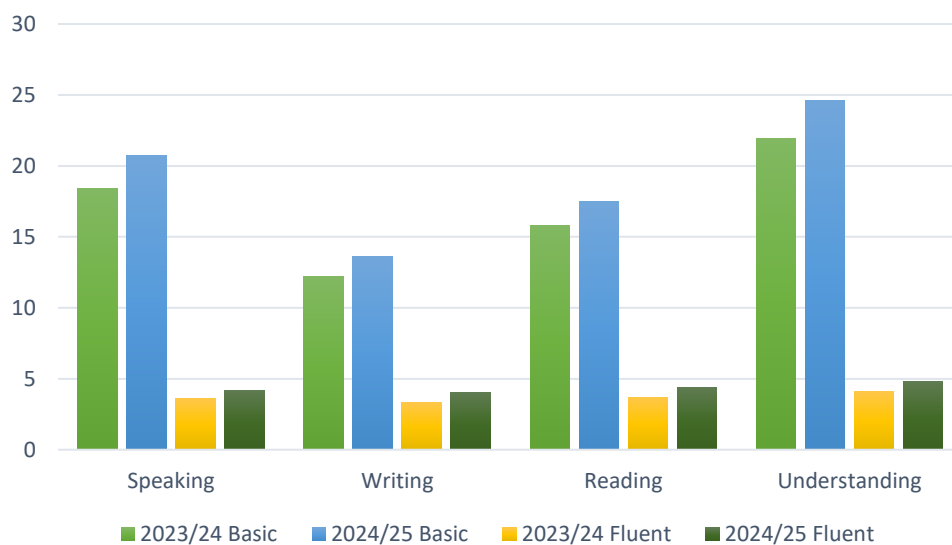
| | None | Basic | Competent | Good | Fluent | Fluent+ | Total |
|--------------------------------|------|-------|-----------|------|--------|---------|-------|
| Corporate Resources | 6 | 19 | 7 | 2 | 7 | 4 | 45 |
| Environment and Housing | 0 | 12 | 3 | 1 | 3 | 1 | 20 |
| Learning and Skills | 4 | 7 | 4 | 1 | 0 | 6 | 22 |
| Place | 0 | 6 | 3 | 2 | 3 | 2 | 16 |
| Social Services | 5 | 18 | 6 | 2 | 1 | 1 | 33 |
| Total | 15 | 62 | 23 | 8 | 14 | 14 | 136 |

We have compared the data from Fusion for 2023/24 and 2024/25.

- 39.0% of staff in 2024/25 declared they had no Welsh skills, compared to 43.5% in 2023/24.
- 35.1% of staff did not record any Welsh skills in 2024/25, compared to 40.8% in 2023/24.

These changes also reflect the work carried out by HR to encourage staff to update their personal details on Fusion as well as promotion work on the separate Welsh Skills Assessment.

The percentages for Basic, Competent, Good, and Fluent Welsh language skills across the four competencies have slightly increased, reflecting the reduction in 'None' and Not recorded, as staff more accurately record their Welsh language skills. Here are the breakdowns for Basic skills and Fluent skills for each competency, to show the increase from 2023/24 figures to 2024/25 figures:



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.

Welsh Language Training

Standard 170 (2b)

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

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

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

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

We introduced a new Welsh Awareness course onto iDev that could be accessed by all staff. It was previously only available to Social Services staff. A total of 8 people completed the course in 2024/25.

Work Welsh

The Work Welsh Coordinator provides Work Welsh classes at all levels throughout the week, as well as short taster sessions, social events, and weekly coffee mornings on Zoom.

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

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

Our Work Welsh courses mainly start in September, in line with the academic year. However, some courses have started at other points during the year. There are also multiple courses at the same level which run at different times during the week to maximise attendance.

We offered new courses at Entry / Mynediad and Foundation / Sylfaen levels in January 2025. We postponed the courses until March due to low interest. By April 2025, neither class has started as there was not enough interest: only one person registered for each class. We continue to plan and promote courses to ensure Council staff are learning Welsh in September 2025.

Figures as of April 2024

| Level | Number registered | Start date |
|----------------------|-------------------|------------|
| Entry / Mynediad | 7 | 12/09/2023 |
| Foundation / Sylfaen | 7 | 22/09/2023 |

| | | |
|--------------------------|---|------------|
| Intermediate / Canolradd | 4 | 21/09/2023 |
| Advanced / Uwch 1 | 4 | 20/09/2023 |
| Proficiency / Gloywi | 3 | 21/09/2023 |
| Entry / Mynediad | 3 | 03/01/2024 |
| Foundation / Sylfaen | 7 | 02/01/2024 |
| Proficiency / Gloywi | 1 | 11/01/2024 |
| Entry / Mynediad | 4 | 12/02/2024 |
| Proficiency / Gloywi | 1 | 11/04/2024 |

We offered the Proficiency / Gloywi as short 10-week courses in 2024 to see if this would encourage a better response. There were no more people signing up to the course than previously.

Class data for 2024 / 2025

Completed courses by March 2025

- ➔ Entry / Mynediad – one staff member finished the Entry / Mynediad course at Christmas 2024 and moved to the Foundation / Sylfaen class in January 2025.
- ➔ Foundation / Sylfaen – of the class that started in January 2024, all seven members moved on to an Intermediate / Canolradd class in January 2025.
- ➔ Intermediate / Canolradd – one employee completed the course in Summer 2024 and moved to the Advanced / Uwch course in September 2025.

| Class / level | Number of Council staff attending | Number of Council staff who started | Other information |
|---------------|-----------------------------------|-------------------------------------|-------------------|
|---------------|-----------------------------------|-------------------------------------|-------------------|

| | | | |
|---------------------------------|----------------------------|----------------------------|--|
| Entry / Mynediad CM1 | 7 | 13 | |
| Entry / Mynediad CM2 | 4 | 6 | Class closed as not viable – learners transferred to CM1 |
| Foundation / Sylfaen CS1 | 4 | 8 | Class closed – not viable |
| Intermediate / Canolradd CC1 | 11 | 12 | Started January 2025 |
| Advanced / Uwch UW1A | 2 (+ 4 from the community) | 2 (+ 7 from the community) | Course ends June 2025 |
| Proficiency / Gloywi | 1 (+ 6 from the community) | 6 (+6 from the community) | Course ends June 2025 |

Overview

| Year | Number of Council staff who completed a course / on register (2024 / 2025 only) | Target |
|-------------|---|--------|
| 2022 / 2023 | 58 | 58 |
| 2023 / 2024 | 38 | 64 |
| 2024 / 2025 | 29 | 64 |

Some members of staff continued to learn Welsh in the community with Learn Welsh the Vale. These courses are still fully funded, and staff can still attend during work time. Some staff chose to stay in community classes due to a slower pace of study,

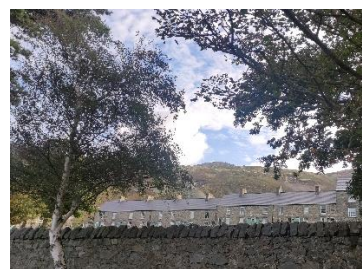
for the familiarity of their existing class and classmates, or due to work commitments. Due to budget constraints, no new classes were offered in January 2024, Easter 2024 or January 2025.

There are currently 7 members of staff learning Welsh in the community with Learn Welsh the Vale:

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

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

Two members of staff currently on the Advanced / Uwch attended the Use Welsh course at Nant Gwrtheyrn in North Wales. This five-day residential course is fully funded by Work Welsh and provides an immersive Welsh experience which both staff members found invaluable to their Welsh learning and ability to use Welsh in the workplace.

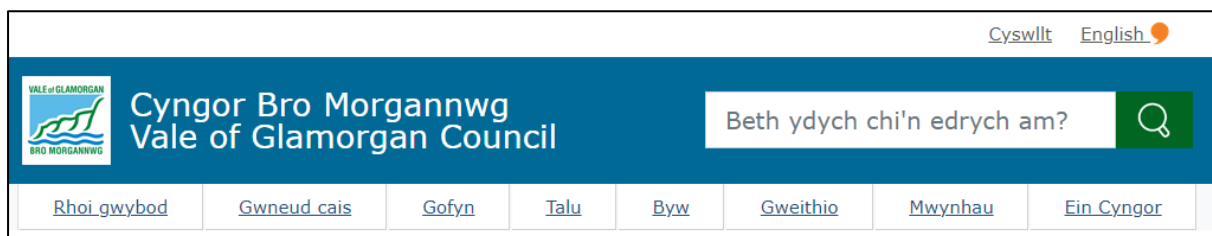


Compliance and Achievements

Website

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

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



Hyb Cymraeg

In September 2024, we launched a new hub-style page on Staffnet+ devoted to everything Welsh. The Hyb can be accessed by all corporate and school staff from Council computers and personal devices.

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

The Hyb can be accessed here:

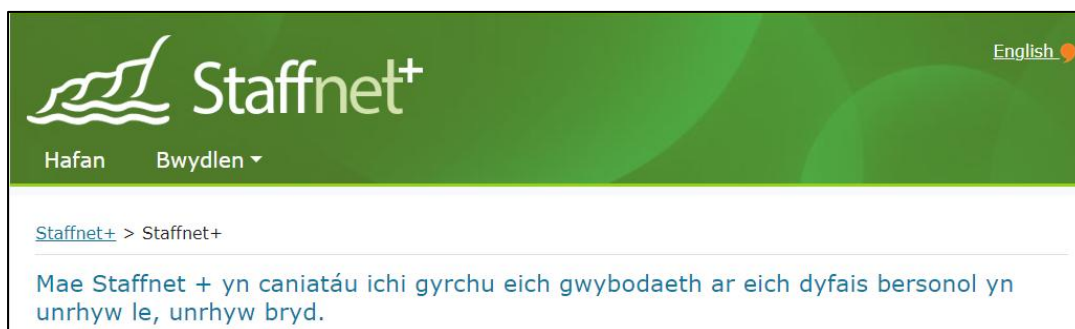


Internal communications

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

The Chief Executive sends all staff a weekly message and round-up of news at the end of every week. This is sent in both Welsh and English.

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



Social Media accounts

The Council's main social media accounts, as well as other Council Twitter, Facebook and Instagram accounts, are operated separately in Welsh and English.

The [Cyngor Bro Morgannwg](#) account on Facebook has 153 followers.

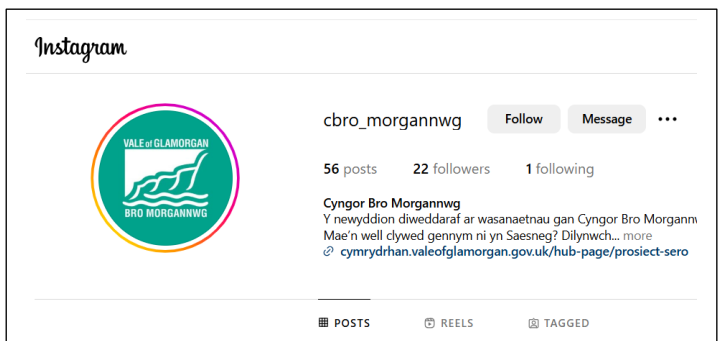




The [Cyngor Bro Morgannwg](#) account on X (Formerly Twitter) has 626 followers.

The number of Facebook followers has increased since last year and the number of followers on X / Twitter has decreased. This is reflective of a general decline in the use of X / Twitter. The Council announced in April 2025 that they would no longer use X / Twitter.

The Council's corporate Instagram accounts were launched in November 2024. There are separate English and Welsh accounts which share the same posts, in the respective language. The [@cbro_morgannwg](#) Instagram account has 22 followers.



The Vale of Glamorgan Council also has a corporate LinkedIn account, with over 11,000 followers. All posts are bilingual, with English and Welsh text in the same post.



Contact Centre and Customer Service

The Council continues to offer all callers an option to undertake their enquiries through the medium of Welsh.

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

Welsh Language Promotion Strategy Action Plan

As per action 3.14, the Welsh Language Promotion Strategy Action Plan 2022-2027 was reviewed at the end of Year 2 in 2024.

We spoke with interested parties through the Fforwm y Fro meetings held in 2024. We also spoke with departments, teams, and organisations with a specific interest or named as responsible parties. We invited interested parties and responsible bodies to complete a survey about the Welsh Language Promotion Strategy Action Plan to provide feedback on their actions: are they happy with their actions; would they change anything; what they would change; and evidence to support a change.

We have taken the new Corporate Plan wellbeing objectives into account in reviewing the Welsh Language Promotion Strategy Action Plan.

Policy Making Standards

The Welsh Language Commissioner provided further guidance and resources about the Policy Making Standards, following a seminar delivered in January 2023. We subsequently produced our own guidance notes on the Policy Making Standards which is available to all staff, managers, and leaders on the Hyb on Staffnet+.

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

Recruitment Standards

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

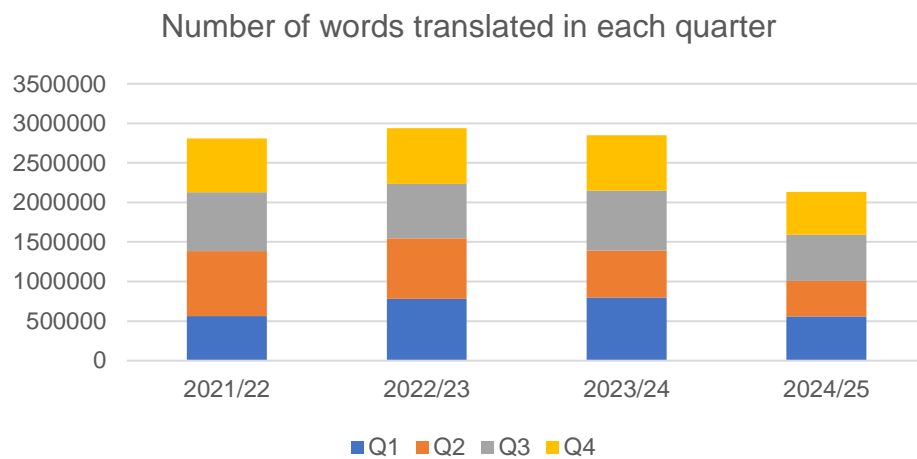
We further developed our guidance in 2024 to include a Welsh skills framework and guidance around assessing the Welsh language requirements of vacant jobs.

We provided feedback on the revised People Strategy and Recruitment and Retention Strategy to reflect the recruitment standards.

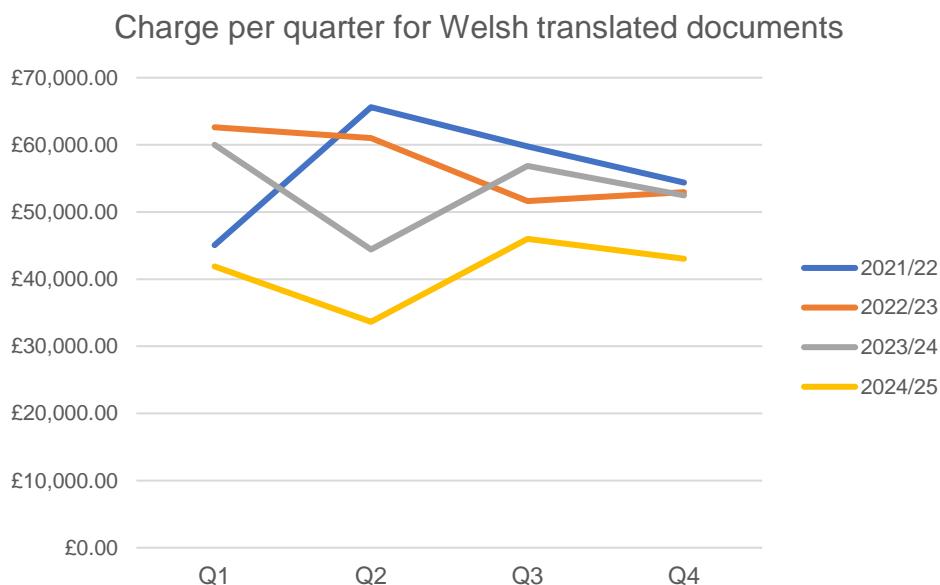
Welsh Translation

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

From April 2024 to March 2025, 2840 documents were translated for the Vale of Glamorgan Council which is 792 fewer than the previous year. A total of **2,133,052** were translated during this period which is a percentage decrease of 25% on the previous year.



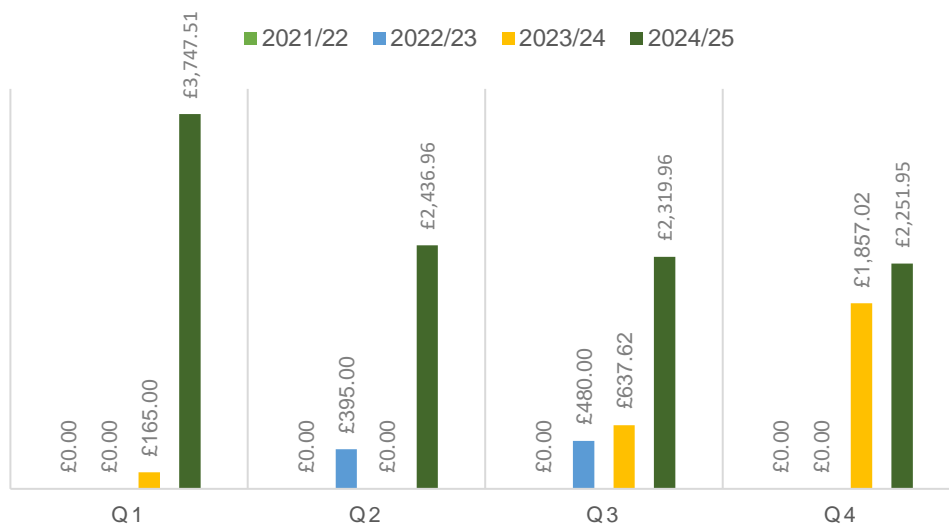
The cost of Welsh translated documents for 2024/25 was £159,978.90. This is £53,779.36 less than 2023/24.



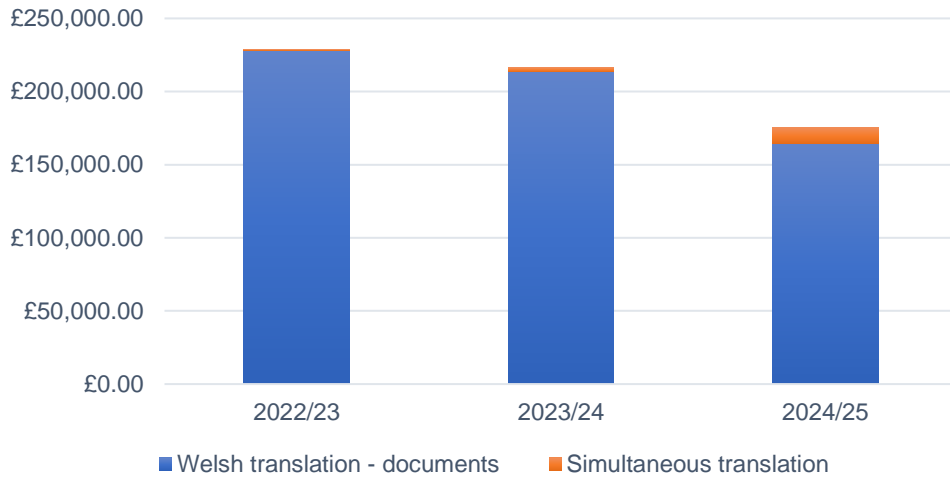
We have a duty across the Council to reduce costs, and unfortunately, the Welsh translation budget is a significant cost. There has been a further reduction this year which suggests that staff are being more conscientious when sending items for translation or even utilising their own Welsh skills. We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

The cost for simultaneous translation in 2024/25 has increased to £10,756.38 from £875 in 2022/23 and £2659.64 in 2023/24. This is a percentage increase of 75% from last year. Simultaneous translation now represents over 6.5% of translation costs. Whilst it is positive to see more Welsh being used at meetings, this is an area we will continue to monitor to ensure savings in the translation budget are not lost. We need to ensure staff and members of the public can access meetings in Welsh if they desire to ensure we continue to meet the Welsh Language Standards, whilst considering financial savings.

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



The total charge for Welsh translation including documents and simultaneous translation has further decreased from 2023/24 to 2024/25, but the proportion of simultaneous translation has increased:



Cyfieithu Cyflym

During 2024/25, we worked on a project to look at using digital machine translation through Amazon Web Services. We met with the Welsh Language Commissioner to clarify what documents could go through a digital translation portal and what documents would continue to be sent to Bilingual Cardiff. We checked with the Welsh Language Commissioner that we are complying with Welsh Language Standards at each stage. We met with other local authorities to find out about how they are using machine translation.

We have called our digital translation tool Cyfieithu Cyflym.



Cyfieithu Cyflym is a digital translation tool. It is able to return longer translations within fifteen minutes and some items instantly, meaning no long waits for translations. This can help to ensure projects are completed more quickly and communication with customers is easier.

The tool is available to all Council staff with good to fluent Welsh language skills. Users must proofread any translations returned through Cyfieithu Cyflym so they need to have good enough Welsh language understanding and reading skills.

To identify fluent speakers, 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.

Staff can choose whether they use Cyfieithu Cyflym for their own work or on behalf of their team. We are proud that we will be able to launch the tool in April 2025.

We will monitor Cyfieithu Cyflym billing on a quarterly basis alongside Bilingual Cardiff charges to assess savings. We aim to identify target teams within the Council to utilise Cyfieithu Cyflym, such as teams with high translation costs.

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.

Procurement Policy and Strategy review

The Vale of Glamorgan Council Procurement Policy and Strategy was revised in 2025. The Council spends a large proportion of its resources on procurement. The way in which we procure our goods and services plays a key role in the delivery of the Corporate Plan and as such, the Procurement Policy and Strategy focuses on

social value, ethical practices, supporting local employment and the local economy, and climate action.

The policy now includes a section entitled Vibrant Welsh Culture and Heritage. This section explains how the Welsh Language Promotion Strategy sets out the Council's commitment to promoting the use of the Welsh language, heritage and culture.

The policy lists expectations of suppliers in this context, including:

- Supplier complies with any applicable obligations under the Council's Welsh Language [Compliance Notice](#) – Section 44 Welsh Language (Wales) Measure 2011, particularly those elements of the scheme which relate directly to the provision of services to the public. Please see [Bidding for Contracts and Grants: Welsh language considerations](#).
- Promote the use of the Welsh language and support opportunities for their staff and/or the wider community to develop and/or improve their Welsh language skills.

Facilities

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

Cultural awareness

We marked St David's Day in 2025 by suggesting different actions we could take to promote the Welsh language. The article can be viewed [here](#). We also shared details of events held by Barry Town Council.

We shared the Welsh Language Commissioner's 'Defnyddia dy Gymraeg' scheme in December 2024, which encourages people to use their Welsh. We took advantage of the opportunity to promote the Hyb Cymraeg and Work Welsh courses, asking staff to think about the services residents can access in Welsh.

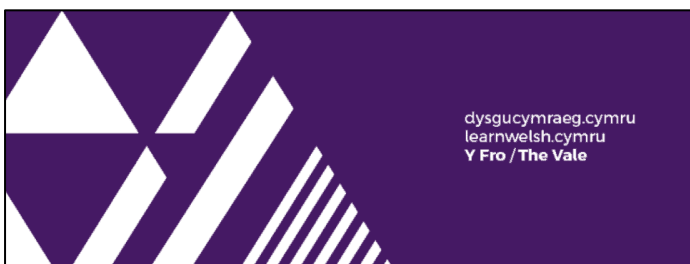


Mwy Na Geiriau/More than just words

Welsh Government produced a five-year Mwy na Geiriau action plan in 2022. We have used this as a basis for our own action plan. This has been considered and discussed by colleagues from Equalities and Social Services during 2024/25.

We worked on a number of actions from the Mwy na Geiriau action plan by launching the Hyb Cymraeg. Social Services staff promoted the Welsh Awareness training module on iDev as well as sharing other Welsh information and courses via a sector newsletter.

Learn Welsh the Vale

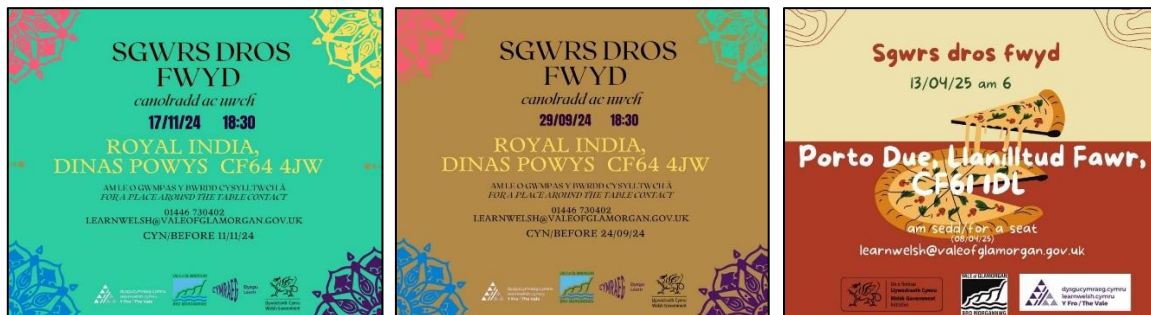


Learn Welsh the Vale deliver activities on behalf of the Vale of Glamorgan Council and are listed prominently in the Welsh Language Promotion Strategy action plan.

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



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



Y Cwis Mawr
Rownd Bro Morgannwg
Dydd Gwener 28/06/2024 14:00
Canolfan Addysg Gymunedol Palmerston Y Barri CF63 2NT
Cyfle i'r tim buddugol fynd i'r rownd derfynol yn yr Eisteddfod Gen. ar 3 Awst. Tocyn diwrnod am ddim i bob aelod o'r tim.
Mae'r cwis wedi onelu ot siarodwyr newydd ond mae croeso i bobwl!
Dim mwy na 4 mewn tim.
Am fwy o wybodaeth
bethan@menterbroamorgannwg.cymru

Tara Bethan
Hoffi cerddoriaeth?
Bydd Tara yn perfformio caneuon oddi ar ei halbwm - Tara Bandito. Bydd hi'n siarad am gefndir chwech o'i chaneuon.
DYDD GWENER Ionawr 17 January FRIDAY 12.30-15.00
12.30 Sgwrsio dros baned- Chat over a cuppa
13.30 Tara Bethan sings and talks about 6 of her songs - Addas i bob lefel - Suitable for all levels
Am Ddim FREE
Canolfan Palmerston Centre
Cadoc Cres
Y Barri
CF64 2NT
www.learnwelsh.cymru/thevale
01446 730402

Dathliad Dydd Gŵyl Dewi
Saint David's Day Celebration
Mawrth 7 March 12:30-14:30
Canolfan Palmerston Centre
Y Barri CF63 2NT
Dewch i ddatihlu Dydd Gŵyl Dewi gyda phaned, pice ar y maen a bara brith. Bydd cerddoriaeth telyn.
Join us to mark St David's Day with a cuppa, Welsh cakes and bara brith.

Learn Welsh the Vale deliver Welsh language learning courses in the community. There are fewer people aged between 18 and 25 years old currently learning Welsh in the community with Learn Welsh the Vale than last year, which reflects fewer learners across all adult education classes.

Learn Welsh in the Vale constructed the 2024/25 prospectus to more closely meet the needs of Welsh learners, based on lessons learnt from the previous year and the data collected regarding the performance of the previous year's courses. There was an almost 20% increase in registrations from last year, indicating that more residents are able to find courses and want to learn Welsh.

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

Gwenan Gibbard & Ciwb Clees
DYDD GWENER Mai 17 May FRIDAY 13.00-15.00
Perfformiad gan y delynores enwog Gwenan Gibbard - Performance by Welsh harpist Gwenan Gibbard
Cyfle i ganiu - A chance to sing along
Clyfnydd i Cwib Clees - New Chat Club launch
Sgwrsio - Activities for Welsh speakers old and new
Am Ddim FREE
Canolfan Cory Centre
Gerdidi Dyffryn Gardens
Lôn Dyffryn Lane, St Nicholas,
CF5 5FZ
www.learnwelsh.cymru/thevale
01446 730402

Use your Welsh Dewch i sgwrsio
DYDD GWENER Medi 27 Sept FRIDAY 12.30-15.00
Gweithgareddau sgwrsio Cymraeg - Activities to get you speaking Welsh
Addas i bob lefel - Suitable for all levels
Am Ddim FREE
Canolfan Palmerston Centre
Cadoc Cres
Y Barri
CF64 2NT
www.learnwelsh.cymru/thevale
01446 730402

Use your Welsh Dewch i sgwrsio
DYDD GWENER Tachwedd 15 November FRIDAY 12.30-15.00
Gweithgareddau sgwrsio Cymraeg - Activities to get you speaking Welsh
Addas i bob lefel - Suitable for all levels
Am Ddim FREE
Hen Neuadd - Old Hall
Y Stryd Fawr - High Street
Y BONTFAEN - COWBRIDGE
CF71 7AH
www.learnwelsh.cymru/thevale
01446 730402

Use your Welsh Dewch i sgwrsio
DYDD GWENER Chwefror 7 February FRIDAY 12.30-15.00
12.30 Sgwrsio dros baned- Chat over a cuppa
Gweithgareddau siarad - Activities to get you speaking
Am Ddim FREE
Canolfan Palmerston Centre
Cadoc Cres
Y Barri
CF64 2NT
www.learnwelsh.cymru/thevale
01446 730402



Ambitions

Learn Welsh the Vale successfully bid to be included in the National Centre for Learning Welsh’s Framework for Welsh for the Education Workforce.

Learn Welsh the Vale bid to the National Centre’s Health and Care fund to improve the Welsh language skills of Cardiff and Vale Health Board staff in hospitals, health centres, and GP surgery reception areas. This bid was won by Learn Welsh Cardiff.

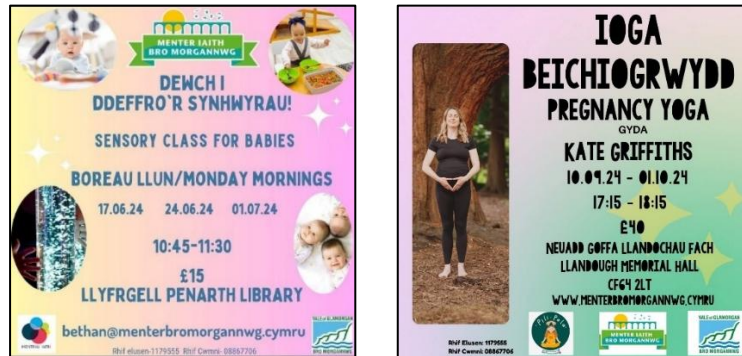
The Learn Welsh the Vale team piloted a project with Ysgol y Ddraig in Llantwit Major to improve the Welsh language skills of the parents of pupils. This project will run under the National Centre’s Welsh at Home scheme and the team intend for it to become a year-long project involving all Llantwit Major schools and elsewhere in the Vale throughout 2025/26.

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 a number of actions in our Welsh Language Promotion Strategy action plan and we are grateful for all they do to meet these targets under tight financial restraints. More details can be found in the 2024/25 update of the Welsh Language Promotion Strategy action plan.

Families and children

Activities through the medium of Welsh begin as early as possible with pregnancy yoga, baby sensory classes, and messy play sessions.



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. Over 3,000 children and adults attended over the year, with over 1,048 children and 760 parents/adults attending Story Time sessions alone.

The sessions offer an opportunity to introduce many non-Welsh-speaking parents to a Welsh environment and to hear the Welsh language regularly for the first time. Menter arranged for headteachers of local Welsh medium primary schools to come to sessions to start introducing the idea of Welsh education and build links between the community and schools. The nursery class from Ysgol Dewi Sant in Llantwit Major also attended an Amser Stori session in May 2024. Special Amser Stori sessions were held at Christmas.



Menter Bro Morgannwg carried out a small survey in October 2024 to provide a snapshot of parents' and guardians' thoughts on Welsh medium education.

The survey results reveal interesting insights into the preferences and experiences of parents. The majority of respondents (17) are thinking about Welsh-medium primary schools. Home language distribution shows that 17 families speak only English, 11 are bilingual, and 3 speak only Welsh. One-fifth of respondents said the Story Time sessions influenced their choice of Welsh-medium education.

Family events were held throughout the year. Over 200 children and adults attended the St David's Day party and Easter party. The Christmas jambouree party was in collaboration with Learn Welsh the Vale.



Menter run Bwrlwm, which are free Welsh language play sessions during school holidays at venues across the Vale of Glamorgan. Menter advise 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. A total of 480 children attended the October and February half term sessions, providing an invaluable opportunity for children to use their Welsh in a social context outside of school time.





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

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

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

All Welsh-medium schools in the Vale of Glamorgan competed in the “Dim Clem” quiz for the first time, following Menter’s decision to visit each school to administer the quiz. Over 210 Year 5 pupils from the county competed, with 2 teams progressing to the regional round.

Young People

Menter’s development officer, who worked with secondary-school age group, left during 2024/25 which made it challenging to deliver a full range of activities.

Menter Bro Morgannwg worked with other partners to hold a careers fayre at Ysgol Bro Morgannwg in 2024. Over ten young people had the chance to work at Bwrlwm holiday schemes.

Gwyl Fach y Fro provided volunteering and employment opportunities for Year 12/13 pupils from Ysgol Bro Morgannwg, as well as a platform for youth performers. Music workshops with Year 8/9 pupils from Ysgol Bro Morgannwg helped prepare two bands to perform at Gwyl Fach y Fo.

We worked closely with sixth form pupils to organize a celebration of the Mari Lwyd in Cowbridge. For the first time this year, the responsibility of leading the Mari and performing the traditional verses was handed over to these pupils. This involved learning a series of new songs, ensuring that the old tradition is passed on to a new

generation. There are plans to develop this group further in 2026 to hold Mari sessions in even more locations across the Vale.

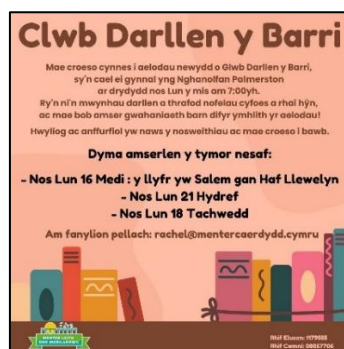


Regional Mentrau Iaith collaborated to promote a series of youth gigs at Clwb Ifor Bach in Cardiff as part of the Tafwyl Welsh language music festival.

We extended our 'Ewch i Weld' (Go and See) scheme to sixth form pupils in the second half of the year. Following a successful pilot among learners, we used grant funding from Barry Town Council to enable sixth form pupils to attend a gig with Gwilym Bowen Rhys at no cost.

Activities for adults

Due to collaboration with Menter Caerdydd and Learn Welsh the Vale, Menter has been able to continue to provide a range of classes and activities for adults in the Vale of Glamorgan. These include visits and excursions, Cerdded a Chlonc walk and talks, online classes, coffee mornings, wellbeing sessions, and monthly talks (Sgwrws y Mis). A book club started in Barry in the Autumn term.



Menter ran a competition to mark Dydd Santes Dwynwen and promoted key days on social media, such as Welsh Music Day and Diwrnod Shwmae Sumae.

Events



Menter worked with the Round Table in Cowbridge to organise the Mari Lwyd celebrations with young people leading the singing. Over 150 people attended.

Events across the region were promoted by Menter Bro Morgannwg including Tafwyl in Cardiff, Ffilifest in Caerphilly, and Gwyl Tawe in Swansea. Menter also promoted and attended local pride events in Cowbridge.

Two community music events were held in Barry, one as part of the Glastonbary Fringe festival. The gig at the Park pub in Barry provided an opportunity to run the 'Ewch I Weld' scheme so over 20 learners attended the sold-out event for free.



Menter collaborated with a new venue, Penarth Pier, to hold a successful classical evening. They have expressed interest in hosting more events.

The jewel in Menter Bro Morgannwg's crown is Gwyl Fach y Fro. Over 7,500 people attended in May 2024. A number of projects and workshops ran in the lead-up to the festival including over 450 children learning a specially written song and dance. Three English medium schools took part in Gwyl Fach y Fro as well as three community groups.



Community, collaboration and businesses

Menter worked closely with the Cardiff and Vale Adult Education partnership over the past year to develop a small provision in the Vale of Glamorgan, which focused on the following:

- Training teachers in the second-language sector
- Working with parents in the primary sector using cooking lessons as a way to introduce the language
- A programme of professional training including safeguarding, first aid, and food hygiene

As part of leading the local Diwrnod Shwmae Su'mae campaign, we successfully persuaded eight Vale of Glamorgan businesses to join the "Happy to Speak" scheme. In addition, they visited dozens of businesses across the Vale's towns to share the 'Cymraeg' badge.

Youth Service

The Youth Service work closely with the Urdd to offer young people the opportunity to engage in Welsh in various social settings. The Youth Service also offers sporting activities in the medium of Welsh in schools and the community, in collaboration with the Urdd.

As part of the contract with the Urdd, we run a weekly Welsh language youth club Barry for young people aged 11-17. We incorporate Urdd staff at English-medium provisions, such as youth clubs and school holiday schemes and events run the youth service. These opportunities allow young people to engage in sessions on a bilingual basis as well as play games and take part in Welsh cultural activities.

Estyn undertook an inspection of the Youth Service in 2023/24, publishing their report in April 2024. The report was extremely positive, with a single recommendation to 'develop opportunities for Welsh medium and bilingual youth work provision'. Following the report, the Youth Service has carried out a Welsh language skills analysis of the workforce and made plans to upskill the current workforce through Work Welsh courses. The Estyn report has also given focus to providing bilingual opportunities rather than separate Welsh and English provision. This change of approach also echoes a change in grants from Welsh Government, whereby specific Welsh funding is no longer ringfenced.

The Youth Service connected with Menter Bro Morgannwg in late 2024/25 to discuss future collaborations for bilingual youth club provision and activities around Welsh culture, music and arts.

Schools

English medium schools in the Vale of Glamorgan continue to contribute to the promotion and use of Welsh amongst children and young people. There is a strong level of engagement with the Siarter Iaith scheme, which is very positive considering it is not mandatory. All schools in the Vale are engaged with either Siarter Iaith or Cymraeg Campus schemes.

- 100% of English medium schools engaged in the Siarter Iaith Framework.
- 10 English medium schools achieved Siarter Iaith awards this year: 2 gold, 6 silver and 2 bronze
- 6 English medium schools are booked to be validated before the end of the summer term
- Welsh medium schools: 1 bronze, 5 silver, 1 gold



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

Welsh in Education Strategic Plan (WESP) Update

The Welsh Language Officer leads on the WESP and coordinates the relationship between the Council and the Welsh medium schools.

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

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

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 Welsh Education Officer and the Council's Welsh Education Forum (WEF) obtained grant funding to produce resources including a standalone website devoted to promoting Welsh medium education and bilingualism in the Vale of Glamorgan. They worked with a local filmmaker to create short films about each Welsh medium school. Other films will be created in the near future about learning Welsh in the

community, the Welsh immersion centre, and early years provision. The website will also host a Welsh 'what's on' directory for residents.

Regional Welsh Language Champion

The Champion role came to an end in March 2025 but the role continues as a Partnership. 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](#).



Fforwm y Fro

We held two Fforwm y Fro meetings in April 2024 and December 2024. Some members attended in person. We discussed the Welsh Language Promotion Strategy and consulted on reviewing and updating the action plan. Members shared updates from their own schools and organisations.

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

Other groups



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

The group provides the opportunity to share experiences and good practice, and forge links across the councils. The group has held seminars and conferences with presentations from Welsh Government and Welsh Language Commissioner.

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

Welsh Language Commissioner Review

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

Overall, we did very well. There were two minor issues with links on webpages and a more significant issue with Welsh language phone lines.

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

Next steps

Going forward for 2025/26, we will focus on some key areas:

- Increasing the number of staff learning Welsh and participating in Work Welsh classes, to improve the Welsh language skills of staff.
- Promoting the use of Welsh language across the Council through a thorough and dynamic campaign.
- Continue to work closely with Learning and Skills colleagues in terms of the Welsh Education Strategic Plan and the Welsh Language Promotion Strategy.
- Engaging with the Welsh Language Commissioner as they revise their regulatory approach.
- Further developing Fforwm y Fro, forging network and links across all parties and organisations with an interest in promoting the Welsh language.
- Considering bilingual social media posts and/or accounts rather than separate English and Welsh accounts, to ensure that Welsh content reaches as many residents as possible.

Contact Us

Visit our website www.valeofglamorgan.gov.uk

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Call 01446 700111



Vale of Glamorgan Council

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

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

Introduction

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

Theme 1: Increasing the number of Welsh speakers

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| 1.1 | Aims: Continue to monitor and assess the demand for Welsh medium education by speaking to new parents and preschool parents | | |
| Activity | <p>WESP forum group on engagement established to seek ways of monitoring and assessing the demand for Welsh medium education as well as promoting the benefits of bilingualism - link with Health Board to provide information to new and prospective parents.</p> <p>Build on work by Menter Bro Morgannwg in Amser Stori sessions to bring WM education to parents' attention.</p> | Target by 2027 | Gather survey figures from new parents and preschool parents through a variety of means on an annual basis to inform the process of planning for school places and school buildings. |
| Responsibility | Vale of Glamorgan Council (Learning and Skills) in partnership with: Flying Start Dechrau'n Deg; Menter Bro Morgannwg; Mudiad Meithrin; Cardiff and Vale Health Board; all other Fforwm y Fro partners | Link to Corporate Plan Wellbeing objective | <p>1 – Creating great places to live, work and visit</p> <p>2 – Giving everyone a good start in life</p> |
| <p>Update</p> <p>A Childcare Sufficiency Assessment is carried out by the Local Authority every 5 years; the most recent assessment was completed in June 2022. One of the data sources collated from the parent/carer carers survey provides an indication of how many children currently attend WM provision and what the demand is for childcare requirements. Additional to this, data is gathered from various sources to support Welsh Governments childcare programmes including the Childcare Offer for Wales, Flying Start childcare and 2-year-old offer and the childcare capital programme which supports the development and/or increase the availability of Welsh medium childcare places to stimulate demand.</p> | | | |
| 1.2 | Aims: Develop and support Cylchoedd Meithrin and Cylchoedd Ti a Fi as a point of entry to Welsh medium education | | |
| Activity | Continue to assess and monitor Cylchoedd Meithrin and Cylchoedd Ti a Fi in regard to current and future demand, location options, and other relevant issues. | Target by 2027 | Increase number of children in Cylchoedd Meithrin by 20% from 2022 figure by 2027. Report on progress annually. |

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| | 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. | | |
| 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 | | | |
| <p>In order to reach the target on increasing the number of Welsh medium childcare places by 20%, ongoing discussions have been taking place to expand Welsh medium childcare provisions within the Vale of Glamorgan.</p> <p>As part of the Welsh Government Childcare Capital programme:</p> <ul style="list-style-type: none"> • A new build is being discussed for Cylch Meithrin Y Bont-Faen. This would increase the number of childcare places by fifteen and extend the age range to support children from a year old. The application to Welsh Government is in draft form. • An application has also been drafted to provide a new childcare building for Cylch Meithrin Pen-Y-Garth to support the increase of a minimum of fourteen childcare places. • Discussions are ongoing regarding a childcare facility on or close to Ysgol Sant Baruc in Barry Waterfront. It is envisaged that this new childcare building would create at least thirty childcare places. | | | |
| 1.3 | Aims: Increase the number of adults learning Welsh in the community | | |
| Activity | 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 | 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. |

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| | marketing and courses at groups less likely to attend. | | |
| Responsibility | Vale of Glamorgan Council (Learning and Skills) in partnership with: Canolfan Dysgu Cymraeg Genedlaethol (National Centre for Learning Welsh) | Link to Corporate Plan Wellbeing objective | 2 – Creating great places to live, work and visit 3 – Giving everyone a good start in life |
| Update | | | |
| <p>The number of enrolments in 2024/25 increased by less than 20%. The number of courses offered was restricted in September 2024 due to financial restraints, which limited the number of possible enrolments.</p> <p>With regards to younger people, fewer than 100 people aged 18 to 25 enrolled on a course in 2024/25. Of these, over 10% left without completing. Learn Welsh the Vale promotes the national Learn Welsh scheme to offer free Welsh courses for 16-25 year olds.</p> <p>Learn Welsh the Vale attended a number of Communities for Work events and local employability events across the Vale of Glamorgan, promoting learning Welsh as an important skill for jobseekers. Learn Welsh the Vale worked closely with Adult Community Learning to deliver appropriate classes.</p> | | | |
| 1.4 | Aims: Increase the number of learners in the community progressing from Entry and Foundation levels to Higher level courses | | |
| Activity | Provide targeted support and guidance to encourage all learners to progress to higher levels of fluency | Target by 2027 | Increase progression rates to higher levels by 20% from 2022 baseline figures |
| Responsibility | Vale of Glamorgan Council (Learning and Skills) in partnership with: National Centre for Learning Welsh | Link to Corporate Plan Wellbeing objective | 2 – Creating great places to live, work and visit 3 – Giving everyone a good start in life |
| Update | | | |
| 1.5 | Aims: Deliver and support the Work Welsh scheme to improve Welsh language skills amongst Council staff | | |
| Activity | Promote learning Welsh as a workplace benefit, professional development, and essential to business. | Target by 2027 | a) Increase the number of sign-ups at all levels, in particular Mynediad/Entry, by 20% from 2023 figures. |

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| | <p>Ensure staff are supported and encouraged to attend and complete Welsh courses, and progress to further levels.</p> <p>Provide managers with the information to support staff in Welsh courses.</p> <p>Increase the number of staff learning Welsh with the aim of increasing the Welsh language service delivered by the Council.</p> <p>Use Work Welsh to deliver team/service specific bespoke courses to boost Welsh language skills.</p> | | <p>b) Increase progression rates from Mynediad/Entry to Sylfaen/Foundation, Sylfaen/Foundation to Canolradd/Intermediate, and Canolradd/Intermediate to Uwch/Higher by 20% from 2023 figures.</p> <p>c) Increase the number of staff completing a course at any level from 2023 rates.</p> <p>d) Two teams to complete a bespoke Welsh course each year.</p> |
| Responsibility | Vale of Glamorgan Council (Learning and Skills) in partnership with: National Centre for Learning Welsh | Link to Corporate Plan Wellbeing objective | <p>2 – Creating great places to live, work and visit</p> <p>3 – Giving everyone a good start in life</p> <p>4 – Being the best Council we can be</p> |
| <p>Update</p> <div data-bbox="241 940 533 1150" data-label="Image"> </div> <p data-bbox="577 1007 1939 1070">Work Welsh courses were offered at every level from Mynediad/Entry to Gloywi/Proficiency. Most courses started in September 2024, but some at Mynediad/Entry and Sylfaen/Foundation started in January 2025.</p> <p data-bbox="203 1182 2018 1281">By April 2025, there were 29 members of Vale of Glamorgan Council staff either on the register for a Work Welsh class or who completed a Work Welsh class. This is in comparison with the target of 64 set by Work Welsh. There were an additional 7 members of staff attending courses in the community with Learn Welsh the Vale in Palmerston.</p> <p data-bbox="203 1326 349 1350">Attendance:</p> <ul data-bbox="248 1362 1088 1391" style="list-style-type: none"> • 47 members of staff started a Work Welsh courses during 2024/25. | | | |

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

Progression:

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

Work Welsh intervention:

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

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




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

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| 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 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 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 to review and update the Mwy Na Geiriau / More than just Words framework and action plan. During 2024/25, work has progressed on promoting the Language Offer, Welsh courses, and Welsh Language Standards. | | | |
| 1.9 | Aims: Deliver a campaign to promote bilingualism in the home and Welsh-medium education | | |
| Activity | Increase in the number of families participating in Welsh and bilingual activity | Target by 2027 | Launch the website/resource and use to target families choosing between English and Welsh medium education. Monitor to identify |

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

Theme 2: Increasing the use of Welsh

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| 2.1 | Aims: Continue to provide language courses at various levels of proficiency to enable more employees to work bilingually | | |
| Activity | <p>Increase awareness of provision for tentative Welsh speakers to boost confidence including virtual courses through promotion campaigns and management activity such as team briefings, #itsaboutme objectives, personal and professional development.</p> <p>See also Action 1.5</p> | Target by 2027 | <p>Increase in the number of staff with tentative Welsh language skills taking advantage of opportunities to boost confidence, shown by improvement in declared Welsh language skills and number of staff with confidence to use Welsh language skills in the workplace.</p> <p>See also targets in Action 1.5</p> |
| Responsibility | <p>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)</p> | Link to Corporate Plan Wellbeing objective | <p>2 – Creating great places to live, work and visit</p> <p>3 – Giving everyone a good start in life</p> <p>5 – Being the best Council we can be</p> |
| <p>Update</p> <div data-bbox="203 887 495 1098" style="display: inline-block; vertical-align: top;">  </div> <p>Work Welsh courses were offered at every level from Mynediad/Entry to Gloywi/Proficiency. Most courses started in September 2024, but some at Mynediad/Entry and Sylfaen/Foundation started in January 2025.</p> | | | |



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



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

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

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

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

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

Youth Service / Urdd

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

Menter Bro Morgannwg

Due to collaboration with Menter Caerdydd and Learn Welsh the Vale, Menter has been able to continue to provide a range of classes and activities for adults in the Vale of Glamorgan which they promote widely on social media. These include visits and excursions, Cerdded a Chlonc walk and talks, online classes, coffee mornings, wellbeing sessions, monthly talks (Sgwrs y Mis), and a book club which started in Barry in the Autumn term.

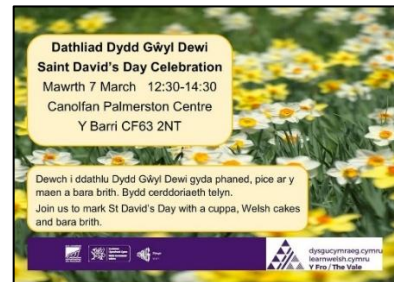


Learn Welsh the Vale

Learn Welsh the Vale have held a variety of events and activities for Welsh speakers, families, and learners in the Vale of Glamorgan in 2024/25. These take place throughout the year to mark St David's Day, St Dwynwen's Day, Easter, Christmas, and summer. Some events are held online via Zoom, and some are in-person at the Palmerston Centre in Barry or other venues in the Vale.

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

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



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| 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 |
| <p>Update</p> <p>Youth Service</p> <p>The Vale Youth Service allocates funds to Urdd Gobaith Cymru as part of the Welsh Government Youth Support Grant to support Welsh language youth work provision across the Vale of Glamorgan. This funding has been in place for around 10 years, with allocation confirmed in the current round of grant funding until March 2028.</p> <p>As part of the Urdd contact, we provide social activities for young people who attend English-medium education to use the Welsh language. This is described in the contract as “develop school-based activities in English Medium schools through lunchtime/after school provisions.” Youth clubs and trips run with the</p> | | | |

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

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

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

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

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

Menter Bro Morgannwg

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

Schools

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

Siarter Iaith / Cymraeg Campus



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

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



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| 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 |
| <p>Update</p> <p>Youth Service We work with the Urdd to provide a range of activities for young people to engage through the medium of Welsh. This includes arts, music, sporting activities, and more general youth clubs. Clubs and activities are afterschool and in holidays.</p> <p>We have begun discussions with Menter Bro Morgannwg about future collaboration on bilingual youth club provision and exploring Welsh culture through arts and music.</p> <p>Menter Bro Morgannwg</p> | | | |



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

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

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

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

Gwyl Fach y Fro provided volunteering and employment opportunities for Year 12/13 pupils from Ysgol Bro Morgannwg, as well as a platform for youth performers. Music workshops with Year 8/9 pupils from Ysgol Bro Morgannwg helped prepare two bands to perform at Gwyl Fach y Fo.

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

Update**Cardiff and Vale College**

The college offers an alternative space for learning and further education for young Welsh speakers in the Vale of Glamorgan. A new Welsh language policy was launched in January 2025. The college offers a number of courses through the medium of Welsh including sport, health and beauty, and teaching assistants. CAVC have attracted Welsh language students through the Urdd and skills days with Welsh medium high schools. Learners can complete modules in Welsh as part of most courses and there is also a mandatory e-learning course on Bilingualism in the Workplace. A digital reward scheme was also introduced, where learners can win badges by completing and taking part in Welsh activities. The college also has Welsh champions, Welsh ambassadors, Welsh learning for staff, a range of ways to use and speak Welsh for learners and staff, and external bilingual opportunities.

Ysgol Bro Morgannwg

The school continues to offer a wide range of extra-curricular activities from music and drama to sports and technology. Multiple individuals and groups competed at the Urdd Eisteddfod in 2024. Ysgol Bro Morgannwg works closely with the Urdd and Menter Bro Morgannwg to deliver activities and clubs.

2.6**Aims: Support Welsh-language youth clubs and youth provision to include bilingual delivery****Activity**

Support current clubs to become bilingual and investigate the possibility of setting up similar bilingual or Welsh-only youth provision elsewhere either in Penarth or Llantwit Major with support from the Urdd and Menter Bro Morgannwg.

Monitor attendance of current clubs across a range of protected characteristics to target provision at groups less likely to attend.

Target by 2027

Extend current provision to include either Penarth or western Vale and increased attendance from young people with different protected characteristics and backgrounds.

Responsibility

Vale of Glamorgan Council (Learning and Skills/Youth Service) in partnership with:the Urdd; Menter Bro Morgannwg

Link to Corporate Plan Wellbeing objective

1 – Creating great places to live, work and visit
3 – Giving everyone a good start in life

Update

There is currently a Welsh medium youth club in Barry delivered by the Youth Service in partnership with the Urdd. Following the Estyn inspection and report in 2024, the Youth Service are exploring how bilingual provision could be expanded across the Vale through Urdd or other Welsh speaking officers attending

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

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| 2.7 | Aims: Increase number of Welsh language activities that cater for the interest of families | | |
| Activity | <p>Jointly arrange and support family events to coincide with Christmas, Santes Dwynwen, St David's Day, Easter, and Summer.</p> <p>Monitor attendance across a range of protected characteristics to ensure inclusiveness and target provision at groups less likely to attend.</p> | Target by 2027 | <p>Working within the agreement with Menter Bro Morgannwg, facilitate regular family fun days during the year in different parts of the county. Increased diversity of attendees.</p> |
| Responsibility | <p>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</p> | Link to Corporate Plan Wellbeing objective | <p>1 – Creating great places to live, work and visit</p> <p>3 – Giving everyone a good start in life</p> <p>4 – Supporting and protecting those who need us</p> |
| Update | | | |
| <p>Menter Bro Morgannwg</p> <p>Menter run a range of classes and activities for babies, children, families and young people. These include pregnancy yoga, buggy fit, baby sensory classes, story time sessions at local libraries, and family party events at Christmas, Easter Hallowe'en, and summer.</p> <p>Menter also run the well-attended Bwrlwm holiday provision, free-of-charge Welsh language play sessions during school holidays at locations across the county. These involve arts, crafts, games, and sports in connection with the Urdd and the Vale of Glamorgan Council sports and leisure team.</p> <p>An arts and crafts club ran in term-time at Ysgol Dewi Sant in Llantwit Major in connection with the Vale Play Development Team.</p> <p>A range of creative kite making workshops were held in Welsh schools across the county leading up to Gwyl Fach y Fro.</p> <p>Over 450 primary school pupils from all Welsh medium primary schools were involved in dance and movement sessions with a local choreographer to perform at Gwyl Fach y Fro.</p> | | | |

Learn Welsh the Vale

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

Youth Service

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

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| 2.8 | Aims: Develop the Welsh music scene and the arts | | |
| Activity | <p>Continue to develop and promote the Welsh language music and arts provision in different locations across the Vale.</p> <p>Continue to hold and build on the success of Gwyl Fach y Fro.</p> <p>Monitor attendance across a range of protected characteristics to target provision at groups less likely to attend.</p> | Target by 2027 | <p>Hold a regular number of events each year for adults and young people around the Vale and ensure that at least 60 people attend each event and continue to attract over 5,000 to Gwyl Fach y Fro. Increased diversity of attendees.</p> |
| Responsibility | <p>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</p> | Link to Corporate Plan Wellbeing objective | <p>1 – Creating great places to live, work and visit</p> |

Update

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

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

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| 2.10 | Aims: Ensure that Leisure Centres proactively promote the use of Welsh | | |
| Activity: | Work with the Council's leisure management contractor, Legacy Leisure, to nominate a Language Champion in every leisure centre with responsibility for actively promoting Welsh both visually and in its leisure provision (jointly with Equalities). | Target by 2027 | Work with Legacy Leisure to identify Language Champions, provide training if applicable, and identify processes to evaluate progress on language use in leisure centres |
| Responsibility | Vale of Glamorgan Council (Leisure Services / Equalities and Welsh Language Team) in partnership with: Legacy Leisure (the Council's Leisure Management Contractor); the Urdd; Menter Bro Morgannwg. | Link to Corporate Plan Wellbeing objective | 1 - Creating great places to live, work and visit |


Update



There are four leisure centres in the Vale of Glamorgan: Barry, Cowbridge, Llantwit Major, and Cowbridge. All four leisure centres have confirmed that they do not currently have a Welsh Language Champion. However, Legacy Leisure continue to bed more Welsh language use and awareness into their operations.

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

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

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| 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 | | | |
|  <p>Welsh Language Awareness - Ymwybyddiaeth o'r Cymraeg</p> | | | |
| <p>We introduced a new Welsh Awareness course onto iDev that can be accessed by all staff. It was previously only available to Social Services staff. A total of 8 people completed the course in 2024/25. The course has been publicised on the Social Services newsletter, on Hyb Cymraeg, and in the St David's Day and Defnyddio dy Gymraeg articles.</p> | | | |
| 2.12 | Aims: Encourage staff and elected members to use Welsh in the workplace | | |
| Activity | Hold a widespread promotional and awareness campaign to encourage more use of Welsh in the workplace including in meetings, correspondence, and presentations. | Target by 2027 | More Welsh is used in meetings, correspondence, and presentations. More staff are utilising their Welsh skills to produce documents and correspondence in Welsh. |

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| | <p>Carry out a Welsh skills audit to identify strengths and gaps in the workforce.</p> <p>Provide support and guidance to Welsh speakers to improve their skills and confidence to use more Welsh in the workplace.</p> | | Using Fusion to monitor and observe improvements in staff Welsh skills across the authority. |
| Responsibility | Vale of Glamorgan Council (Equalities and Welsh Language Team) | Link to Corporate Plan Wellbeing objective | <p>1 – Creating great places to live, work and visit</p> <p>5 – Being the best Council we can be</p> |
| <p>Update</p> <p>We launched a new hub-style page on Staffnet+ devoted to everything Welsh. The Hyb can be accessed by all corporate and school staff from council computers and personal devices.</p> <div data-bbox="804 695 1429 821" data-label="Image"> <p>The logo for 'Hyb Cymraeg' features the text 'Hyb Cymraeg' in white, bold, sans-serif font, centered on a green rectangular background. The background has a pattern of overlapping circles and dots in various shades of green, creating a textured, organic feel.</p> </div> <p>Hyb Cymraeg pulls together all the information about the Council's Welsh translation service, Welsh Language Standards, and opportunities to learn and use Welsh in the workplace, into an online hub. We included much more guidance, explanation, and information that previously. This makes it easier for staff to find the right information and helps to ensure that we better comply with the Welsh Language Standards.</p> <p>We sent a number of communications to staff about Hyb Cymraeg as well as articles on Staffnet, and a banner on the Staffnet homepage for a number of weeks in September 2024.</p> <p>On the Hyb we have listed some useful Welsh words and phrases for staff to use in meetings:</p> | | | |

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

Cyfarfod - Meeting
Cyfarfodau - Meetings
Agenda - Agenda
Cofnodion - Minutes
Yn bresennol - Present
Ymddiheuriadau - Apologies

Cofnodion y cyfarfod blaenorol - Minutes of the previous meeting
Cytunwyd ar gofnodion y cyfarfod blaenorol - The minutes of the previous meeting were agreed
Materion yn codi - Matters Arising
Nid oedd unrhyw faterion yn codi - There were no matters arising
Unrhyw fater arall - Any other business
Y cyfarfod nesa - The next meeting

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

We launched a Welsh Skills Assessment in January 2025. This was carried out through a Microsoft Form so has not impacted the Fusion reporting, unless staff members updated their Welsh skills on Fusion after completing the Welsh Skills Assessment. The Skills Assessment can be viewed [here](#). We have used the Welsh Skills Assessment to identify fluent speakers to use the new Cyfieithu Cyflym translation tool which we launched in April 2025. We asked all staff to complete the Welsh Skills Assessment. We then invite staff with the appropriate Welsh language skills to complete a short training session on iDev before granting access to Cyfieithu Cyflym.

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

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

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

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| | organisations about activities, events, job opportunities etc. | | |
| Responsibility | Vale of Glamorgan Council (Equalities and Welsh Language Team) in partnership with all Fforwm y Fro partners | Link to Corporate Plan Wellbeing objective | 1 – Creating great places to live, work and visit 3 – Giving everyone a good start in life |
| Update | | | |
| The Council launched a corporate Instagram account in November 2024. There are separate Welsh and English accounts, ensuring content is shared in both languages. There are separate corporate Facebook accounts for Welsh and English content. Again, content is put out in both Welsh and English. The corporate accounts share posts from partner organisations, including members of Fforwm y Fro such as Menter Bro Morgannwg, the Urdd, and the Regional Welsh Education Champion – Cymraeg i Bawb. | | | |
| 2.14 | Aims: Enable Welsh-medium education and social activities to be available to all residents of the Vale regardless of background or location | | |
| Activity | Partners to gather anonymous data and statistics on the people accessing Welsh medium education and social activities around diversity, socio-economic position and if they are from global majority communities. Equalities team to support partners with analysis of data and explaining why equalities monitoring is important. | Target by 2027 | Greater understanding of who accesses Welsh medium education and activities based on equalities monitoring: recognising and understanding why different groups do not access Welsh medium education and activities Using this understanding and the data to target awareness campaigns and promotion work. |
| Responsibility | Vale of Glamorgan Council (Equalities and Welsh Language Team) in partnership with all Fforwm y Fro Partners | Link to Corporate Plan Wellbeing objective | 1 – Creating great places to live, work and visit 3 – Giving everyone a good start in life 4 – Supporting and protecting those who need us |
| Update | | | |

The Council's Welsh Education Forum (WEF) works closely with schools, education teams and external partners to review Welsh medium education provision. A marketing and promotion campaign has been launched which will include targeting all residents of the Vale regardless of background and location about the benefits of Welsh medium education.

There are plans to consider a WEF Task and Finish group to investigate data and statistics and how these are collected.

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| 2.15 | Aims: Increase the contacts and networking with non-Welsh language organisations in the private and voluntary sectors | | |
| Activity | <p>Promote and encourage the Welsh language and multilingualism in general within sectors not directly covered by Welsh language legislation.</p> <p>Greater focus on bilingualism and upskilling staff Welsh language capabilities.</p> <p>Undertake a Welsh skills survey and awareness raising campaign in the town centres of Barry, Cowbridge and Penarth to promote the use of Welsh in local business. Involve schools in campaign.</p> | Target by 2027 | <p>Engage with the private and voluntary sectors in the Vale of Glamorgan.</p> <p>A visible sign in businesses across the Vale towns to highlight where people can use Welsh in the community.</p> |
| Responsibility | Vale of Glamorgan Council (Equalities and Welsh Language Team) in partnership with: Menter Bro Morgannwg; all Fforwm y Fro Partners, schools. | Link to Corporate Plan Wellbeing objective | <p>1 – Creating great places to live, work and visit</p> <p>5 – Being the best Council we can be</p> |

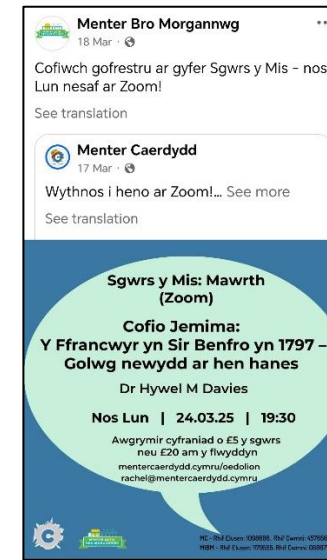
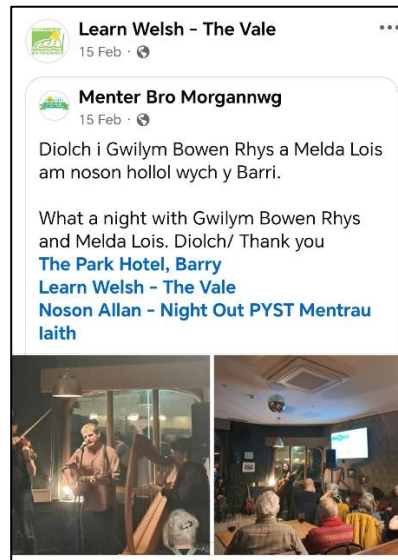
Update

The Youth Service have multiple contracts and Service Level Agreements in place with external organisations. Following the 2024 Estyn report, the Youth Service will be looking to be mindful of Welsh language opportunities and ensuring publicity is through Welsh-medium or bilingual.

Menter Bro Morgannwg carried out a campaign with local businesses for Diwrnod Shwmae Sumae to identify Welsh speaking staff. Local shops, cafes and salons took part, displaying the #HapusSiarad poster and participating in Menter's social media campaign. We want to build on the success of the campaign to create a directory for Welsh speakers in the Vale of Glamorgan.

Theme 3: Creating favourable conditions – infrastructure and context

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| 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 | | | |
| <p>The Vale of Glamorgan Council, Menter Bro Morgannwg, Learn Welsh the Vale, Welsh medium schools, and Cardiff and Vale College regularly share details of Welsh language events and activities on their social media channels. Partners of Fforwm y Fro also regularly share each other's posts. This was a point of discussion in the second Fforwm y Fro meeting: members were keen to ensure events were advertised widely to best promote the Welsh language. Social media is recognised as a key means of communication with Welsh speakers and wider members of the community.</p> <p>Here are some examples of sharing other partners' posts and events:</p> | | | |



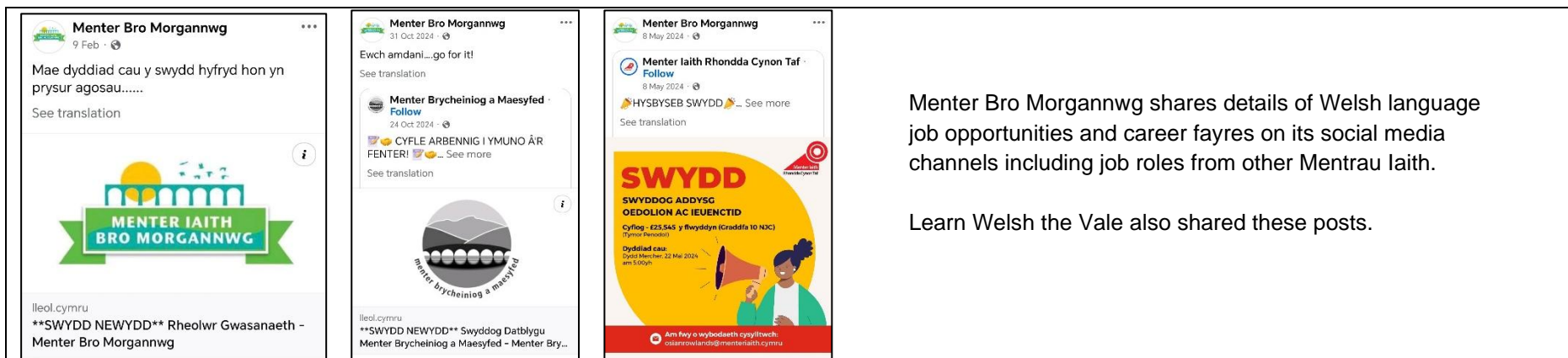
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| 3.2 | Aims: Support and promote careers/jobs fairs aimed at promoting bilingual skills as work-related skills | | |
| Activity | <p>Support and help promote careers/jobs fairs run and administrated by partner organisations.</p> <p>Support employability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

Urdd; Cardiff and Vale Health Board; regional partners, for example, neighbouring local authorities

Update

The Vale of Glamorgan Council predominantly uses its corporate LinkedIn account to share information about job opportunities and vacancies, however some job roles are advertised on Facebook. Job and career fayres are advertised on Facebook and the corporate account also shares similar posts by other organisations and members of Fforwm y Fro.





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

Learn Welsh the Vale also shared these posts.

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

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

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

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| | | objective | 4 – Supporting and protecting those who need us |
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Update

The Vale Childcare & Early Years team provide advice, support and guidance to the development of breakfast, afterschool clubs and holiday provision. Financial support is also made available to the out of school sector to support the setup of new provision/places or sustainability for an existing setting who is at risk of closure. Recruitment and retention of staff, particularly Welsh speaking childcare staff, remains a challenge. A recruitment campaign continues to take place to promote childcare as a career.

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 after-school clubs, with after-school care often provided by school staff or sometimes external organisations. This can mean that provision is not always in Welsh. Some schools are aware of local childcare providers who do wraparound care, but the majority are in English. The Cylch Meithrin in Cowbridge provides Welsh language wraparound childcare for Ysgol Iolo Morgannwg. There is not a lot of Welsh language child care available in the Vale of Glamorgan, which partners in Fforwm y Fro discussed and are looking to address. Cardiff and Vale College offer courses and qualifications in childcare, which can also be delivered in Welsh.

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

Update



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

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

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

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| 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 | | | |
| <p>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.</p> <p>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.</p> | | | |
| 3.6 | Aims: Provide Staffnet support for Welsh speakers and learners | | |
| Activity | Use Staffnet to host and maintain a Welsh Hyb / Hyb Cymraeg to signpost staff to useful resources, Welsh language courses, community activities, and legislative guidance. | Target for 2027 | Continue to develop the Hyb, including a page for Welsh education and calendar of events |
| Responsibility | Vale of Glamorgan Council; Learn Welsh the Vale; Vale of Glamorgan Council Welsh Language Officer. | Link to Corporate Plan Wellbeing objective | 1 – Creating great places to live, work and visit 5 – Being the best Council we can be |
| Update | | | |

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



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

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



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

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



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| 3.8 | Aims: Review memberships of local and regional Welsh language networks | | |
| Activity | Fforwm y Fro to review memberships of local and regional Welsh language networks and update as necessary, inviting “missing” partners to attend the Fforwm y Fro and other groups. | Target by 2027 | Increase participation from other partners/sectors, for example, Cardiff and Vale University Health Board, housing associations, community and third sector organisations. |
| Responsibility | Vale of Glamorgan Council (Equalities and Welsh Language Team) in partnership with: Menter Bro Morgannwg; all Fforwm y Fro partners | Link to Corporate Plan Wellbeing objective | 1 – Creating great places to live, work and visit 5 – Being the best Council we can be |
| Update | | | |
| Fforwm y Fro met twice during 2024/25. In the next meeting, we will ask members to identify people or organisations who would be interested in the work of the group and the promotion of Welsh language in the Vale of Glamorgan who we could invite to join the Fforwm. We will also consider relevant services in the Vale of Glamorgan Council who could join. | | | |

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| 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 | | | |
| <p>Fforwm y Fro met twice in 2024/25. It was a useful way to get organisations with a specific interest in the Welsh language in the Vale of Glamorgan together and build connections and collaborations. We look forward to continue to grow the Fforwm over the next years.</p> <p>We continue to be part of Grwp Deddf and Rhwydiaith, meeting on a monthly basis and attending any in-person conference events. We are also part of a lively Teams channel for Grwp Deddf, which is a helpful source of support and guidance. We attend Cymraeg i Bawb quarterly meetings and the Welsh Education Officer is on the governance board, attending additional meetings for the Regional Welsh Education Partnership.</p> <p>We have built strong relationships with other regional authorities, the local schools, organisations such as Menter Bro Morgannwg, and will continue to develop these relationships and work together on projects as and when they arise.</p> | | | |
| 3.10 | Aims: In line with the WESP, develop projects under the Sustainable Communities for Learning Programme (previously 21st Century Schools) | | |
| Activity | Develop more Welsh-medium schools, centres for adult and community learning, immersion, community groups as part of our strategic outline programme. | Target for 2027 | On-going |
| Responsibility | Vale of Glamorgan Council in partnership with all Fforwm y Fro partners; WESP group | Link to Corporate Plan Wellbeing objective | 1 – Creating great places to live, work and visit 2 – Respecting and celebrating the environment 3 – Giving everyone a good start in life 4 – Supporting and protecting those who need us |

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| | | | 5 – Being the best Council we can be |
| <p>Update</p> <p>Following the public consultation into the proposal to expand Ysgol Iolo Morgannwg in 2023/24, we appointed KIER construction to develop the new Ysgol Iolo Morgannwg school building on the Clare Gardens site in Cowbridge.</p> <p>The Council's Sustainable Communities for Learning (SCfL) team received Cabinet approval to proceed with the Post Construction Services (PCS) of the project, which means we should be able to sign contracts and get on site by the summer.</p> <p>We carried out a feasibility assessment on land in the Western Vale with regards to a site for a new Welsh medium secondary school. The Sustainable Communities for Learning team will continue to look at this project.</p> | | | |
| 3.11 | <p>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</p> | | |
| 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 | <p>1 – Creating great places to live, work and visit</p> <p>2 – Respecting and celebrating the environment</p> <p>5 – Being the best Council we can be</p> |
| <p>Update</p> <p>The Welsh Language Commissioner provided an information session on place names and street signs. We aimed to share the recording with the relevant team in Highways, but have not received the recording from the Commissioner as yet. We corresponded with the Highways team to confirm the Street Naming Policy that was reviewed and updated in 2020 had been approved.</p> | | | |

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

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| 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 | | | |
| <p>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.</p> <p>We have started work to update the Linguistic Skills Strategy to integrate within the emerging People Strategy and recruitment and retention policies.</p> | | | |
| 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 | | | |
| <p>There are plans in place to review and update the action plan in line with a new Welsh Language Promotion Strategy in 2027. As with the review in 2024/25, we will engage responsibility parties and Fforwm y Fro in revising and updating the action plan.</p> | | | |