

Blaenau Gwent County Borough Council

Draft

Welsh Language Promotion Strategy

2022-27

This plan has been developed under the requirements of the Welsh Language requirements of Welsh Language Standard 145 under the Welsh Language Standards (No. 1) Regulations 2015.

This document is available electronically on Blaenau Gwent Council's website on '[The Welsh Language in Blaenau Gwent](#)' page and paper copies are available in Blaenau Gwent's local libraries and community hubs.

If you would like to receive a copy of this document in another format, you can contact the Policy & Partnerships Team by emailing pps@blaenau-gwent.gov.uk or by writing to

Blaenau Gwent County Borough Council

General Offices

Steelworks Road,

Ebbw Vale

Blaenau Gwent

NP23 6AA



Mae'r ddogfen hon ar gael yn Gymraeg

This document is available in Welsh

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Foreword

We are pleased to introduce our second Welsh Language Promotion Strategy 2022/27.

The plan is aligned with the [Blaenau Gwent Corporate Plan 2022/27](#) which recognises Welsh as being a key performance measure for achieving our priorities over the next five years, including contributing to the [Well-being of Future Generations \(Wales\) Act 2015](#) national well-being Goal of '*a Wales of vibrant culture and thriving Welsh language*'.

Developed alongside our local Welsh language organisations as well as our key stakeholders and partners during our formal consultation process, who are fundamental in helping us to achieve our objectives and intended steps, the plan clearly sets out our intentions for promoting the Welsh language, increasing its use and the number of Welsh speakers within our communities, places of work and educational settings.

Since our last plan Blaenau Gwent has made positive progress towards supporting Welsh Government's [Cymraeg 2050: A million Welsh speakers](#). For example, planning approval has been granted for new Welsh Medium Primary School in Tredegar. The 210-place 'seedling' school demonstrates the Council's ongoing commitment to increasing its Welsh education opportunities through the delivery of our [Welsh in Education Strategic Plan 2022/32](#).

We look to build on our progress and will continue to demonstrate our ongoing commitment to increasing the use of the Welsh language over the next five years as well as raising its profile across Blaenau Gwent.

May I take the opportunity to thank everyone who helped support us in developing the plan.



Leader

Cllr Steven Thomas



Chief Executive

Damien McCann

1. Introduction

This is the Council's second Welsh Language Promotion Strategy 2022/27 which meets the Welsh Language Standards (No. 1) Regulations 2015. It has been developed following an assessment of progress against our first plan in-line with Welsh Language Standard (146). For further information please see Section 2, 'Assessing our progress: Welsh Language Promotion Strategy 2017/22'.

The plan is aligned and recognised within the [Blaenau Gwent Corporate Plan 2022/27](#) and will support the Council's vision of '*Blaenau Gwent – a place that is fair, open, and welcoming to all by working with and for our communities*'. In identifying Welsh as a key performance measure for helping us to achieve our priorities, positively demonstrates our commitment and continued support towards raising the profile and use of the Welsh language.

The five-year plan sets out our three objectives and our intended steps for promoting the Welsh language, increasing its use and the number of Welsh speakers within our communities, places of work and educational settings. For further information please see Section 4 'Our Objectives' and Section 10 'Our Action Plan'.

The plan has been developed alongside local Welsh language organisations, as well as our key stakeholders and partners during our formal consultation process. Recognising the value of joined up working in supporting the plans delivery as well as the continued involvement of people who live, work, or visit Blaenau Gwent. For further information please see Section 9 'Our Partners'.

2. Assessing our progress: Welsh Language Promotion Strategy 2017/22

Covid-19 (March 2020 – December 2021)

Please note that during the delivery of the Welsh Language Promotion Strategy 2017-2022 local authorities were responding to the global pandemic.

This had a direct impact on the delivery of our five-year strategy and is reflected in our assessment.

To assess the progress made against our first Welsh Language Promotion Strategy 2017/22 we considered the following:

- Reviewed to what extent we achieved our three objectives, through the delivery of actions reported via our Welsh Language Annual Monitoring Report and Welsh in Education Strategic Plan Annual Report.
- Reviewed feedback received from our Local Welsh language organisations and partners via the Blaenau Gwent Welsh Network.

For further information please refer to Annex 1.

3. An overview of Blaenau Gwent

Results from the 2021 Census found that Blaenau Gwent's population size has decreased by 4.2%, from around 69,800 in 2011 to 66,900. This is the second largest percentage reduction in population of 22 local authorities in Wales and Blaenau Gwent is one of only seven local authorities with a reduction in population. This also means that Blaenau Gwent now has the second smallest population in Wales, while in 2011 it had the third smallest population. Overall, in Wales, there was a population increase of 1.4%, increasing by 44,000 to 3,107,500.

The 2021 Census identified 4,035 Welsh speakers living in Blaenau Gwent, which equated to 6.2% of its population, this was a decrease compared to the 2011 Census, which showed 7.8% (n5,284) spoke Welsh.

The Well-being National Indicators Report fluency levels have remained stable at 10-11% across Wales since 2012-13. The percentage of people who can speak Welsh but not fluently is 24% (which has been increasing over recent years).

The Annual Population Survey for Wales (July 2021 to June 2022) reported that 29.7% of people aged three or older were able to speak Welsh. This figure equates to around 899,500 people. This is 0.5 percentage points higher than the previous year (year ending 30 June 2021), equating to around 13,700 more people. Notably the lowest numbers of Welsh speakers across Wales are in Blaenau Gwent (11,000) which is also the lowest percentage at 16.6%.

The National Population Survey for Wales (April 2021 to March 2022) reported that in Blaenau Gwent only 12% (approximately 8,029) of the total population understands spoken Welsh with there being no significant change since the 16/17 survey results. Furthermore, only 10% (approximately 6,690) of the total population can read Welsh. This corresponds with findings that 61% (approximately 40,809) of the total population can only speak a little Welsh; and 81% (approximately 54,189) cannot speak Welsh.

Interestingly, the report also found that 97% (approximately 64,893) of the total population do not use Welsh as part of their everyday life, whereas the Census 2011 data reported that 7.8% of the total population speaks Welsh. Therefore, potentially nearly half of Blaenau Gwent's Welsh language speakers (3.8%, approximately 2,542) are not using their Welsh language skills. Further research to determine to what extent this is the case and the reasons why Welsh language speakers are not using their abilities as part of everyday life needs to be explored, however the findings could be an indicator of the potential lack of opportunity or confidence to use the Welsh language. These are the types of issues which this plan will look to address through proactive promotional campaigns to encourage greater Welsh language use.

According to the Pupil-level Annual School Census (PLASC) 2019-20, Year 1 Cohort (total of 728 pupils), 29 pupils (4%) are taught via the medium of Welsh. In-line with Cymraeg 2050 Strategy - the target is for 75 (10%) of Year 1 Cohort to be

taught via the medium of Welsh (6 percentage point increase). Furthermore, the School Workforce Annual Census (SWAC) 2019-20, reported that very few primary and secondary school practitioners identify as having high level Welsh language skills or being proficient. For example, within the primary phase only 12% can teach through the medium of Welsh (total staff 228, 27 can); within the secondary phase only 4% can teach through the medium of Welsh (total staff 82, 3 can); and within post-16 settings only 1% of staff have Welsh language fluency.

4. Our Objectives

Vision

Welsh Government has committed to 'A million Welsh speakers by 2050.'

Objectives

Blaenau Gwent has identified the following three Welsh Language Promotion objectives to work with our partners on:

1. We will promote and encourage the use of the Welsh language within families and the community.
2. We will increase the provision of Welsh language education and informal activities for children and young people.
3. We will increase opportunities for people to use Welsh in the workplace.

5. Our five-year target

Welsh Language Standard 145 sets out a requirement to set “a target (in terms of the percentage of speakers in your area) for increasing or maintaining the number of Welsh speakers in your area” by 2027 and “a statement setting out how you intend to reach that target”.

In order to comply with the Welsh Governments vision of 1 million Welsh speakers by 2050 Blaenau Gwent would require a 46% increase over the next 28 years.

To meet a target of 46% increase of Welsh speakers by 2050, we would need to gain an additional 1,856 Welsh speakers against the 2021 Census' Blaenau Gwent baseline of 4,035.

Therefore, this represents an average annual increase of 66 additional Welsh speakers i.e., 4% of the target figure of an additional 1,856 in Blaenau Gwent for the next 33 years.

We projected to have an additional 350 Welsh speakers by the end of our first Welsh Language Promotion Strategy 2017-22. If achieved, we would need to gain an additional 1,974 Welsh speakers in Blaenau Gwent over the remaining 28 years of the Cymraeg 2050 plan.

To achieve this target, Blaenau Gwent County Borough Council will need to work in partnership with a broad range of partners to promote Welsh language in education settings and more easy-to-access opportunities in communities; and promote Welsh in the workplace (*subject to population size*).

Positive steps towards increasing our Welsh language education provision have been achieved through our Welsh in Education Strategic Plan, including the planning approval being granted for a new Welsh Medium Primary School in Tredegar. The 210-place 'seedling' school demonstrates the Council's ongoing commitment to increasing its Welsh education opportunities through the delivery of our [Welsh in Education Strategic Plan 2022/32](#).

6. Legislative background

Welsh Language Standards

The Council has a legal obligation to produce this plan under the Welsh Language (Wales) Measure 2011, Standard 145 and Standard 146 as set out below:

Standard 145

You must produce, and publish on your website, a five-year strategy that sets out how you propose to promote the Welsh language and to facilitate the use of the Welsh language more widely in your area; and the strategy must include (amongst other matters) –

- a) a target (in terms of the percentage of speakers in your area) for increasing or maintaining the number of Welsh speakers in your area by the end of the 5-year period concerned, and
- b) a statement setting out how you intend to reach that target; and you must review the strategy and publish a revised version on your website within 5 years of publishing a strategy (or of publishing a revised strategy).

Standard 146:

Five years after publishing a strategy you must –

- (a) assess to what extent you have followed that strategy and have reached the target set by it, and
- (b) publish that assessment on your website, ensuring that it contains the following information –
 - (i) the number of Welsh speakers in your area, and the age of those speakers
 - (ii) a list of the activities that you have arranged or funded during the previous 5 years in order to promote the use of the Welsh language.

Welsh Government's [Cymraeg 2050: A million Welsh speakers](#)

Welsh Government has set its vision for achieving one million speakers by 2050 across Wales. This is a significant challenge for Blaenau Gwent, which consistently has the lowest use of Welsh Language in Wales, along with other Authority areas in South East Wales.

Nevertheless, Blaenau Gwent County Borough Council is committed to making a valued contribution towards this ambitious target, where together, we can grow the Welsh language and promote bilingual opportunities.

Well-being of Future Generations (Wales) Act 2015

The Well-being of Future Generations (Wales) Act 2015 is ground-breaking legislation which aims to improve the social, economic, environmental, and cultural well-being of Wales and create a Wales that we all want to live in, now and in the future. Achieving our Welsh Language Promotion Strategy 2022/27 will help contribute to the national well-being goal for 'a Wales of vibrant culture and thriving Welsh language', alongside other national well-being goals by supporting the achievement of Blaenau Gwent's Corporate Plan 2022/27.

Welsh Language (Wales) Measure 2011

The Welsh Language (Wales) Measure 2011 sets out to modernise the legal framework regarding the use of the Welsh language in the delivery of public services. In September 2015, the Council was issued its Welsh language [Compliance Notice](#).

The aim of the Welsh Language Standards is to:

- Improve the services Welsh-speakers can expect to receive from specified organisations in Welsh
- Increase the use people make of Welsh-language services
- Make it clear to organisations what they need to do in terms of the Welsh language; and
- Ensure that there is an appropriate degree of consistency in terms of the duties placed on bodies in the same sectors.

The measure also established the role of an independent Commissioner for the Welsh language whose aim is to promote and facilitate the use of the Welsh language via the following two principles:

- In Wales, the Welsh language should be treated no less favourably than the English language
- Persons in Wales should be able to live their lives through the medium of the Welsh language if they choose to do so

Welsh Government's [More than just words 2022/27](#)

Welsh Government's More than just words 2022/27 is a Welsh language plan for health and social care which aims to ensure people can access the care they deserve and require in the preferred language choice. It aims to improve and promote Welsh language services across all health settings, in recognition of this helping to improve well-being outcomes for individuals in-line with the Social Services and Well-being (Wales) Act 2014. Under the Act's Code of Practice, local

authorities are required to ensure Welsh language services are included within service planning and delivery and that services are offered in Welsh, to Welsh speakers, without them having to request it as required by the 'Active Offer'.

7. Policy background

Blaenau Gwent Corporate Plan 2022/27

Our Corporate Plan sets out the Council's vision, values, and priorities for 2022/27. It sets out the main priorities we will be delivering against to begin transforming Blaenau Gwent into a more prosperous and welcoming area and how we intend to achieve real outcomes for our local people and communities, now and in the future. The plan is a requirement under the Well-being of Future Generations (Wales) Act 2015.

The Act intends to make the Council think more about the long term, work better with people and communities, look to prevent problems, and take a more joined-up approach.

Our four main priorities are:

1. Maximise learning and skills for all to create a prosperous, thriving, resilient Blaenau Gwent.
2. Respond to the nature and climate crisis and enable connected communities.
3. An ambitious and innovative council delivering quality services at the right time and in the right place
4. Empowering and supporting communities to be safe, independent, and resilient

We have identified the achievement of our Welsh Language Promotion Strategy 2022/27 as being integral to the delivery of our corporate priorities. Including Welsh as a key performance measure, reflects our commitment and continued effort to improve our Welsh language service offer; increase the use of Welsh and the number of people with Welsh language skills in our area, despite the area having the lowest number of Welsh language speakers. For further information, please see Section 3 'An Overview of Blaenau Gwent'.

Blaenau Gwent's Welsh in Education Strategic Plan 2022/27

The School Standard and Organisation (Wales) Act 2013 places a statutory requirement on local authorities to prepare and introduce a Welsh in Education Strategic Plan (WESP). The WESP sets out how the local authority will carry out its education functions to improve and increase the use of Welsh in Education over the next ten years. The plan will contribute towards the achievement of this plan and Welsh Government's Cymraeg 2050 – 1 million speakers initiative.

Blaenau Gwent's Strategic Equality Plan 2020-24

The plan sets out our equality objectives which aims to strengthen and advance equity across all our service areas to deliver outcomes of equality for residents, communities, staff, and visitors in-line with our Public Sector Equality Duty under the Equality (Wales) Act 2010. We recognise achievement of our equality

objectives will help to achieve delivery of our Welsh Language Promotion Strategy 2022/27 objectives and vice versa.

8. Our consultation method

In meeting the requirements of Welsh Language Standard 146 the Council undertook a review of its first Welsh Language Promotion Strategy 2017/22 to assess the extent we met what we said we would do to promote and increase the use and number of Welsh speakers in our area.

To help us do this we considered key data and information (quantitative research) as well as proactively engaged our local partners and key stakeholders to gain citizen and professional insight to determine what we did well; where we can improve and whether there are any gaps in our approach to achieving our target.

Our consultation method was delivered in two phases:

Phase One – Informal consultation (November 2020 – February 2021)

Led and facilitated by our partner Menter Iaith BGTm, the Blaenau Gwent Welsh Network group was established in November. The group held its first meeting online and held a workshop to discuss feedback gathered from a preliminary survey to reflect on progress against our first Welsh Language Promotion Strategy 2017/22 and to consider opportunities for developing our second Welsh Language Promotion Strategy 2022-27.

General feedback

- Better promotion of the formal strategy (more visible to the public).
- Need for measurable targets and regular action plan progress evaluation.
- Better alignment with the Welsh in Education Strategic Plan.
- Action to map programmes and projects already being delivered.
- More information about partners and local Welsh organisations (e.g., Blaenau Gwent Welsh Society).

Achieving our targets

- Welsh in the workplace – promote Welsh language training being available during work time.
- Community – support community and cultural events which promote the use and awareness of the Welsh language and Welsh-medium education.
- Children & Young People, Family – Greater promotion of support available for non-Welsh speaking parents and extra-curricular activities.

Ideas on changing attitudes towards the Welsh language

- Develop promotional videos in English which showcase local Welsh-speakers stories; cultural history; and why the language is important.
- Ensure all children learn Wales's National Anthem.

Suggestions on how the local authority can support local groups to increase the community use of Welsh

- Community grants or rewards scheme for local Welsh language groups.

- Create informal chat groups and run /support events (e.g., Welsh festivals).

Additional consultation feedback on Blaenau Gwent Council's Welsh in Education Strategic Plan 2022/32 via the Welsh in Education Forum was also considered and used to inform our review.

Phase Two – Statutory consultation (December 2022)

Our statutory consultation period was supported by an online survey, workshops, and a range of informal engagement activities during December 2022 which was promoted extensively through social media and via our established groups and networks.

Engaging with a wide range of stakeholders listed below as well as our partners (please see Section 8 'Our Partners'), we also undertook targeted engagement to ensure we were reaching key community groups and residents to get involved and share their views on our draft Welsh Language Promotion Strategy 2022/27:

- Corporate Leadership Team & Wider Corporate Leadership Team
- Blaenau Gwent Council Staff
- Members
- Blaenau Gwent Secondary & Primary Schools (pupils & parents)
- Blaenau Gwent Community Hubs
- Blaenau Gwent Welsh Network - Workshop
- Blaenau Gwent Welsh in Education Forum - Workshop
- Gwynllyw Secondary School (pupils & parents)
- Welsh Language Commissioner
- (Blaenau Gwent Welsh Society)
- Grŵp Deddf
- Cymdeithas Cymraeg Blaenau Gwent
- Youth Forum & Blaenau Gwent Youth Network
- Older People's Network
- Blaenau Gwent Citizen Panel
- PSB Engagement Group
- Blaenau Gwent Local Delivery Partnership

9. Our partners

We know by working together with our partners and key stakeholders we will be able to achieve more. Below is a list of some of the key organisations, agencies and groups who will help support us to deliver the aims and objectives of this plan:

Menter Iaith BGTm

Menter Iaith is a voluntary organisation aimed at promoting the Welsh language.

Menter Iaith BGTm was established in 2007 making it one of the youngest Welsh Language Initiatives, or 'Mentrau Iaith' amongst the 22 that exist across Wales. The Menter serves three counties – Blaenau Gwent, Torfaen, and Monmouthshire.

Practically, the 'Mentrau Iaith' were established to arrange a variety of events for people of all ages, background, and linguistic ability to enjoy and socialise in Welsh including parents, families, children and young people, adults, and learners. The Mentrau offer community events and activities to promote use of the Welsh language.

Urdd Gobaith Cymru

Urdd Gobaith Cymru is a National Voluntary Youth Organisation with over 55,000 members between the ages of 8 – 25 years old. Since 1922, they have provided opportunities through the medium of Welsh for children and young people in Wales to enable them to make positive contributions to their communities.

Mudiad Meithrin

Mudiad Meithrin was established in 1971 to help nurture a rich landscape of Welsh-medium play and learning experiences for children from birth to school-age.

A voluntary organisation who is passionate about celebrating and encouraging the use of the Welsh language.

Blaenau Gwent Welsh Network

Led and facilitated by Menter Iaith BGTm, the network brings together a mix of organisations and agencies who directly support the promotion and use of the Welsh language, including key local authority services, and Blaenau Gwent citizens to support the delivery of the Welsh language Promotion strategy.

The purpose of the group will be to support the monitoring and evaluation of progress against delivering the plan on a quarterly basis. Linking with Blaenau Gwent Council's corporate performance management arrangements.

Blaenau Gwent Welsh in Education Forum (WEF)

Led and facilitated by Blaenau Gwent Council, the Welsh in Education Forum is the strategic driving force behind the Council's 10-year Welsh in Education Strategic Plan 2022/27 (WESP) whose role is to monitor and evaluate progress.

The forum meets every term, with dedicated sub-groups taking place in and around meetings, to focus on specific themes. The Forum provides a formal channel of communication between key partners and stakeholders, who work collectively towards achieving the vision, aims, objectives strategic priorities and targets set out within the plan and Blaenau Gwent Council's Welsh Language Promotion Strategy 2022/27.

Blaenau Gwent Welsh Society

All Blaenau Gwent Secondary and Primary Schools

Urdd Club in Ysgol Gyfun Gwynllyw

[Blaenau Gwent Learning Zone - Coleg Gwent](#)

[Learn Welsh Gwent](#)

[Blaenau Gwent Council's Family Information Service](#)

RhAG (Rhieni dros Addysg Gymraeg / Parents for Welsh Medium Education)

Rhywdlaith Regional Network

The Rhywdlaith Network is made up of council members and Welsh Local Government Association members, including national park authorities, and fire and rescue services with guest speakers being invited when necessary and was established in December 2021. The purpose of the network is to provide opportunities to share good practice, and to discuss ways of overcoming common challenges and share strategic ideas to support greater engagement with the Welsh language.

Grŵp Deddf

Grŵp Deddf as their motto 'working for the language' would suggest is a group that acts as a support network to officers with responsibility for ensuring compliance with the Welsh Language Standards across South East Wales. The group was established in 1998 and since the implementation of the Standards, they have expanded considerably. There are now 50 different member organisations, including the Welsh Government, Local Government, the health sector, education institutions, national organisations, emergency organisations and partner organisations.

Regional Officers Network – More than just words

[Gwent Public Services Board](#) & Blaenau Gwent's Local Delivery Partnership

10.Delivering Our Objectives – Action Plans

Families and Community	
Objective 1: <i>Working with our partners we will promote and encourage the use of the Welsh language within families and the community.</i>	
Indicator(s): <ul style="list-style-type: none"> The number of Welsh language activities which are arranged and held within communities across the county borough. The % increase in Welsh Medium childcare admissions. 	
Outcomes: <ul style="list-style-type: none"> More people engage with the Welsh language. More people attain fluency in the Welsh language. More Council employees can use Welsh Language. 	
Action Reference	Action
Action 1.1	Map and promote informal Welsh / bilingual social activities provided in Blaenau Gwent through a range of channels i.e., website, social media, posters etc.
Action 1.2	Promote opportunities for more formal learning i.e., cwrs Mynediad etc.
Action 1.3	Promote leisure opportunities through the medium of Welsh
Action 1.4	Promote and evaluate access channels (i.e., website, social media, C2BG etc.) to local authority services in the medium of Welsh in line with the Welsh Language Standards
Action 1.5	Increase the number of children, young people and adults who declare their language preference (Welsh/English/bilingual) in relation to how they engage with local council services
Partners: We will be working with the following partners to achieve this objective: Children, young people and adults in Blaenau Gwent, Coleg Gwent, Blaenau Gwent Learning Zone, Learn Welsh Gwent, Menter Iaith, Aneurin Leisure Trust, Aneurin Bevan University Health Board, Mudiad Meithrin, Urdd Gobaith Cymru, South East Wales Regional Forum, Blaenau Gwent Council's Family Information Service, RhAG (Rhieni dros Addysg Gymraeg / Parents for Welsh Medium Education), Welsh Language Youth Forum, Urdd Gobaith Cymru, Urdd Club in Ysgol Gyfun Gwynllyw, Grŵp Deddf, Corporate Equality Network, All Schools, Welsh Language Commissioner's Office	

Children and Young People	
Objective 2: <i>To increase the provision of Welsh language education and informal activities for children and young people</i>	
Indicator(s): <ul style="list-style-type: none"> • Number of children in WM early year provision • Transition rates from WM primary to WM secondary 	
Outcomes: <ul style="list-style-type: none"> • More people engage with the Welsh language. • More people attain fluency in the Welsh language. • More Council employees can use Welsh Language. 	
Action Reference	Action
Action 2.1	Increase the early year's provision offer to stimulate parental demand
Action 2.2	Increase transition rates from Welsh-medium nursery provision to Ysgol Gymraeg Bro Helyg
Action 2.3	Raise the profile and levels of participation for Welsh-medium education
Action 2.4	Promote extra-curricular Welsh language/bilingual activities and social opportunities for children and young people from both Welsh medium and English medium schools
Action 2.5	Promote opportunities for parents/carers/grandparents to improve their Welsh language / bilingual skills to support their children through Welsh / bilingual education
Partners: We will be working with the following partners to achieve this objective: Children, young people and adults in Blaenau Gwent, Coleg Gwent, Blaenau Gwent Learning Zone, Learn Welsh Gwent, Menter Iaith, Aneurin Leisure Trust, Mudiad Meithrin, Urdd Gobaith Cymru, South East Wales Regional Forum, Blaenau Gwent Council's Family Information Service, RhAG (Rhieni dros Addysg Gymraeg / Parents for Welsh Medium Education), Welsh Language Youth Forum, Grŵp Deddf, Corporate Equality Network, All Schools, Welsh Language Commissioner's Office	

Welsh in the Workplace	
Objective 3: <i>To increase opportunities for people to use Welsh in the workplace</i>	
Indicator(s): <ul style="list-style-type: none"> The number of staff employed by partner organisations who use the Welsh language in the workplace. The number of staff learning Welsh. The number of positions advertised encouraging Welsh language skills 'essential', 'desirable' and 'willing to learn'. 	
Outcomes: <ul style="list-style-type: none"> More people engage with the Welsh language. More people attain fluency in the Welsh language. More Council employees can use Welsh Language. 	
Action Reference	Action
Action 3.1	Increase the number of employees who can use Welsh via training and encourage them to wear the 'Dysgu' badges to help Welsh learners socially and improve their confidence.
Action 3.2	Encourage Welsh-speaking employees to improve their fluency in Welsh via training and encourage them to wear the 'Cymraeg' badges to help promote bilingual services.
Action 3.3	Promote Welsh language awareness and language training courses and encourage more employees to attend these
Action 3.4	Provide a range of guides and support materials to increase engagement with and confidence in the use of Welsh language in the workplace
Action 3.5	Support all departments to effectively implement the Welsh language standards as per the Council's Compliance Notice
Action 3.6	Effectively monitor the jobs within the Council advertised that go through the Welsh language assessment process
Action 3.7	Provide informal opportunities for colleagues to engage with each other in the medium of Welsh
Action 3.8	Increase Welsh language skills of Social Services staff in-line with More than just words 2022/27 strategy

Partners: We will be working with the following partners to achieve this objective:

Blaenau County Borough Council employees, Menter Iaith, Coleg Gwent, Blaenau Gwent Learning Zone, Learn Welsh Gwent, Aneurin Leisure Trust, Grŵp Deddf, Corporate Equality Network, all School-based staff, Welsh Language Commissioner's Office

Monitoring Arrangements

We will track our progress against the delivery of the plan by considering a range of performance data, including a review of key indicators we have identified within our strategy on a quarterly basis, including information provided via our business planning arrangements.

This will be monitored by a new Corporate Equality/Welsh Network which is to be established to support the delivery of these two statutory policy areas. Representation on the group will include middle to senior managers from key service areas, including the Professional Lead for Engagement, Equality & Welsh, who are instrumental in supporting us achieve our objectives through action and will be accountable for ensuring the Council is meeting its requirements under the Welsh Language Standards (No. 1) Regulations 2015.

The Corporate Equality/Welsh Network will work alongside the Blaenau Gwent Welsh Network and will also play an important role in helping to monitor performance on a quarterly basis as well as acting as the driving force for supporting the delivery of our action plans over the next five years.

Also, the Council's Welsh in Education Forum who monitor the implementation of the Welsh in Education Strategic Plan 2022/32 will provide key performance data (such as monitoring the provision of Welsh-medium education) for review. This is also reported annually to Welsh Government, with reports being taken via the Council's political processes annually, as well as the Sustainable Communities for Learning Programme Board and Admissions Forum.

All our quarterly performance information will be collated and used to inform our Welsh Language Annual Monitoring Report (Welsh Language Standards 158, 164 & 170) which is to be published in June each year up to 2027. The annual report will be presented for review via our professional and democratic arrangements, including our Corporate Leadership Team and scrutiny process via Corporate Overview and Performance Scrutiny Committee and Cabinet as part of their annual work programmes.

Annex 1

Assessment of Objectives and Actions WLPS 2017-2022

(Evidence/Data retrieved from WESP, BG Annual Reports 2016-2022, Partnerships feedback)

Objective 1 – We will promote and encourage the use of the Welsh language within families and the community

Action 1:1 - Promote informal Welsh / bilingual social activities provided in Blaenau Gwent through a range of channels i.e. website, social media, posters etc.

Action 1:2 – Promote opportunities for formal learning i.e. Cwrs Myndiad etc

Action 1:3 – Promote leisure opportunities through the medium of Welsh

Action 1:4 – Promote Welsh medium or bilingual services in line with e.g. national guidance such as ‘More than words..’

Action 1:5 - Promote and evaluate access channels (i.e. website, social media, C2BG etc.) to local authority services in the medium of Welsh in line with the Welsh Language Standards

Action 1:6 - Increase the number of children, young people and adults who declare their language preference

In order to encourage the use of the Welsh language within the community we need to ensure that the language is visible and accessible within the area. To do this we must, as stated in Action 1:5, ‘evaluate access channels to local authority services in line with the Welsh Language standards’, this has been actioned with a detailed review of the Blaenau Gwent website, with all pages and sub-sections being evaluated. This evaluation ensured all pages and related documents were available in Welsh with appropriate translation. Any areas that failed to present their information in line with the Welsh Language Standards were flagged and sent to their respective department heads for immediate amendments. This is intended as a continuous process not only from a legislative perspective but a desire to make our Welsh language version of the website as user friendly as possible. Thus encouraging Welsh language users to opt for the Welsh medium version of the site.

Internally the 'Welsh Language Guidance' on the Intranet has been updated in the past 6 months to make it more user friendly for those with little Welsh language ability. This includes amendments to the 'Standards Overview Document' to reflect procedures as we shift into the working from home model we have adopted on the back of the COVID-19 Pandemic. These revisions ensure our service delivery does not treat the Welsh language any less favourably. The telephone procedures also have been evaluated and developed to ensure a proactive approach to using our services through the medium of Welsh. Members of the call centre staff received in-house training from the Welsh Language

Support Officer prioritising compliance with Standards 8-22. This training covered how to make and answer calls effectively promoting the option to continue the call/access the service in Welsh, as well as general conversational Welsh to use when interacting with Welsh speaking members of the public.

In terms of the promotion of informal Welsh language activities we have identified this as an area to build on. There is provision in place for these activities and much work has been and is continuing to be done by our partners to provide opportunities for families and the community to use the Welsh language. The Aneurin Leisure Trust provides a range of leisure activities through the medium of Welsh, there is a Welsh society in place (Cymdeithas Cymraeg Blaenau Gwent) that promote activities through social media, Menter Iaith host numerous activities throughout the year from nature walks to quizzes to name a few. Despite the large amount of opportunities for Welsh language use socially when reviewing our position against objective 1 we acknowledge a need for mapping and monitoring of these opportunities in order to promote them effectively. This has been incorporated into the 2022-2027 plan and is a key action to be taken moving forward. We will achieve this by strengthening our existing partnerships and inviting prospective partners to play a part in the implementation of our new objectives over the coming five-year period. The council has recently reinstated the Welsh Language Support Officer role, and as such have the provision to have more consistent presence with the BG Welsh Network Forum, and aims to work more collaboratively with the surrounding councils while we implement the 2022-2027 Welsh Language Promotion Strategy. We aim to have updates on the 2022-2027 Promotion Strategy (for example a Welsh activity calendar update) as a statutory item on the agendas when meeting with our partners. This will aid the identification of successes against our objectives, and any challenging areas as we progress in order to rectify them as soon as they become apparent.

Objective 2 - To increase the provision of Welsh language education and informal activities for children and young people and to increase their awareness of the value of the language.

Action 2:1 - Increase the early year's provision offer to stimulate parental demand

Action 2:2 - Increase transition rates from Welsh-medium nursery provision to Ysgol Gymraeg Bro Helyg

Action 2:3 – Raise the profile and levels of participation for Welsh-medium learners

Action 2:4 – Improve Welsh medium learner outcomes

Action 2:5 - Work regionally with South East Wales Local Authorities and to promote Welsh medium opportunities in further and higher educational institutions

Action 2:6 - Promote extra-curricular Welsh language/bilingual activities and social opportunities for children and young people from both Welsh medium and English medium schools

Action 2:7 - Promote opportunities for parents/carers/grandparents to improve their Welsh language / bilingual

Over the five-year period of the 2017-2022 WLPS there is consistent evidence that the provision provided for children and young people that increases awareness of the value of the Welsh language. Promotion of Welsh language awareness and the opportunities to further your learning and use your existing skills is promoted to parents from the early stages of their child's life beginning with the role the health visitors play. Health Visitors have access to online modules through our Aneurin University Health Board Provision to develop their Welsh language skills and training surrounding language awareness can be delivered internally upon request as well as free Welsh language courses. It is made clear that it is the role of the Health Visitors to provide information on Welsh medium education by directing new parents to the Family Information Service. The Family Information Service provide information on the childcare, nursery and informal activities such as the Cymraeg i Blant services available. Furthermore, providing Welsh book start bags to new parents to encourage the use of Welsh as a family and contribute to the uptake of the Cymraeg i Blant provision.

Cymraeg i Blant is a Mudiad Meithrin project that has been growing since the publication of the 2017-2022 Promotion Strategy. They offer a range of weekly classes such as, Welsh Rhyme time and sign, Baby Massage and yoga, Cuppa & Cymraeg (online) and Me and my baby sessions for prospective and new parents on advantages of being bilingual (online) and more. In the past three years there has been a significant increase

of 229% in the number of groups on offer, with projections of further increase with the development of an additional Meithrin group in Tredegar.

There has been a steady upward five-year trend in the % of Welsh medium nursery places available within the Blaenau Gwent. Of these places there has similarly been an upward trend of places being filled, rising from 3% in 2017 to 6% in 2021 of the cohort. Therefore, it is evident that there has been more engagement with early year's provision (Jan 2021 PLASC Data). This is a clear indication of the fulfilment of Action 2:2 of the 2017-22 Welsh Language Promotional Plan to 'increase early years' provision offer to stimulate parental demand.' Places remaining available have broadly sat at 3% indicating that at present there is sufficient capacity to meet parental demand within Blaenau Gwent's Welsh medium nursery place availability. In addition, transition rates between primary and secondary for 2019/20 were 100%.

The Cabinet Secretary for Finance announced on 16th January 2018 that £30 million would be allocated to support capital projects dedicated to and growing Welsh language in education. The grant application process was initiated in March 2018. Blaenau Gwent Council received confirmation in October 2018, that they were successful in securing £6 million in creating additional primary provision. Following revenue implications, the project was put on hold early in 2019 pending discussions between the Council and Welsh Government. The Consultation process was then able to be initiated in December 2020 through till January 2021 post a financial review, it was determined at an informal Executive/Corporate Leadership team meeting in February 2020, that the project could proceed to statutory consultation stage - subject to a report to the Executive Committee in the autumn-term 2020. The response of the consultation process was positively in favour of the new school development with 93% of email and survey responses noting their support of the proposal. (8 email and 190 survey). This primary school is now scheduled to open in September 2023 admitting 210 students, a step that will needless to say contribute to our five-year target.

We believe we are in a good position for progression considering the factors above and aim to use our successes as springboards for increasing the provision of Welsh language education and informal activities for children and young people. Our improvements surrounding the mapping of activities available in the area detailed in Action 1:1 of the 2022-2027 Promotion Strategy will also play a part in succeeding with this objective. Using the mapping we will be able to identify areas with less engagement with informal social activities and target said areas leading to stimulation of parental interest in Welsh medium Education.

Objective 3 - To increase opportunities for people to use Welsh in the workplace

Action 3:1 – Increase the number of employees who can use Welsh and encourage them to wear the ‘Dysgu’ and badges to help Welsh learners socially and improve their confidence.

Action 3:2 - Encourage employees to improve their fluency in Welsh and encourage them to wear the ‘Cymraeg’ badges to help promote bilingual services.

Action 3:3 - Promote Welsh training courses and encourage more employees to attend these

Action 3:4 - Provide a range of guides and support materials to increase engagement with and confidence in the use of Welsh language in the workplace.

Action 3:5 - Support all departments to effectively implement the Welsh language standards as per the Council’s Compliance Notice.

Action 3:6 - Effectively monitor the jobs within the Council advertised that go through the Welsh language assessment process.

In accordance with Standard 127 stating that ‘a body must assess the Welsh language skills of its employees’ and by extension document this tracking in their Annual Report as per Standard 170. Looking at this data we can see some indication of the progression in the opportunities provided for staff to use their Welsh language skills in the Blaenau Gwent Council workplace.

Following the introduction of the promotion strategy, 2017, we saw an increase, 3%, in the number of employees who have categorized themselves as being able to speak, a little, moderately, quite well or fluently, from the previous annual report in 2016. 2017-2018 annual report does not report language preferences. The following report, 2018- 2019, noted, on the councils iTrent Organizational Development System, 3 employees as having as their language preference as Welsh. 2019-2020 saw a significant increase in this number with an additional 12 employees indicating a Welsh language preference. Since this increase, a self-service system has been introduced enabling staff to amend their language preferences freely. The following years have seen a consistent number of employees with Welsh Language speaking abilities. Remaining at a steady 19% of the staff body. Since 2016, all roles within the council are advertised as Welsh Language Skills desirable, this has remained a policy throughout the 5-year promotion plan. A number of roles (25) have been advertised as Welsh Language essential. In 2021, the Policy and Partnership Team, under their commitment to support Children and Young Peoples Participation, enrolled on the Kickstart Scheme apprenticeship programme to provide opportunities to young people to gain direct skills and experience within the public sector. Recognising the importance and need for Welsh language support, a trainee

Welsh language support officer role was introduced. Following its success this has since become a fixed term role within the council itself.

While training has been consistently promoted throughout this five-year period there has been little uptake in online session with averaging 1-2 members of staff making use of these training opportunities during this five-year period. Although in house training was delivered to 19 members of staff in 2022 that prioritised the effective implementation of the updated telephone procedure, said updates coming into place when the Welsh language guidance for staff was updated. In 2018 in accordance with action 3:4 of the 2017-2022 Promotion Strategy 'a range of guides and support materials to increase engagement with and confidence in the use of Welsh language in the workplace' was published internally. These guides have since been amended to make sure the content actively promotes the use of the language within the workplace with their improved accessibility. Incorporating the slides from the training sessions in the 'Answering the Telephone' procedure, these include two recordings of all key phrases a slowly recited version that emphasises key sounds and pronunciation and the phrase spoken at a normal pace. Similarly, we have also incorporated audio files within our 'Bilingual Greetings' and 'Useful Phrases' documents, alongside phonetic spellings. Staff have provided feedback on these updates being beneficial to supporting learning and increasing confidence levels in using Welsh more effectively.

Whilst assessing our progress against the actions in place over the past five years there are clear indicators to where we need to improve our promotion the primary indicator being the low engagement with training opportunities. While Blaenau Gwent, according to the Annual Population Survey (Oct 2020 to Sept 2021), does have the lowest percentage of Welsh language speakers at only 15.5%, we do currently have 19% of our staff identifying as having some Welsh language ability. We want to target those who have already declared any level of ability for refresher and confidence building courses on the basis of staff expressing an apprehension to use their language as they 'feel out of practice'. In the same vain we feel a need is evident for more promotion of courses for those with no ability. Arguably promoting awareness of Standard 130 that states that these training opportunities are to be provided during work hours will be of benefit in increasing our numbers of attendees as the responsibility to find the time to complete training does not fall into their free time. Increase in training will in turn contribute to the use of 'Dysgu' and 'Cymraeg' badges, lanyards and Microsoft Teams backgrounds as confidence in using the language increases as such contributing to the fulfilment of Actions 3:1 and 3:2 of the 2017-2022 strategy.

Qualitative Assessment – Blaenau Gwent Welsh Network Forum

1) Do you have any feedback or comments regarding the current Welsh language promotional strategy 2017-2022?

- *It was acknowledged that there had been more emphasis on promoting Welsh language services and bilingual signage since the standards came into force. It was noted that no members of the group were aware of the existence of a formal strategy.*
 - We have added stakeholders to the list to review the new plan.
BG workforce has appointed a Welsh Language Support Officer and as such we will have further capacity for engagement.
Make our partners more aware more aware of the indicators to ensure the plan Strategy is being consistently considered throughout the 5-year period. A review of progress to be included on agendas for BG Network Meetings
- *High staff turnover of many partners has made it difficult to maintain momentum
Need for measurable targets and regular evaluation of the progress of the strategy. The language forum should prioritise this work.*
 - The 2022-2027 Strategy includes more measurable targets with indicators for monitoring purposes. Work collaboratively with Welsh Forum to develop shared monitoring systems, with updates being addressed within the meetings.
- *An interesting document with lots of good ideas. However:
No details of how to approach in practice the objectives and actions e.g. Objective 2 states "Increase early years provision to stimulate parental demand"
Demand has already been proven in the Tredegar area. A decision was also made that a new Cylch Meithrin is needed in the area. Why then has this not happened and why is the Council not supporting the development. And why isn't this mentioned in the Strategy?*
 - Provision has been increased (including the establishing of a Cylch Meithrin Group within Tredegar) and further information is available in depth in the Welsh in Education Strategic Plan and explored within the Assessment Appendix of the 2017-2022 Promotion Strategy, and further action incorporated within the new 2022-2027 Plan.
- *A decision had already been made to open a second Welsh-medium primary school in the Tredegar area as emerging schools for Bro Helyg. Why not mention this in the strategy.
The timetable for this development must surely be included in the strategy.*
 - The previous plan was published in 2017. The grant application process for funding of the Welsh-medium primary was initiated in March 2018. Blaenau Gwent Council received confirmation, October 2018, that they were successful in securing £6 million in creating additional primary provision. Scheduled to open in September 2023 admitting 210 students.
As such this development has been included in 2022-2027 Welsh Language Promotion Plan.
- *FAMILIES AND COMMUNITIES - Disappointing non-recognition of the existence of the BLAENAU GWENT WELSH SOCIETY founded after the Heads of the Welsh National Eisteddfod in 2010. The group has been meeting monthly since then until March 2020. A little support from the Council would go far*

- We recognise the dedicated and consistent work for the Blaenau Gwent Welsh Society/Cymdeithas Cymraeg Blaenau Gwent and plan to have more involvement with their work.
- *FAMILIES AND COMMUNITIES - Coleg Gwent is named but there is no mention of all the various Welsh language classes being held across the Borough or the increase in the numbers learning Welsh. For me there is no point in having a strategy if it does not recognise the work that is already happening and the same applies to the Urdd and the Menter Iaith.*
- The increase in Welsh language learning opportunities is explored in the new promotion strategy.
- *If they aim to secure 70 New Welsh speakers annually for the next 33 years the Strategy MUST detail the actions. The Strategy dates are 2017 - 2022. One year on to achieve the aims and actions and no record of what has already been achieved.*
- Some allowances for lack of records during the Covid-19 Pandemic can be made, however, we acknowledge shortcomings in the monitoring in some areas of the plan. We are putting monitoring steps in place to ensure the strategy is being consistently considered within work and reviewed throughout its entire five-year period.

2) Do you have any suggestions for specific targets for the following areas:

- | | |
|-----------------------------|-----------------------------|
| • The family | • Children and young people |
| • Community Use | • The workplace |
| • Infrastructure (policies) | |

Do we need to prioritise a particular aspect of the strategy?

- *Prioritise the workplace so that adults do not have to use their spare time to learn the language. However, employers have to give the employees time to attend the class and it would be great to then hold informal clubs in the workplace for people to practise and socialise in Welsh. There is a need to communicate with high level managers to prioritise and enable staff to attend lessons over the long term.*
- *It was stated that the workplace needed to be prioritised - it was noted by some working in the public sector that things had improved since 2017 but the pandemic has had a negative impact on opportunities to use and learn Welsh at work although there are more opportunities available online.*
- *Need more community events e.g. guest speakers, trips, folk dancing, cooking lessons and so on.*
- We intend on increasing our engagement with our Welsh language community networks in order to increase the promotion and as such attendance to the opportunities already available.
- *Promoting Welsh-medium education - the new Strategy needs to be consistent with the aims and objectives of the new WESP.*

- The Welsh in Education Strategic Plan has been a key plan in the development for the new Welsh Language Promotion Plan 2022-2027. Using the past figures/information, future projections and how they intend on achieving these objectives to shape our plan.
- *Collaboration between partners targeting specific areas and holding community events to promote Welsh-medium education - we had good numbers for a Summer of Fun in Parc Bryn Bach but weaker online engagement in Blaenau Gwent compared to neighbouring areas.*
- We have evaluated the partners we already work with and have identified key areas that need support, such as Mudiad Meithrin and Dysgu Cymraeg to engage non-Welsh speaking parents with Welsh language education. Promoting the benefits of the language and the support they can receive as non-Welsh speakers to encourage the use of Welsh-language Education facilities.
- *Need to make parents aware of the support available to parents and how attending extra-curricular and community activities can help their children develop their confidence and ability in speaking the language - it is important that the activities are accessible and open to non-Welsh speaking parents.*
- The Cymraeg i Blant Officer works closely with local Midwifery and Health Visiting teams, signposting parents to the groups, and general provision available to them. Over the next five years we intend to further promote this provision and form connections between partners to strengthen the promotion and the support itself available to parents.
- *Community groups who want to resettle in the post-Covid-19 need help - many people have started learning Welsh during the pandemic but need social space to use the language. Possibly set up a community fund for groups?*
- We have considered the impact that the Covid-19 pandemic had on the increase in online learning and aim to use the steps in the upcoming plan to promote the community groups that target learners and those who want to practice their skills further.
- *Need to regularly map opportunities for young people and ensure that the local authority works with a wide cross section of partners who can provide services.*
- This is an area we are prioritising, we want to facilitate the monitoring of Welsh language opportunities, both formal and informal across all partners. The first steps in doing so will be keeping engagement tracking as a statutory item on the agendas for Blaenau Gwent Welsh Network Forums.

3) Do you have any ideas or suggestions on how to change attitudes towards the Welsh language?

- *Tough, but generally, by trying to normalise the language, perhaps by holding events in the community as well as behind closed doors, as it were – I am aware that this is already happening.*
- Within the Council we will continuously promote the use of conversational Welsh among colleagues, including those with very little ability and promote how this can be transferred during community events. Having taken on board comments from Welsh language users within the Council who feel apprehensive when using the language if they are out of practice, we aim to promote a positive and supported approach to using the language within all settings in Blaenau Gwent.

- *Creating promotional, English language videos, showing the stories of people in the area who have links to the language, even historically and showing local people talking about they are proud of the language a case study of a film kind of thing. Showcase them in the community and on YouTube etc.*
Create materials about the history of the area, which emphasise the importance of the language there historically. Show individuals who have a history in the area, who may have lost the language but have now reclaimed their Welsh. Anything that shows local people recapturing the language and thus shows that it is still relevant to the people of the area.
- Taking this note on board from Dysgu Cymraeg we intend on exploring their ideas and how they feel they could be delivered.
- *Difficult but need to focus on changing the attitudes of children and young people by ensuring they have understanding and awareness of the history of the Welsh language locally, in Wales and in Britain.*
- We too want to change the attitudes of the younger generation towards the Welsh language and intend on exploring ways of going about this such as work with '1Miliwn'.
- *Raise the confidence and pride of the children and ensure that every child in the area has the opportunity to learn the national anthem.*
- A very constructive suggestion that can be applied to both Welsh Medium and English Medium Schools. We can consider implementing into work with the Blaenau Gwent Welsh in Education Forum.
- *Continue to ensure that the Welsh language is visible, prominent and treated equally on Council materials and in the public domain - place and building names, public announcements in order to normalise the language.*
- With the reinstating of the role of Welsh language Support Officer we will have even more support in monitoring that the Council as a whole in complying with the Welsh Language Standards that ensure that the Welsh language is treated no less favourably.
- *Need resources and video content in English tailored for the area's residents to show the benefits of learning and using the Welsh language. Case studies - local people who have benefited from the Welsh language.*
- We can see the potential of using ex-pupils from Blaenau Gwent who attended Welsh Medium education to work with us to create promotional resources that truly exemplify the benefits of the Welsh language in social, employment and well-being terms.
- *Language awareness sessions for local authority employees tailored to different sectors - set a quantitative target?*
- Following the in-house training for call centre staff being tailored to aid them in the telephone answering procedures in place we aim to further increase training opportunities provided and taken across the different sectors.
- *Offer language awareness sessions to all local schools to ensure that children are aware of the context and local history of the Welsh language.*
- Working with our partners and alongside the Blaenau Gwent Education forum taking their targets noted in the Welsh in Education Strategic Plan we aim to aid the increase in Welsh Language awareness.

4) Do we need to invite any additional partners not identified in the 2017-2022 Strategy?

- *Possibly Gwent Police?*
- *Blaenau Gwent Welsh Language Society*
- *Local businesses, cafes, shopkeeper's association*

5) How could the Local Authority assist local groups to increase community use of the language?

- *Hold joint events? Offering free / discounted facilities for Welsh language events looking for a venue to host a group? Offer grants for projects that will help achieve areas that need a boost in terms of the Welsh language?*
- Funding opportunities will be promoted to Welsh language services more proactively where applicable.
- *Make funding and support available to community groups looking to develop projects
More help for adults learning Welsh e.g. chat groups at council offices.
Public presence for the language e.g. set up treasure hunts for families in Blaenau Gwent's parks.*
- Funding opportunities will be promoted to Welsh language services more proactively where applicable.
- *Ensure a presence at the Language Forum in order to stimulate co-operation between local organisations and scrutinise the Strategy*
- Given the Welsh Language Support Officer Role being reinstated the Policy and Partnerships Team should have consistent presence at the Welsh Language Forum.
- *Establish a 'Promoting the Welsh Language' fund for community projects that are consistent with the aims of the new strategy*
- Funding opportunities will be promoted to Welsh language services more proactively where applicable.
- *Follow the example of other local authorities and support the annual Welsh Language Festival*
- We aim to work more collaboratively with neighbouring authorities to share resources and best practices.