



GŴYS Y CYNGOR

At holl aelodau'r cyngor

Rydych dan wŷs trwy hyn i ddod i

GYFARFOD Y CYNGOR

i'w gynnal am 2.00 pm

**DYDD MERCHER, 12 GORFFENNAF 2023 Dydd Mercher, 12
Gorffennaf 2023**

yn

CYFARFOD HYBRID/VIA MICROSOFT TEAMS

**RHAID GOSOD POB FFÔN SYMUDOL AR Y MODD DISTAW AR
GYFER PARHAD Y CYFARFOD**

--- A G E N D A ---

RHAN A

1. *Cyhoeddiadau'r Maer*
2. *Cyhoeddiadau'r Arweinydd*
3. *Datganiadau o fuddiannau*
4. *Cofnodion cyfarfod blaenorol y Cyngor (Tudalennau 3 - 8)*
5. *Cwestiynau Cyhoeddus*

RHAN B

6. *Newidiadau i Aelodaeth Pwyllgorau* (Tudalennau 9 - 12)
7. *Penodiad Prif Weithredwr Freeport* (Tudalennau 13 - 22)
8. *Strategaeth Hybu'r Gymraeg* (Tudalennau 23 - 164)
9. *Strategaeth Data a Thechnoleg Digidol* (Tudalennau 165 - 182)

RHAN C

10. *Hysbysiad o Gynnig o dan Adran 10 o Ran 4 (Rheolau Gweithdrefn) Cyfansoddiad y Cyngor*
11. *Cwestiynau gan Aelodau, gyda Rhybudd, o dan Reol 9.2 o Reolau Gweithdrefn y Cyngor*
12. *Eitemau brys*



Prif Weithredwr

***CANOLFAN DDINESIG,
PORT TALBOT***

Dydd Iau, 6 Gorffennaf 2023

COUNCIL

(Civic Centre, Port Talbot)

Members Present:

26 April 2023

The Mayor: Councillor R.Wood

The Deputy Mayor: Councillor C.Williams

Councillors: A.R.Aubrey, T.Bowen, W.Carpenter, H.C.Clarke, C.Clement-Williams, M.Crowley, A.Dacey, H.Davies, H.Davies, R.Davies, C.Galsworthy, N.Goldup-John, W.F.Griffiths, J.Hale, S.Harris, M.Harvey, J.Henton, S.K.Hunt, J.Hurley, C.James, N.Jenkins, J.Jones, L.Jones, S.Jones, C.Jordan, S.A.Knoyle, E.V.Latham, C.Lewis, A.Llewelyn, A.R.Lockyer, A.Lodwig, R.Mizen, S.Paddison, S.M.Penry, C.Phillips, R.Phillips, S.Pursesey, S.Rahaman, P.A.Rees, S.Renkes, S.H.Reynolds, A.J.Richards, P.Rogers, M.Spooner, D.Thomas, S.Thomas, D.Whitelock, C.Williams, L.Williams and R.W.Wood

Officers in Attendance: S.Curran, V.Dale, C.Furlow-Harris, C.Griffiths, A.Jarrett, K.Jones, N.Pearce, S.Rees, M.Shaw, A.Thomas, Thomas and J.Woodman-Ralph

Representative of the Wales Audit Office G.Gillett

Representatives of the Translation Service: N.Hurford

1. **Mayor's Announcements**

It was with great sadness that the Mayor informed Council of the death of ex Councillor Jane Jones and Mr Clive Howells, the former Chief Executive of Lliw Valley Borough Council.

Council stood to observe a minute's silence.

Sincere congratulations were offered to the local young people who were appointed as cadets to the Lord Lieutenancy, namely:

Leading Cadet Jessica Flynn, Swansea Sea Cadets

Cadet Sergeant Maddison Chaplin, Gwent and Powys Army Cadets and lives in Seven Sisters

Corporal Mackenzie Bryan, Dyfed and Glamorgan Army Cadets, lives in Cimla, goes to St Joseph's School

Cadet Flight Sergeant Ioan Osborne, 360 (Llwchwr) Squadron

The Mayor also offered congratulations to Father Paul Bigmore who has been awarded the Freedom of the City of London.

2. **Leader's Announcements**

The Leader of Council was pleased to inform members that Neath Port Talbot Council is the first Local Authority in the South Wales police force area to sign up to an employer supported policing scheme. Members heard how employees will get paid time off if they become special constables or police support volunteers, which will assist with boosting police numbers to make communities safer. The Leader made reference to Council employee Wayne Curtis, who trained to become a Special Constable last year.

3. **Declarations of Interest**

No declarations of interest were received.

4. **Minutes of the Previous Meeting/s of Council**

The minutes were approved as a true and accurate record.

5. **Public Question Time.**

No public questions were received,

6. **Audit Wales - Annual Audit Summary 2022 and Presentation**

Members received a remote presentation from Gillian Gillet (Financial Audit Manager, Audit Wales) on the Annual Audit Summary 2022.

RESOLVED: That Council note the content of the Annual Audit Summary 2022.

7. **2023-2024 Strategic Change Programme Working in Partnership for Our People, Our Places and Our Planet. (Contained within the Corporate Plan 2022-2027)**

Members were presented with an updated Strategic Change Programme, as contained within the Corporate Plan for the period 2023-2024. Members were reminded that an updated version had been circulated by supplement, taking into account changes requested by the recent Cabinet Scrutiny Committee and Cabinet.

Officers were thanked for the updated version, taking into account the changes requested at Cabinet Scrutiny and was pleased to see the updated actions on Active Travel.

He reiterated concerns raised in Cabinet Scrutiny, particularly that Active Travel is currently contained in Strategic Objective 2 alongside leisure and culture items and not led in the corporate plan by a responsible director and in order to give it appropriate status it was felt Active Travel needs to be included in specific transport related objectives and led by the appropriate officer.

It was also mentioned that there are no specific performance measures attached to Active Travel, but members were pleased with the commitment to do so and with the commitment from the Chief Executive to review the structure of the plan going forward.

RESOLVED:

i) That Council adopt the updated Strategic Change Programme section of the Corporate Plan for the period 2023-2024.

ii) The Head of People & Organisational Development be given delegated authority in consultation with the Leader, Deputy Leader and Chief Executive to make any further changes that are necessary prior to final publication and which do not materially change the content of the Programme.

9. **Public Services Board Wellbeing Plan**

The Neath Port Talbot Public Services Board's Wellbeing Plan 2023-2028 was presented to Council for approval.

RESOLVED: That having had regard to the Integrated Impact Assessment provided, the Neath Port Talbot Public Services Board Well-being Plan 2023-2028 be approved.

10. **Public Participation Strategy 2023-2028**

Members were presented with the Public Participation Strategy for 2023-2028, and reminded that an updated version was sent by a supplement.

RESOLVED: That having had due regard to the Integrated Impact Assessment, Council adopts the Public Participation Strategy for the period 2023-2028.

11. **Standards Committee Annual Report**

The Chair of the Standards Committee, Mrs Louise Fleet presented Council with the Standards Committee Annual Report.

Members were reminded that there is now a legal requirement for Standards Committees to make an annual report to the full Council on the standards regime within Neath Port Talbot.

The requirement to make an annual report is intended to ensure there is a regular and consistent approach to the reporting and consideration of standards of conduct by elected members and to promote local ownership and collective responsibility by all 60 members for ensuring high standards of conduct within the authority.

The Chair was pleased to note that all 60 members elected in May 2022 have completed the Code of Conduct training provided by the Monitoring Officer following the May 2022 elections.

In particular, members were informed that the Standards Committee have welcomed the new powers conferred regarding group leaders taking steps to promote and maintain high standards of conduct of their members. The duty recognises those in positions of leadership and influence within a principal council should have responsibility for combating bullying and harassment amongst elected members and council staff, and must act as a positive role model. The Standards Committee has met with the group leaders to discuss how this

important function can be discharged and more information on this is to be found in the annual report.

Members were asked to take particular note of the future priorities that the Standards Committee will focus on in 2023 and 2024 as well as recommendations that members and group leaders are encouraged to take on board.

Members were urged to remain mindful of the fundamental importance of high standards of conduct in order for members of the public to maintain their trust and confidence in local democracy.

RESOLVED: That members note the Standards Committee Annual Report 2022-2023 and the recommendations included therein.

12. **Shadow Cabinet**

Members were presented with the terms of reference for the creation of a Shadow Cabinet, to match the Cabinet portfolios adopted by the Rainbow Coalition as contained within the circulated report.

Members asked if other Local Authorities in Wales had Shadow Cabinets, and were informed that several do including Camarthenshire, and it is their Terms of Reference which have been used as a guide.

Members were assured that there is no additional remuneration involved other than travel expenses, although it is intended that the meetings are virtual only, taking place mainly via Microsoft Teams.

The Chief Executive clarified the intention that draft agendas for the next cycle of committee meetings would form the basis of the Shadow Cabinet meetings whereby they would be briefed on the upcoming business. It is not intended that any reports be brought to the meetings, and they will be diarised to follow on from the Cabinet briefings and minuted.

RESOLVED: That members:
a) Endorse the terms of reference of the Shadow Cabinet Liaison Meeting as set out Appendix 2 of the circulated report.

- b) That attendance at Shadow Cabinet Liaison Meetings be identified as an approved duty pursuant to the Schedule of Remuneration for Elected Members and that delegated authority be granted to the Head of Legal and Democratic Services to update the Constitution of Neath Port Talbot Council to reflect this amendment.

13. **Notice of Motion under Section 10 of Part 4 (Rules of Procedure) the Council's Constitution**

No notices of motion were received.

14. **Questions from Members, with Notice, under Rule 9.2 of the Council's Procedure Rules**

No questions were received.

15. **Urgent Items**

There were no urgent items.

CHAIRPERSON

**NEATH PORT TALBOT COUNTY BOROUGH COUNCIL
CYNGOR BWRDEISTREF SIROL CASTELL-NEDD PORT TALBOT**

**COUNCIL
12th July 2023**

**REPORT OF THE HEAD OF LEGAL AND DEMOCRATIC
SERVICES - Mr. Craig Griffiths.**

SECTION A – MATTER FOR DECISION

WARDS AFFECTED: ALL

**CHANGES TO POLITICAL PROPORTIONALITY AND COMMITTEE
MEMBERSHIP**

Purpose of the Report

1. The purpose of this report is to authorise changes to the allocation of seats on council committees to the political groups.

Background

Amendments to Council Committees:

2. The Head of Legal and Democratic Services has been notified of the proposed changes to the membership of the Council committee specified below:
 - That Cllr Jeff Jones be removed as member of the Education, Skills and Wellbeing Scrutiny Committee.
 - That Cllr Phil Rogers be appointed as member of the Education Skills and Wellbeing Scrutiny Committee.
 - That Cllr Chris James be removed as the Vice Chair of the Cabinet Scrutiny Committee
 - That Cllr Carl Jordan be appointed as the Vice Chair of the Cabinet Scrutiny Committee.
 - That Cllr Chris James be removed as the Vice Chair of the Cabinet Scrutiny (Policy and Resources) Sub Committee

- That Cllr Carl Jordan be appointed as the Vice Chair of the Cabinet Scrutiny (Policy and Resources) Sub Committee
- That Cllr Chris James be removed as Chair of the Planning Committee
- That Cllr Jeff Jones be appointed as Chair of the Planning Committee
- That Cllr Tim Bowen be appointed as Vice Chair of the Planning Committee
- That Cllr Phil Rogers be appointed as a member of the Planning Committee.

Member Champions:

3. The Head of Legal and Democratic Services has been notified of the proposed changes to the Member Champion roles of the Council specified below:
 - That Cllr Chris James be removed as the Armed Forces Champion
 - That Cllr Tim Bowen be named as the Armed Forces Champion.

Financial Impact

4. There are no financial impacts.

Integrated Impact Assessment

5. There is no requirement to undertake an Integrated Impact Assessment as the issues within the report relate to constitutional matters only.

Workforce Impacts

6. There are no workforce Impacts.

Legal Powers

7. Section 15 of the Local Government and Housing Act 1989 and Local Government Act 2000

Risk Management

8. There are no risk management issues that require attention.

Consultation

9. There is no requirement under the Constitution for external consultation on this item.

Recommendations

10. It is recommended that Council:-
 - a) Approves the changes to the membership of committees as contained in paragraph 2 of this report.
 - b) Approves the changes to the Member Champion roles as contained in paragraph 3 of this report.

Reason for Proposed Decisions:

11. To update the Council's membership arrangements.

Implementation of Decisions:

12. The decisions are for immediate implementation.

List of Background Papers:

13. Neath Port Talbot County Borough Council Constitution.

Officer Contact

Craig Griffiths, Head of Legal and Democratic Services
c.griffiths2@npt.gov.uk

Stacy Curran, Democratic Services Manager.
s.curran@npt.gov.uk

**NEATH PORT TALBOT COUNTY BOROUGH COUNCIL
COUNCIL**

12th July 2023

Report of the Chief Executive – Mrs Karen Jones

Matter for Decision

Wards Affected: All wards

Authority to recruit to the post of Chief Executive - Celtic Freeport

Purpose of Report

To seek authority to establish, advertise and recruit the Chief Executive – Celtic Freeport post.

Background

On the 10th May 2023, Cabinet received a report confirming that the Celtic Freeport was successful in obtaining Freeport designation and since that date officers have been working in partnership with Pembrokeshire County Council, Associated British Ports and the Port of Milford Haven.

To progress the proposals to the Outline Business Case stage, revised governance arrangements were established. These arrangements are set out in the Memorandum of Understanding dated 9th June 2023 by Neath Port Talbot County Borough Council, Pembrokeshire County Council; Associated British Ports and the Port of Milford Haven.

The Memorandum of Understanding details the work to get to the next key milestone, and such will be subject to future reports to members at the appropriate time. However, this work includes:

- The identification and mobilisation of resources to undertake the work needed to construct the outline business case, including the appointment of an Interim Chief Executive on a consultancy basis; the engagement of external consultants to provide expert technical and professional input to the Outline Business Case development and other and administrative support to facilitate the partnership;
- The setting up of a company limited by guarantee to operate the Freeport and associated arrangements, including company and board appointments and remuneration arrangements. These must all be in compliance with the Welsh prospectus which will make provision for social partnership to deliver fair work commitments and wider social outcomes;
- Arrangements for applying the seed capital; and
- Arrangements to deal with retained business rates, including consideration of the merits of pooling such funds (subject to a future report to members), or not together with the governance arrangements to be established to make

investment decisions and provide assurance to governments on the use of public funds.

In order to progress with the governance and management arrangements, the Celtic Freeport partners proposed to continue with the bid chairman (Mr Roger Maggs MBE) as the interim chairman and with the bid director (Mr David Gwynne) as interim Chief Executive until the appointment of permanent chairman and chief executive.

However, there is a requirement to now progress the appointment of a permanent Chief Executive of the Celtic Freeport, and it is anticipated that such a process could take up to 6 months to facilitate, when matters such as advertisement, interview and requisite employment notices are considered.

Accordingly, it is proposed to establish the post of Chief Executive – Celtic Freeport post within the established structure of Neath Port Talbot Council, acting as employer on behalf of the constituent parties of the Celtic Freeport. Neath Port Talbot Council is the Accountable Body of the Celtic Freeport hence the reasoning behind this Council undertaking the process on Celtic Freeport's behalf.

The post holder will be seconded to the Celtic Freeport Company ("the Company"), once established and at such time as the Company has established an employment framework, whereupon the post holder will then transfer their employment to the Company; at this point the post holder will no longer be an employee of this Council.

The salary for the post is to be determined by the Celtic Freeport Project Board; Members are advised that similar positions advertised by already established Freeports in England attract salaries in excess of £110k per annum.

Recruitment Arrangements

The Local Authorities Standing Orders (Wales) Amendment Regulations 2014 sets out the requirement for local authorities to advertise all vacant posts with a remuneration package that exceeds £100k per annum. It is proposed to advertise the position via national advertising and online media. In view of the nature of this post, specialist external assistance will be sought via an executive search company, in order to secure high calibre candidates.

The Council's Constitution sets out Officer Employment Rules in relation to Chief Officer posts at Head of Service level and above, with the appointment of a Corporate Director being the responsibility of full Council. The Special Appointments Committee (SAC) has responsibility for preparing a short-list of qualified applicants and has delegated authority to appoint at Head of Service level. The rules do not refer to the appointment of posts employed on behalf of third parties.

Given the very nature of this arrangement and it being an eventual third party role, in this particular instance it is requested that Council delegate authority to the Celtic Freeport Project Board, of which this Council's Chief Executive is a member, to determine this appointment. It is also requested that the same delegated authority is given to determining the starting salary of the appointed candidate.

Members will note the reasoning for this report is that this Council will be the recruiting organisation, to comply with the aforesaid rules, Council must agree to the establishment of this post.

Financial Impact

The post and any associated recruitment costs will initially be funded from the £1m being made available from the UK Government to progress with the development of the Freeport. Once the Celtic Freeport company commences trading it is envisaged that the post will be funded from landowner contributions.

Integrated Impact Assessment

There is no requirement for an integrated impact assessment in respect of this decision but it should be noted any recruitment will be carried out in line with Council Recruitment Policies.

Workforce Impact

This proposal will ensure that the Celtic Freeport Project Board are able to progress with this important appointment to ensure the establishment and development of the Celtic Freeport Company.

Legal Impact

The proposal complies with relevant employment legislation and council employment policy and procedure.

Annex D of the Constitution vests the decision making responsibilities in the Personnel Committee by virtue of section 112 of the Local Government Act 1972 (incorporating also the Employment Procedure Rules of the Council). This report seeks to discharge that obligation. Council are able to make this determination on the part of the Personnel Committee.

Risk Management Impacts

Without action there is a risk that there will be insufficient leadership to deal with the range of strategic issues facing the Celtic Freeport, impacting negatively on the Council and partners.

Consultation

There is no requirement for external consultation on this item.

Recommendations

It is recommended that:

- (a) Council approves the establishment of the Chief Executive – Celtic Freeport post and authorises the Chief Executive to agree the final job description and salary and initiate recruitment to the post;
- (b) Council delegates the decision making for this appointment to representatives of the Freeport Project Board established pursuant to the Memorandum of Understanding dated 9th June 2023 comprising representatives of Neath Port

Talbot Council, Pembrokeshire County Council, Associated British Ports and Milford Haven Port Authority; and

- (c) Delegated authority be granted to the Chief Executive of Neath Port Talbot Council to participate and vote in any recruitment panel convened for the appointment of the Chief Executive – Celtic Freeport

Reason for Proposed Decision

To ensure there is sufficient capacity in place to provide effective leadership of the Celtic Freeport.

Implementation of Decision

This decision is proposed for immediate implementation.

Appendices

None

Officer Contact

Mrs Karen Jones

Chief Executive

chief.executive@npt.gov.uk

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: To establish, advertise and recruit the Chief Executive – Celtic Freeport post.
Service Area: N/A
Directorate: N/A

2. Does the initiative affect:

	Yes	No
Service users		X
Staff		X
Wider community		X
Internal administrative process only	X	

3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		X				Recruitment will be carried out in line with Council Recruitment Policies, ensuring fairness and inclusivity in approach. Reasonable adjustments to the recruitment process will be made for candidates that require it, in order to accommodate any special needs as a result of one or more of the protected characteristics.
Disability		X				
Gender Reassignment		X				
Marriage/Civil Partnership		X				
Pregnancy/Maternity		X				
Race		X				
Religion/Belief		X				
Sex		X				
Sexual orientation		X				

4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		X				Applications may be submitted in Welsh, applications submitted in Welsh will not be treated less favourably than an application submitted in English.
Treating the Welsh language no less favourably than English		X				As above.

5. Does the initiative impact on biodiversity:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity		X				This specific proposal relates to an internal process, with no impact. The Chief Executive will have a role in ensuring the safeguarding of the biodiversity of the Celtic Freeport area, and achieving the Celtic Freeport objective of "fast-tracking modern skills for new green industries and national decarbonisation". It is intended the initiative will create 16,000 new 'green' jobs.
To promote the resilience of ecosystems, i.e.		X				As above.

supporting protection of the wider environment, such as air quality, flood alleviation, etc.						
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6. Does the initiative embrace the sustainable development principle (5 ways of working):


	Yes	No	Details
Long term - how the initiative supports the long term well-being of people	x		The main purpose of the job will be to create commercial opportunities, influencing businesses to relocate to and invest in Neath Port Talbot and the rest of the Celtic Freeport area, promoting tax benefits to create more jobs, regeneration and innovation, thus creating more prosperity for NPT. One of the long term benefits is the boost in green skills for future generations.
Integration - how the initiative impacts upon our wellbeing objectives	x		The Celtic Freeport will help ensure that our communities are thriving and sustainable and that local people have access to high quality, green jobs. The Chief Executive will have responsibility for delivering this.
Involvement - how people have been involved in developing the initiative	x		The Celtic Freeport Project Board have been involved in determining the steps to establishing the Celtic Freeport Company and including the appointment of a Chief Executive.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	x		The Celtic Freeport is a public – private partnership between Neath Port Talbot Council, Pembrokeshire County Council, Associated British Ports and the Port of Milford Haven.
Prevention - how the initiative will prevent problems occurring or getting worse	x		The Celtic Freeport will support the regeneration of communities across the Freeport area, bringing £5.5 billion of investment, significant employment opportunities and improved prosperity.

Tudalen19

7. Declaration - based on above assessment (tick as appropriate):

A full impact assessment (second stage) is not required	<input checked="" type="checkbox"/>
Reasons for this conclusion	
A full impact is not required as there is no impact on any protected group as a result of this report.	
A full impact assessment (second stage) is required	<input type="checkbox"/>
Reasons for this conclusion	

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	Name	Position	Signature	Date
Completed by				
Signed off by	Sheenagh Rees	Head of People & OD		5 th July 2023

Mae'r dudalen hon yn fwiadol wag

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Council

12 July 2023

Report of the Head of People and Organisational Development – S Rees

Matter for Decision

Wards Affected: All Wards

Report Title: Welsh Language Promotion Strategy 2023-2028

Purpose of the Report

1. To present the draft Welsh Language Promotion Strategy 2023-2028 as reviewed by the Welsh Language Task and Finish Group. The draft Strategy was presented to Cabinet on 28 June where it was approved and referred to Council for formal adoption.

Executive Summary

2. A Cabinet Scrutiny Task and Finish Group was established to develop a revised Welsh Language Promotion Strategy, 2023-2028 (Appendix 1) to meet the requirements of the Welsh language standards.
3. The Strategy has been developed and has taken into account a number of factors:
 - a review of the current strategy
 - the advice and support of Menter Iaith Castell-nedd Port Talbot
 - consideration of the content of current and proposed strategies and plans.
4. Following a period of public consultation between 17 April and 15 May the draft strategy was amended to take on board comments/suggestions as appropriate; to the main body of the strategy as well as the inclusion of additional actions.

Background

5. Welsh Language Standard 145 (Promotion) states that every Local Authority must produce and publish on their website a 5 year strategy that sets out how they propose to promote the Welsh

Language and to facilitate the use of Welsh Language more widely in their area.

6. The Council's first five year Welsh Language Promotion Strategy was developed by the Welsh Language Promotion Strategy Task and Finish Group which was produced and endorsed by Council in 2018.
7. It was agreed at Cabinet on 19 October 2022 to re-establish the Welsh Language Promotion Strategy Task and Finish Group in order to develop the second Welsh Language Promotion Strategy 2023- 2028. An evaluation of the initial strategy had been undertaken and formed part of the Task and Finish Group's considerations during the development of the revised Strategy.
8. Following a period of public consultation between 17 April and 15 May the draft strategy was amended to take on board comments/suggestions as appropriate; to the main body of the strategy as well as additional actions

Development of the Strategy

9. A Cabinet Scrutiny Task and Finish Group, established to develop the Welsh Language Promotion Strategy 2023-2028, met between 23 November and 30 May taking into account a number of factors including:
 - a review of the current strategy
 - the advice and support of Menter Iaith Castell-nedd Port Talbot,
 - consideration of the content of current and proposed strategies and plans.
10. A draft strategy was developed and on 5 April Cabinet approved a four week public consultation, which took place 17 April and 15 May. Feedback received during this period has informed the final version of the strategy with amendments made to the body of the strategy as well as the inclusion of additional actions.
11. During this period officers from across a number of service areas have also identified additional actions for inclusion.
12. There is further work to do on in relation to the proposed set of measures included in the strategy. As the strategy is implemented more appropriate measures may be identified and we will also work

with partners to consider the best ways to measure the difference we make.

Consultation

13. Following approval by Cabinet on 5 April the public consultation ran from 17 April to 15 May 2023.

Activities included:

- an online survey/questionnaire via the Council's web site
- consultation packs in local and community libraries and civic centres
- awareness/consultation activities held in Port Talbot, Neath, Pontardawe, Crynant and Margam Park

The consultation was promoted via:

- the council's website on the consultation pages www.npt.gov.uk/consultations
- posters and at libraries, civic centres
- the council's corporate social media accounts
- press coverage generated by cabinet reports and press releases
- Council's internal communications channels; including 'In the Loop', Sway, Yammer channels
- link to the council's consultation pages sent via email to a range of stakeholders including schools, town and community councils, NPTCVS, Fforwm Iaith, Menter Iaith Castell-nedd Port Talbot and local community groups via the NPT Community of Practice on Involvement and Engagement

Consultation Responses - Summary

14. The consultation received a total of the following responses from the various consultation activities as follows:

- 133 responses received in total from both versions of the questionnaire (11 in Welsh)
- Response rates for all of the questions ranged from 132 responses to 104 responses i.e. whilst we had 123 responses to the survey not all questions were answered by all respondents.
- The majority of responses to the full questionnaire (where indicated) came from Neath and the surrounding area. A small number of responses were received from the Pontardawe and the surrounding area.

- Three responses were received from groups/organisations including from our key partners, NPTCVS and Menter Iaith Castell-nedd Port Talbot.
 - An email of support from Blaenhonddan Community Council was also received.
 - A letter from Sioned Williams AS/MS
15. All views and comments expressed during the consultation have been considered prior to the strategy and associated action plan being finalised.
 16. It was disappointing to have received such a small number of responses from what is considered our language sensitive areas, with the highest number of Welsh speakers, notably the Upper Swansea Valley and Amman Valley areas. However, as part of our commitment of ensuring our engagement activities are as effective and accessible as possible full consideration will be given as to how we can better engage with communities in these areas.
 17. The vast majority of respondents strongly agreed/agreed with the three strategic themes (77%, 75.4% and 70.3% respectively of those that answered the question). A lower percentage (56.5%) agreed/strongly agreed with the vision while nearly a third of respondent disagreed/strongly disagreed; a misunderstanding of the vision appears to be a significant factor to in eliciting this response. Responses to the target resulted in a similar outcome to that of the vision with comments from those who strongly disagreed/disagreed ranging from it 'not high enough' to dismissing the target in its entirety, 'There is no absolutely point. Waste of money'.
 18. A consultation report has been produced (Appendix 2) informed by the responses to the survey received (consultation summary attached at Appendix 3).
 19. A number of comments have been received during the consultation that are outside the remit of this strategy or require further consideration by relevant service areas. Examples include reference to Welsh medium education and/or actions in the Welsh in Education Strategic Plan 2022-2032 (WESP), heritage and culture and street names. All such comments have been passed to the relevant officers for consideration. These comments are identified within the consultation report and once responses have

been received back from service areas the report will be amended accordingly.

Financial Impacts

20. Actions have been identified/developed for delivery within current budgetary constraints developed for delivery within current budgetary constraints. Additional grant funding is being sought, specifically SPF and HCT fusing as well as Cymraeg 2050 funding from Welsh Government, to further enhance and where possible extend the reach of the actions identified.

Integrated Impact Assessment

21. 'A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act 2010, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016. The first stage impact assessment has indicated that a more in-depth assessment was required.
22. An overview of the Integrated Impact Assessment has been included below in summary form only and it is essential that Members read the Integrated Impact Assessment, which is attached to the report at Appendix 4 for the purposes of the meeting.'
23. Strategy has been developed in accordance with the legislative requirements of the Welsh language Standards (No1) Regulations and reflects the sustainable development principle of the Wellbeing of future Generations (Wales) Act 2015.
24. While the anticipated outcome of the Strategy will be positive, some potential negative impacts have been identified during the consultation exercise and mitigating actions have been developed to address these. In addition, it is acknowledged that potential negative impacts are likely if implementation of the Strategy is not fully achieved and/or publicity is not undertaken sensitively.
25. Amendments which aim to address issues/comments raised during the consultation/assessment process have been made to the Strategy and Action Plan as appropriate
26. There is a predominantly neutral impact in relation to equalities although a positive impact is anticipated for the protected characteristics of age, disability, pregnancy and maternity and race.

27. The strategy will help alleviate socio economic disadvantage by supporting and increasing learning opportunities, increasing confidence, helping improve attainment levels which in turn will help increase opportunities in further education and accessing employment.

Actions have been included in the strategy to help address affordability issues thereby helping to increase participation and accessibility to courses, events and education.

28. There is an anticipated positive impact in relation to community cohesion/ social exclusion/poverty especially in instilling (greater) pride in the area and Wales as a whole. The various actions would help encourage participation and so bring about a new sense of belonging and community spirit.
29. There will be a positive impact with more opportunities to use Welsh as well as more activities and events held in Welsh thereby increasing the number of participants and helping ensure Welsh is more visible and audible in the area.
30. There is no impact on biodiversity at this time.
31. There will be a positive impact in relation to the Wellbeing of Future Generations as the well-being objectives have been developed in line with the five ways of working.

Valleys Communities Impacts

32. The strategy will likely have specific impact on some valley areas primarily due to the linguistic sensitivity of those areas. It is likely that some actions will help sustain/increase the language within these valleys while raising the profile of Welsh language, heritage and culture more generally across all valley and other areas of Neath Port Talbot.

Workforce Impacts

33. Staff with Welsh language skills continue to be encouraged to use Welsh in their work. In order to help increase the future language capability of staff the Council encourages the uptake of available Welsh courses. We continue to take every opportunity to recruit staff with Welsh language skills where appropriate.

Legal Impacts

34. This report deals with the Council's duty to comply with the final Compliance Notice issued on 25 April 2018.

Risk Management Impacts:

35. Failure to comply with the standards could lead to a £5,000 fine per standard. There is also a risk of damage to the Council's reputation.

Consultation

36. A draft Welsh Language Promotions Strategy was subject to a period of public consultation between 17 April and 15 May and was amended to take on board comments/suggestions as appropriate; to the main body of the strategy as well as in the form of additional actions.

Recommendation

37. Having had due regard to the Integrated Impact Assessment it is recommended that:
 - i. Council adopt the Welsh Language Promotion Strategy 2023-2028.

Reason for Decision

38. To ensure the Council meets the requirement contained in Welsh Language Standards 145 (promotion).

Appendices:

39. Appendix 1 - Welsh Language Promotion Strategy 2023-2028
40. Appendix 2 - Consultation Report
41. Appendix 3 - Consultation Snap Summary Report
42. Appendix 4 - Integrated Impact Assessment

List of Background Papers:

43. Welsh Language Standards Compliance Notice
44. Welsh Language Promotion Strategy 2018-2023 Evaluation Report

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Mae'r dudalen hon yn fwriadol wag



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

Welsh Language Promotion Strategy 2023-2028

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If you require this information in larger print or in an alternative format, please contact the Corporate Policy Team on 01639 763010 or email: policy@npt.gov.uk

Introduction

Our first five year Welsh Language Promotion Strategy was launched in 2018 and this strategy for 2023-2028 represents the first revision of the Council's strategy to promote and support the Welsh language in Neath Port Talbot.

This revision has taken account of, and builds on, the progress made in the initial strategy, the commitments of the Welsh in Education Strategic Plan 2022-2032 (WESP) as well as the work of our partners in promoting the Welsh language locally.

The full implementation of our initial strategy was hit significantly by the outbreak of the Covid 19 pandemic. The unprecedented situation brought with it challenges and impacts for communities, partner organisations and the Council of a level which had never been experienced before. We continue to feel the impacts of the pandemic and we see our revised strategy for 2023-2028 as a starting point in our recovery.

We acknowledge the limitations we have to increase the number of Welsh speakers in Neath Port Talbot but by working with local organisations, our schools and residents of our many communities we are confident that we will meet the commitments laid out in the strategy.

Although this revised strategy has been shaped by feedback received during the recent consultation period as well as from previous discussions with our many communities, partner organisations, elected members and our senior management team, it is not a 'done deal'.

We see the strategy as an organic document; one which we will continue to review and revise to reflect progress, new and revised policy/legislation and most importantly feedback from our Let's Keep Talking engagement activities to ensure it remains relevant to our language, area and people in Neath Port Talbot.

Welsh is of this soil, this island, the senior language of the men of Britain; and Welsh is beautiful." JRR Tolkien

Vision

By 2028 the Welsh language will be more audible and visible in our communities and used by an increased number of people in their daily lives.

Target

As a requirement of the promotion standards we must set a target (in terms of the percentage of speakers in our area) for increasing or maintaining the number of Welsh speakers in the area by the end of the 5 year strategy.

Our previous target of an increase of a minimum of 1% appears to not have been met, according to the Census 2021 data. However, an increase in children engaging with Welsh medium education along with the Annual Population Survey data for people 3years+ indicates to the contrary.

In light of this it is appropriate to continue to use the target of an increase of a minimum of 1% (based on the Annual Population Survey data) as an interim measure for the first year of the strategy. Analysis of all relevant data will be undertaken within 12 months of its publication to determine a more appropriate target for the remainder of the life of the strategy.

Strategic Themes

Our approach set out in this document is structured to reflect the strategic themes outlined in the Welsh Government's Cymraeg 2050 Welsh Language Strategy. As these themes reflect our own belief in how the Welsh language can be promoted/facilitated locally we will work toward realising of the themes of

- Increasing the number of Welsh speakers
- Increasing the use of Welsh
- Creating favourable conditions – infrastructure and context

These themes while not explicitly reflecting the wellbeing objectives in our Corporate Plan 2023-2028 they do permeate/complement each one to as indicated below:

**Welsh Language Promotion Strategy
2023 - 2028**

Strategic Theme 1
Increasing the number of Welsh
speakers

Strategic Theme 2
Increasing the use of Welsh

Strategic Theme 3
Creating favourable conditions -
infrastructure and context

Corporate Plan 2023 - 2028

Wellbeing Objective 1
All children get the best start in life.

Wellbeing Objective 2
All communities are thriving and
sustainable.

Wellbeing Objective 3
Our local environment, culture and
heritage can be enjoyed by future
generations.

Wellbeing Objective 4
Local people are skilled and access
high quality, green jobs.



Welsh is more than just the language; it is part of our being, our heritage and culture. It is woven into the fabric of our lives - even if not instantly recognisable; our place names, forenames, colloquialisms, all are rooted in the Welsh language. Our Culture and Heritage Strategy, currently being developed, will further address these links. Actions identified as part of this promotion strategy will help our aim of increasing the numbers of Welsh speakers and the use of the language whilst also complementing the links between language, culture and heritage.

In order to increase the number of Welsh speakers over the life of the strategy we, both individually and with our partners, will prioritise key areas for action

Strategic Theme 1: Increasing the numbers of Welsh speakers

Vision: More people speak Welsh

Key areas of work

- Support the implementation of the WESP 2022-2032
- Language transmission in the home
- Support people learning/speaking Welsh

Potential actions include:

- Promote benefits of bilingualism/language awareness to young families and all new comers into NPT
- Provide homework support to pupils of non-Welsh speaking families attending Welsh medium schools
- Explore reasons for limited take up/access to Welsh language courses/education amongst specific communities
- Provide language awareness and training courses for teaching and non-teaching staff

Strategic Theme 2: Increasing the use of Welsh

Vision: Welsh is an integral part of people's everyday life

Key areas of work

- Support and promote the use of Welsh in social settings
- Expand the use of Welsh in the workplace

Potential actions include:

- Increase the instances of using Welsh within the Council
- Develop a programme of Welsh language events and activities across NPT
- Increased use of Welsh in a social context
- Work in partnership to identify good practice and resources to increase the number of welsh speaking staff in all our organisations

Strategic Theme 3: Creating Favourable Conditions: Infrastructure and Context

Vision: We have an environment in which the language thrives

Key areas of work

- Increase the visibility of the language across the area
- Embed Welsh into all our strategies and plans

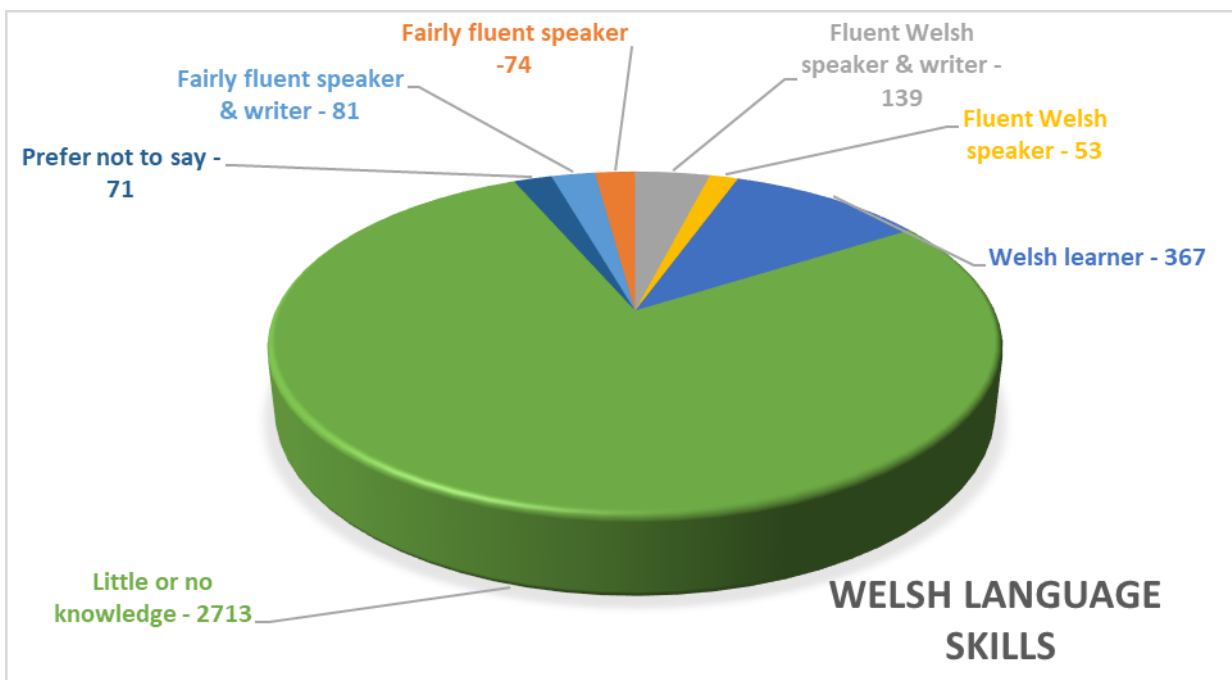
Potential actions include:

- Work with partners to increase the visibility of Welsh across leisure, business and cultural locations, activities and events
- Promote Welsh in all new developments
- Work with services to ensure Welsh is a key element of all new strategies and plans

Neath Port Talbot Welsh Language Profile

Council

Over recent years the number of staff who identified as having Welsh language skills has remained relatively low overall. However, there has been a small increase in the number of staff identifying as fluent speakers and writers, 137 in 2021-2022 compared to 126 during 2020-2021, and the number of Welsh learners within the council has increased by 17.



Directorate/Service	Fairly Fluent Speaker & Writer	Fairly Fluent Speaker	Fluent Speaker and Writer	Fluent Speaker	Welsh Learner	Little or no knowledge	Prefer Not To Say	Total
Chief Officers					1	3		4
Chief Executive's Office								
Digital Services	3				7	74	1	85
Financial Services	3	4	3		9	138		157
Legal & Democratic Services	4	2	5	1	15	57		84
People & Organisational Development	2	4	7	1	11	94	1	120
Education Leisure and Lifelong Learning								
Early Years Inclusion & Partnerships	5	3	7	2	35	95	5	152
Education Development	7	3	18	4	29	135	6	202
Leisure Tourism Heritage & Culture	1	1	6	1	12	95		116
Support Services & Transformation	10	3	22	10	22	357	26	450
Environment								
Engineering & Transport	2	3	4	2	12	102	2	127
Planning & Public Protection	4	5	1	1	28	80	2	121
Property & Regeneration		6	3	2	11	115	3	140
South Wales Trunk Road Agency	3	5	7	6	19	152	1	193
Streetcare Services	10	11	17	7	32	382	9	468
Social Service Health and Housing								
Adult Services	16	11	18	9	49	421	9	533
Business Services		3	4	3	9	91	3	113
Children & Young People Services	11	7	15	4	55	257	3	352
Housing & Communities		3	2		11	65		81
Total	81	74	139	53	367	2713	71	3498

Neath Port Talbot Locality

According to the 2021 Census 19,210 (13.5%) of Welsh speakers live in Neath Port Talbot.

Ward	Number of people over 3 years of age	Number of people aged 3+ that can speak Welsh	% of people aged 3+ that can speak Welsh
Neath Port Talbot	142,300	19,210	13.5
Aberavon	5,700	359	6.3
Aberdulais	2,400	297	12.4
Allt-wen	2,700	650	24.1
Baglan	6,800	584	8.6
Blaengwrach and Glynneath West	3,100	381	12.3
Briton Ferry (East)	2,900	240	8.3
Briton Ferry (West)	2,900	266	9.2
Bryn and Cwmavon	6,600	838	12.7
Bryncoch (North)	2,100	273	13
Bryncoch (South)	5,400	599	11.1
Cadoxton	1,600	192	12
Cimla and Pelenna	4,900	499	10.2
Coedffranc (Central)	5,200	457	8.8
Coedffranc (North)	2,300	227	9.9
Coedffranc (West)	5,200	556	10.7
Crynant, Onllwyn and Seven Sisters	5,100	958	18.8
Cwmllynfell and Ystalyfera	3,900	1,599	41
Cymmer and Glyncorrwg	2,100	123	5.9
Dyffryn	3,300	330	10
Glynneath Central and East	2,100	466	22.2
Godre'r Graig	2,100	567	27
Gwaun-Cae-Gurwen and Lower Brynamman	4,200	2,041	48.6
Gwynfi and Croeserw	2,600	137	5.3
Margam and Tai-bach	7,800	655	8.4
Neath (East)	6,100	506	8.3
Neath (North)	3,800	368	9.7
Neath (South)	4,800	460	9.6

Ward	Number of people over 3 years of age	Number of people aged 3+ that can speak Welsh	% of people aged 3+ that can speak Welsh
Pontardawe	5,500	1424	25.9
Port Talbot	5,800	504	8.7
Resolven and Tonna	5,600	599	10.7
Rhos	2,600	561	21.6
Sandfields (East)	6,700	442	6.6
Sandfields (West)	6,800	523	7.7
Trebanos	1,700	518	30.5

Census 2021

The upper Swansea Valley and Amman Valley, with wards such as Gwaun-Cae-Gurwen and Lower Brynamman and Cwmllynfell and Ystalyfera continue to be the areas with the highest percentage of Welsh speakers.

Direct comparisons between the 2011 and 2021 Census cannot be made due to boundary changes that came into being in October 2021. However, by combining specific ward data from the 2011 Census some form of comparison can be made.

Ward	Number of Welsh speakers (2011)	Number of Welsh speakers (2021)	Change	% of Welsh speakers (2011)	% of Welsh speakers (2021)	Change
Cwmllynfell and Ystalyfera	2,008	1599	-409	49.6	41	-8.6
Crynant, Onllwyn and Seven Sisters	1,156	958	-198	22.84	18.8	-4.04
Gwaun - Cae-Gurwen and Lower Brynamman	2,352	2041	-311	57.37	48.6	-8.77
Trebanos	459	518	59	33.6	30.5	-3.1

Ward	Number of Welsh speakers (2011)	Number of Welsh speakers (2021)	Change	% of Welsh speakers (2011)	% of Welsh speakers (2021)	Change
Godre'r Graig	473	567	94	30.1	27	-3.1
Pontardawe	1,624	1,424	-200	31	25.9	-5.1
Alltwen	664	650	-14	29.5	24.1	-5.4
Rhos	588	561	-27	24.7	21.6	-3.1

Factors that contribute historically to linguistic erosion include:

- Lack of language transmission at home
- Out-migration / Immigration
- Negative perception of the inherent value of the language
- Lack of awareness of the advantages of bilingualism
- Lack of confidence in speaking Welsh
- The spread of English into traditional Welsh language areas
- Mixed language marriages
- The power of Anglo-American influence on the interests of children and young people
- More deaths than births among Welsh-speaking families

As can be seen above the 2021 Census disappointingly indicates a decrease in the numbers of Welsh speakers locally, a picture reflected across most of Wales.

There has been a significant decrease in the number and percentage of Welsh speakers between the 2011 and 2021 Census; 20,698 (15.3%) of the local population were able to speak Welsh in the 2011 Census while only 18,662 (13.5%) indicated having this language skill in 2021:

	Number who can speak Welsh			Percentage who can speak Welsh		
	2001	2011	2021	2001	2011	2021
NPT	23,404	20,698	18,662	18	15.3	13.5
Wales	582,368	562,016	538,296	20.8	19.0	17.3

The decline in numbers across Wales has been attributed primarily to the decrease in percentage of children and young people (the group most likely to report ability) reported as being able to speak Welsh. The Census 2021 was held during the pandemic and followed periods of lockdown which necessitated remote learning for children and many people working from home. It is not known how the pandemic impacted people's reported Welsh language ability, or their perception of the Welsh language ability of others, such as their children.

In addition, mortality rates, immigration/migration and the subjective nature of language skills all are likely to contribute to the decrease in the number of people identifying as able to speak Welsh.

With Census 2021 data still being released the strategy will be reviewed in light of the additional data and insight to ensure it addresses the ongoing position.

Contrary to Census data the Annual Population Survey has historically and continues to indicate figures far above the Census data:

Neath Port Talbot						
	2011	2018	2019	2020	2021	2022
Total Population	134,400	136,100	137,800	136,400	135,400	137,900
Can speak Welsh	27,200	30,500	34,600	27,900	31,100	31,400
% who can speak Welsh	20.7%	22.4%	25.5%	20.5%	23%	22.8%

While the Census 2021 data indicates the decrease in the percentage of children and young people reporting the ability of speak Welsh, data from our pupil level annual school census (PLASC), more consistent with the annual population survey data, indicates an increase in the numbers enrolled in Welsh medium education.

PLASC - Years N1-11			
	2011	2021	2023 (projected)
No. in Welsh medium schools	2,993	3,321	3,329
No. in NPT schools	20,399	21,149	20,535
% in Welsh medium schools	14.7%	15.7%	16.2%

Our Welsh medium schools are:

Primary

Ysgol Gynradd Gymraeg Blaendulais
Ysgol Gynradd Gymraeg Castell-nedd
Ysgol Gynradd Gymraeg Cwmnedd
Ysgol Gynradd Gymraeg Cwmllynfell
Ysgol Gynradd Gymraeg Gwaun Cae Gurwen
Ysgol Gynradd Gymraeg Pontardawe
Ysgol Gynradd Gymraeg Rhosafan
Ysgol Gynradd Gymraeg Trebannws
Ysgol Gynradd Gymraeg Tregeles
Ysgol Gynradd Gymraeg Tyle'r Ynn

Middle (ages 3-18)

Ysgol Gymraeg Ystalyfera - Bro Dur

More detailed information about Welsh medium education, including an aim to create a further three Welsh medium primary schools, can be found in our [WESP 2022-2032](#).

Policy Context

Welsh Language Measure 2011

The Measure:

- gave the Welsh Language official status in Wales - meaning that Welsh should be treated no less favourably than the English language;
- established the role of the Welsh Language Commissioner who has responsibility for promoting the Welsh language and improving the opportunities people have to use it;
- created a procedure for introducing duties in the form of language standards that explain how organisations are expected to use the Welsh language and create rights for Welsh speakers;
- made provision regarding promoting and facilitating the use of the Welsh language and increasing its use in everyday life;
- made provision regarding investigating an interference with the freedom to use the Welsh language.

Welsh Language Standards (No1) Regulations 2015

Under the Regulations Welsh language standards have been imposed on the Council which aim to promote and facilitate the Welsh language, and ensure that the Welsh language is not treated less favourably than the English language.

The Standards, as applied to the Council, and contained in the compliance notice, comprises service delivery, policy making, operational, promotion and record keeping standards. As a consequence of the promotion standards the Council has developed its Welsh Language Promotion Strategy.

Cymraeg 2050 Strategy

Published originally in 2017 and more recently updated the strategy illustrates the Welsh Government's vision to see "the Welsh language thrive" by achieving a million Welsh speakers by 2050. Three key strategic themes are identified to realise this ambition:

- Increasing the number of Welsh speakers
- Increasing the use of Welsh
- Creating favourable conditions – infrastructure and context

More than just Words

The Welsh Government's strategic framework to strengthen Welsh language provision in health and social care aims to support Welsh-speakers to receive services in their first language.

Its 5 year plan 2022-2027 is based on and reflects the strategic themes of Cymraeg 2050:

- Culture and Leadership
- Welsh language planning and policies including data
- Supporting and developing the Welsh Language skills of the current and future workforce
- Sharing best practice and an enabling approach

Well-being of Future Generations (Wales) Act 2015

This Act is a means of helping the public bodies that are listed in the Act to think in the long term, work better with people and communities and each other, to try to prevent problems and follow a consistent approach in order to improve the well-being of social, economic, environmental and cultural well-being of Wales.

One of the seven Wellbeing goals contained in the Act is a 'Wales of vibrant culture and thriving Welsh language - a society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.'

Welsh in Education Strategic Plan 2022-2032

Prepared under Section 84 of The School Standards and Organisation (Wales) Act 2013 and the Welsh in Education Strategic Plans (Wales) Regulations 2019 this latest iteration, Welsh in Education Strategic Plan 2022-2032 (WESP), has been developed in the firm belief that education is the vehicle that will produce Welsh speakers of the future.

We believe that all children should benefit from the opportunity to learn, appreciate and shape their lives through the medium of Welsh and so Welsh-medium education is an integral and essential part of the learning offer in Neath Port Talbot. The implementation of the WESP will enable all learners, families and carers to develop their Welsh language skills and to use the language confidently in everyday life.

Our WESP is the cornerstone for this vision and its outcomes detail how we plan to support and further develop Welsh language education in schools and in our wider communities and how we plan for future growth:

- More nursery children/3 year olds receive their education through the medium of Welsh
- More reception class children/ 5 year olds receive their education through the medium of Welsh
- More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another
- More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh
- More opportunities for learners to use Welsh in different contexts in school.

- An increase in Welsh-medium education provision for learners with additional learning needs (in accordance with duties determined by the Additional Learning Needs and Education Tribunal (Wales) Act 2018)
- Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh.

With the outcomes and ambitious targets of the WESP relating to the complete education journey it is not appropriate to include similar actions in this revised Welsh Language Promotion Strategy. However, as both the Plan and Strategy relate to the promotion and facilitation of the Welsh language it is now appropriate for their greater alignment and potential complementary actions to be included in the Welsh Language Promotion Strategy as necessary.

Working in partnership

Partners in our journey to promote and facilitate the Welsh language come in all guises from well-established organisations to informal groups, from schools to businesses, from families with babes in arms to those who have lived full and long lives. Welsh speakers or not, young or old we all play our part on this journey. This strategy has the potential to help us make great strides but without the contribution of everyone in Neath Port Talbot it will fall short and not realise its full potential.

Our communities are our greatest partners. We are mindful that any success in this, and any other, strategy is dependent on the investment we all put into it. The investment of our time, our actions and support, finance and commitment to making a difference; for those who already use Welsh daily, who are on the first steps in learning Welsh, those who don't speak it but support the language as well as those who find it all a waste of time, we all have a part to play.

There is an array of local organisations that have the future of the language as a key principle of their work. The significant role they played in the previous strategy is consolidated in this revised iteration. While only those bodies governed by the Welsh Language Standards (No.1) Regulations (2015) are subject to promotion standards each organisation has a part to play in ensuring the promotion and the continued use of the language is facilitated in all aspects of daily life.

Local organisations, individually and as constituent members of the Iaith Fforwm Abertawe/Castell-nedd, continue to play a key role in the

implementation of the strategy. With the recent restructure of the Fforwm there is greater opportunity to work together in a more structured way and in so doing will address some of the issues highlighted in the evaluation.

We remain conscious of the limitations we as council have in influencing the numbers of Welsh language speakers in the area. Consequently in developing actions we have been mindful of three discrete areas within our responsibility:

- Direct - plans, strategies and internal processes over which the council has sole control.
- Indirect - processes that the council can affect with interventions but does not have outright control
- Partnerships - working with organisations and groups to progress new and established areas of work and creating positive attitudes towards the Welsh language.

Monitoring

We will continue to use existing executive reporting structures to monitor the progress of the Strategy.

Progress will be monitored by the Cabinet and scrutinised by the Policy and Resources Scrutiny Committee. Clear monitoring arrangements will be developed with the Fforwm Iaith to avoid duplication of effort and ensure alignment with our partners' existing reporting arrangements.

In addition regular progress reports to our internal Welsh Language Officer Group, the WESP Forum and to the Council's Equality and Community Cohesion Group.

The action plan will be reviewed annually and actions revised where appropriate.

Measures will be developed to ensure progress is measured appropriately.

Funding

All strategies require funding to be able to fulfil their aims and this strategy is no exception. However, we are conscious that in the current climate budgets are an all-important consideration and are to be used appropriately. This strategy includes a range of actions that will be funded in a number of ways; from budgets already identified, external grant funding, smarter ways of working and a more creative use of already stretched finances.

Welsh Language Promotion Strategy Action Plan

This latest Action Plan builds on progress made during the period of the first strategy, 2018- 2023, while responding to the position facing the Welsh language in Neath Port Talbot today. The actions will help in developing Neath Port Talbot as an area where the language is considered an important and relevant factor in people's everyday lives.

As in our initial strategy the action plan has been developed within current budgetary constraints although opportunities for additional budget/ external funding will be pursued. A number of actions have been included which are already being delivered or currently being developed to promote and facilitate the language locally.

However, these actions are not set in stone and are included here as the beginning of what we hope will be a meaningful conversation; on the vision and strategy and as to what realistic and achievable actions should be included to help ensure a future where the Welsh language is visible and used by more people in their daily lives.

The actions identified in the following pages are not set in stone but, along with our target, will be reviewed, amended/deleted and new actions included when appropriate to reflect our changing circumstances.

Strategic Theme 1: Increasing the numbers of Welsh speakers				
Area of work	Action	Delivery partners	Links	By
Support the implementation of the WESP 2022-2032	Promote the 'Welsh Homework Help' Facebook group to all pupils and their families who attend Welsh medium schools.	Fforwm Iaith Menter Iaith CNPT Council - Education service	WESP 2022-2032 Corporate Plan - WBO1	2024
	Establish and promote Welsh language courses for parents who send their children to Welsh-medium primary schools.	Council - Education Service/ Youth Service/ Youth Mayor Fforwm Iaith Menter Iaith CNPT	WESP 2022-2032 Corporate Plan - WBO 1	2025
	Promote Welsh language/Welsh-medium education among non-Welsh speaking families to increase/support language awareness	Council - Education Service Fforwm Iaith Menter Iaith CNPT	WESP 2022-2032 Corporate Plan - WBO 1	2024
	Update and promote the 'Benefits of Bilingualism' booklet to families.	Menter Iaith CNPT Council - Education service	WESP 2022-2032 Corporate Plan - WBO 1	2024
	Promote bilingualism to perinatal families	Council - Early years Menter Iaith CNPT Fforwm Iaith	WESP 2022-2032 Corporate Plan - WBO 1 and 2	2024
Language transmission in the home	Identify the availability (face to face and online), cost and location of Welsh language courses and promote these to residents	Fforwm Iaith Menter Iaith CNPT	Corporate Plan - WBO 3	2024
	Develop and promote Welsh language awareness sessions to residents	Fforwm Iaith Menter Iaith CNPT	Corporate Plan - WBO 3	2024
	Provide heritage, culture and language awareness sessions: <ul style="list-style-type: none"> • in all 3 main town centres • to young families • to new residents of NPT 	Council - Corporate Policy/ Heritage, Culture Leisure and Tourism Section Fforwm Iaith Menter Iaith CNPT	Corporate Plan WBO 3 Heritage and Culture Strategy	2026

Support people learning/speaking Welsh	Provide opportunities for Council staff to access appropriate levels of Welsh language learners/improvement courses	Council - HR/Training section	Welsh Language Standards	2024
	Explore potential barriers to and increase the take up of Welsh medium education by children from BME communities and other underrepresented groups.	Council - Corporate Policy BME Community Association/ NPTCVS Fforwm Iaith	Anti-Racism Wales Action Plan	2025
	Explore potential barriers to and increase the take up of adult Welsh language courses amongst BME communities and other underrepresented groups	Council - Corporate Policy BME Community Association/ NPTCVS Fforwm Iaith	Anti-Racism Wales Action Plan	2025
	Create and promote Welsh language resources for families and the public more generally	Council - Corporate Policy/ Training and Development Section/Education Service Fforwm Iaith Menter Iaith CNPT		2024
	Develop/sign post to appropriate courses and support for teaching and non-teaching staff learning Welsh	Council - Training and Development Section Fforwm Iaith	WESP 2022-2032	2023

Strategic Theme 2: Increasing the use of Welsh				
Area of work	Action	Delivery partners	Links	By
Support and promote the use of Welsh in social settings	Expand the Welsh language arts programme across Neath Port Talbot.	Council - Heritage, Culture Leisure and Tourism Section Menter Iaith CNPT	Heritage and Culture Strategy Corporate Plan - WBO 2 and 3	2026
	Promote the Welsh language arts programme to Council staff and the public through both targeted and more general publicity	Council - Heritage, Culture Leisure and Tourism Section	Heritage and Culture Strategy Corporate Plan - WBO 2 and 3	2026
	Explore opportunities with the Library Service to raise awareness of Welsh language books/materials with residents.	Council - Corporate Policy Library Service/Youth Service	Heritage and Culture Strategy (?) WESP 2022-2032	2024
	The Youth Council and Library Service to work together to identify, and where possible stock, appropriate Welsh Language books/ materials.	Council - Corporate Policy Library Service/Youth Service	Heritage and Culture Strategy (?) WESP 2022-2032	2025
	Explore opportunities to increase the visibility of the Welsh language at all leisure and cultural facilities	Council - Heritage, Culture Leisure and Tourism Section/Corporate Policy	Heritage and Culture Strategy Corporate Plan - WBO 2 and 3	2024
	Work with partners to encourage greater use and awareness of the language in all youth clubs	Fforwm Iaith Council - Youth Service	WESP 2022-2032	2025
	Develop a second Welsh language Youth Club in partnership with the voluntary sector in Tairgwaith	Council - Youth Service Voluntary Sector	WESP 2022-2032	2024
	Explore with children and young people how Welsh can be used more in a social context.	Fforwm Iaith Council - Youth Service/ Corporate Policy	WESP 2022-2032	2024
	Work with partners to identify opportunities to promote the Welsh	Fforwm Iaith	WESP 2022-2032	2026

	language in a variety of social settings, e.g. bore coffi, music sessions, etc	Council - Youth Service/ Corporate Policy/ Education Service		
	Work with local musicians to provide creative sessions for young people - exploring personal journeys in Welsh music, etc	Council - Youth Service	WESP 2022-2032 Corporate Plan - WBO 3 Heritage and Culture Strategy (?)	2024
Expand the use of Welsh in the workplace etc	Identify and promote alternative language skills training opportunities to Council staff	Council - Corporate Policy/ Training and Development Section		2024
	Promote and embed the Council's Internal use of Welsh Policy	Council - Corporate Policy/HR Section	Welsh Language Standards	2024
	Develop, promote and deliver Welsh language awareness training to all Council staff	Council - Corporate Policy/ Training and Development Section Menter Iaith CNPT	Welsh Language Standards	2028
	Encourage Council staff to reassess their Welsh language skills against new language skills levels	Council - Corporate Policy/ HR Section	Corporate Plan - WBO 4	2026
	Encourage Council Staff to use their Welsh language skills more widely within and outside workplace	Council - Corporate Policy/ HR Section/Training and Development Section	Corporate Plan - WBO 2 and 3	2026
	Work with the business community to explore ways Welsh can be promoted amongst their staff	Council - Economic Development/Corporate Policy	Corporate Plan - WBO 2 and 3	2028
	Further promote and develop 'Hyder-ish' sessions (improving language skills/ confidence in using Welsh) throughout the area	Menter Iaith CNPT Council - HR/Training Section	Corporate Plan - WBO 2 and 3	2028
	Encourage elected members to increase their use of Welsh at meetings, events, within their communities, etc	Council - Democratic Services/Corporate Policy / Training and Development Section	Corporate Plan - WBO 2	2028

Strategic Theme 3: Creating Favourable Conditions: Infrastructure and Context				
Area of work	Action	Delivery partners	Links	By
Increase the visibility of the language across the area	Develop and implement a new Culture and Heritage Strategy that promotes awareness, use and visibility of the Welsh language within Neath Port Talbot	Council - Heritage, Culture Leisure and Tourism Section	Corporate Plan WBO 3	2024
	Work with the business community to explore opportunities to increase the visibility of Welsh	Council - Economic Development/Corporate Policy	Corporate Plan - WBO 3 and 4	2026
	Promote Business Wales' free Welsh translation and advice service, Helo Blod, to our business community	Council - Economic Development/Corporate Policy	Corporate Plan - WBO 3 and 4	2024
	Ensure Welsh language, heritage and culture is a key component of the Destination Management Plan currently being developed.	Council - Heritage, Culture Leisure and Tourism Section	Corporate Plan - WBO 3 and 4	2024
	Work with the BME Community Association to explore ways to increase awareness of the Welsh language and culture within communities	Council - Corporate Policy BME Community Association / NPTCVS Fforwm Iaith	Anti-Racism Wales Action Plan	2024
	Develop a Welsh focus for the Council's 'Let's Talk' campaign with 'Let's Talk Welsh/Cymraeg' 'Dewch i sgwrsio Cymraeg/Welsh'	Council - Corporate Policy		2024
	Ensure Welsh is promoted as part of the SPF monitoring system for the Council's Business Anchor project, i.e. gathering key data, and identifying if support is required to implement practices as part of the new Economic Development CMS system.	Council - Economic Development		2023
	Develop a 'Croeso' pack for distribution to new residents, etc.	Council - Corporate Policy and Partners		2025

	Introduce 'resident accounts' to enable more tailored interactions with the Council, to include a language preference option.	Council - Digital Services	Digital Services Operating Model	2028
	Explore the feasibility of creating a Welsh language promotion coordinator to work with services and partners	Council - Corporate Policy/ Education Service (WESP)	Corporate Plan WBO 3	2024
Embed Welsh into all our strategies and plans	Develop and implement our internal language skills policy across our service areas	Council - Corporate Policy/HR Section	Corporate Plan WBO 3	2024
	Ensure the Welsh language is central to the design and application of new technologies.	Council - Digital Services/ Corporate Policy	Digital Services Operating Model	2023
	Ensure Welsh is taken into account during the development of the commemoration of people and events in the public realm policy.	Council - Corporate Policy		2024
	Include the Welsh language as a key element in all future policies and strategies	Council - Corporate Directors/services		2028
	Review the target of 1% increase in the number of Welsh speakers in NPT following analysis of all relevant data	Council - Corporate Policy Menter Iaith CNPT Fforwm Iaith		2024
	Explore the establishment of a Welsh Champion category in the Council's internal Team NPT Awards	Council - Corporate Policy		2023

Proposed Measures

Strategic Theme 1 - Increasing the number of Welsh speakers

Number of learners accessing Welsh language courses provided across NPT

Number of 'Benefits of Bilingualism' booklet issued

% of families visited by perinatal service who go on to access Welsh/bilingual early years services.

% of council staff accessing Welsh language courses

% of council staff accessing language improvement courses

% Number of BME children/adults accessing formal / informal Welsh language courses

% of persons (aged 3 and over) who say they can speak Welsh

% of persons (aged 3 and over) who say they speak Welsh daily and more than just a few words

Strategic Theme 2 - Increasing the use of Welsh

Number of Welsh language arts events held in NPT

Number of people attending Welsh language arts events

Number of Welsh language materials issued at Council owned libraries

Number of children and young people attending Welsh youth clubs

Number of children and young people speaking Welsh at bilingual youth clubs

% of council staff who have positively reassessed their Welsh language skills

Number/% of Welsh speaking council staff identified on the Welsh speakers directory

Strategic Theme 3 - Creating favourable conditions - infrastructure and context

Number of businesses contacted and accessing Helo Bod translation service

Number of Croeso packs distributed/accessed on online

Number of residents indicating a Welsh language preference when dealing with the council.

Number of businesses requiring support in using, promoting and displaying Welsh.

Welsh Language Promotion Strategy 2023-2028

Consultation Report



Mae'r ddogfen hon hefyd ar gael yn Cymraeg
This document is also available in Welsh

Introduction

The Welsh Language Promotion Strategy and associated action plan was developed in accordance with the Welsh Language Standards (No1) Regulations 2015, Standard 145.

The Standard places a duty on the Council to produce, and publish on your website, a 5-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 along with a target for increasing or maintaining the number of Welsh speakers in the area.

A public consultation on the Council's draft Welsh Language Promotion Strategy and associated action plan was undertaken for a 4 week period, from 17 April to 15 May 2023.

A total of 133 responses, including responses from three organisations, were received via the online survey and survey boxes. A limited number of face to face consultations were also held, in Port Talbot, Neath, Pontardawe, Crynant and Margam Park.

Please note where quotes from respondents have been used these are a direct quote from the consultation responses.

1. Consultation

To help ensure that the consultation was as widely available as possible, there were a number of mechanisms by which people could submit their views. More detail can be found in the Consultation and Engagement Plan (Appendix 1)

These included:

- an online survey/questionnaire via the Council's web site
- consultation packs in local and community libraries and civic centres
- promotion via email to a range of stakeholders
- promotion via the Council's corporate social media accounts messages
- awareness/consultation events held in Port Talbot, Neath, Pontardawe, Crynant and Margam Park - The detailed questionnaire was made available at the consultation events held in various locations Port Talbot, Neath and Pontardawe; some

questionnaires were completed at the time while others were taken away for return to local libraries or civic centres. These events also provided the opportunity for people to comment generally on the Welsh language as well as raising awareness of the online survey.

A consultation report outlining the findings from the consultation is attached at Appendix 2.

2. Public Consultation Responses - Summary

The consultation received a total of the following responses from the various consultation activities as follows:

- 133 responses received in total from both versions of the questionnaire (11 in Welsh)
- Response rates for all of the questions ranged from 132 responses to 104 responses i.e. whilst we had 123 responses to the survey not all questions were answered by all respondents.
- The majority of responses to the full questionnaire (where indicated) came from Neath and the surrounding area. A small number of responses were received from the Pontardawe and the surrounding area.
- Three responses were received from groups/organisations including from our key partners, NPTCVS and Menter Iaith Castell-nedd Port Talbot.
- An email of support from Blaenhonddan Community Council was also received.
- A letter from Sioned Williams AS/MS

All views and comments expressed during the consultation have been considered prior to the Strategy and Action Plan being finalised.

Comments received specific to education have been referred to the relevant officers for note and consideration. Some of the comments referred to specifically to education and/or actions contained in the Welsh in Education Strategic Plan 2022-2032 (WESP); as a consequence they have been passed to the relevant officers for consideration.

The Vision

- 132 respondents answered this question. Of these 71 agreed/strongly agreed with the vision (53.8% of those who answered the question or 53.4% of all respondents to the survey).
- 42 (31.8%) disagreed/strongly disagreed with the vision. However from some of the comments received respondents understood the vision to be the current position and not the intended future position for the language in Neath Port Talbot. Comments included:
- 19 respondents neither agreed nor disagreed

The Target

- 73 respondents (55.3% of the 132 respondents answering the question) agreed or strongly agreed with the target to increase the numbers to Welsh speakers in Neath Port Talbot.
- 38 respondents (28.8% of respondents answering the question) disagreed/strongly disagreed with the target. A mix of sentiments was shared ranging from the target being 'Not high enough' to dismissing it entirely 'There is no absolutely point. Waste of money'.
- 18 respondents 'neither agreed nor disagreed'
- 3 responded 'Don't Know'

The Strategic Themes:

Strategic Theme 1 - increase the number of Welsh speakers

The majority of respondents, 85, (this represents 64.4% of 132 respondents who answered the question) agreed/strongly agreed with the strategic theme while 23 (17.4%) disagreed/strongly disagreed. 12 respondents neither agreed nor disagreed and 2 responded 'Don't Know'.

Key work areas	No of respondents who agree / strongly agree	% of those who answered the question	% of all who responded to survey
Support the implementation of the WESP 2022-2032	90	70.3	67.7
Language transmission in the home	80	64	60.2
Support people learning/speaking Welsh	105	83.3	79
Potential Actions			
Promote the 'Welsh Homework Help' Facebook group to all pupils from non-Welsh speaking families in years 5 and 6 from who attend Welsh medium schools.	93	73.2	70
Promote the 'Welsh Homework Help' Facebook group to all pupils from non-Welsh speaking families in years 7 and 8 who attend Welsh medium schools.	90	72	67.7
Update and promote the 'Benefits of Bilingualism' booklet.	79	63.8	59.4
Promote Welsh language/Welsh-medium education among non-Welsh speaking families to increase/support language awareness	87	70.2	65.4
Establish and promote Welsh language courses for parents who send their children to Welsh-medium primary schools.	96	76.8	72.2
Develop appropriate courses and support for teaching and non-teaching staff learning Welsh	91	72.8	68.4
Explore potential barriers to and increase the take up of Welsh medium education by children from Black Asian and Minority Ethnic (BME) communities and other underrepresented groups.	78	62.4	68.6
Explore potential barriers to and increase the take up of adult Welsh language courses amongst BME	79	63.2	59.4

communities and other underrepresented groups			
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Strategic Theme 2 - increase the use of Welsh

The majority of respondents (94, 73.4%) agreed/strongly agreed with the strategic theme while 23 (18%) disagreed/strongly disagreed. 10 respondents neither agreed nor disagreed and 1 responded 'Don't Know'.

Key work areas	No of respondents who agree / strongly agree	% of those who answered the question	% of all who responded to survey
Support and promote the use of Welsh in social settings	97	75.2	72.9
Expand the use of Welsh in the workplace	89	69.5	66.9
Potential Actions			
Provide opportunities for our staff to access appropriate levels of Welsh language learners/ improvement courses	97	76.4	72.9
Expand the Welsh language leisure programme across Neath Port Talbot.	90	70.3	67.7
Promote the leisure programme to staff and the public through targeted and more general publicity.	84	67.2	63.2
Explore opportunities to increase the visibility of the Welsh language at all leisure facilities	88	70.4	66.2
Promote and embed the Council's Internal use of Welsh Policy	85	68	63.9
Explore how Welsh can be used more in a social context	90	71.4	68.3
Work with partners to encourage greater use of the language in all youth clubs	85	68.5	63.9
Welsh language awareness training will be promoted to all staff	83	70.2	62.4
Work with partners to identify opportunities to promote the Welsh language in a variety of social settings	88	71.5	66.2

Strategic Theme 3 - Creating Favourable Conditions: Infrastructure and Context

The majority of respondents (86, 67.7%) agreed/strongly agreed with the strategic theme while 20 (15.7%) disagreed/strongly disagreed. 18 respondents neither agreed nor disagreed and 3 responded 'Don't Know'.

Key work areas	No of respondents who agree / strongly agree	% of those who answered the question	% of all who responded to survey
Increase the visibility of the language across the area	93	74.4	69.9
Embed Welsh into all our strategies and plans	86	69.4	64.6
Potential Actions			
Work with the BME Community Association to explore ways in which to increase awareness of the Welsh language and culture within communities	79	64.2	59.4
Develop and implement a new Culture and Heritage Strategy that promotes awareness, use and visibility of the Welsh language within Neath Port Talbot	90	73.2	67.7
Develop and implement our internal language skills policy across our service areas.	82	66.7	61.7
Ensure the Welsh language is central to the design and application of new technologies.	77	63.1	57.9
Work with the business community to explore opportunities to increase the visibility of Welsh.	86	69.4	64.7
Ensure Welsh language, heritage and culture is a key component of the Destination Management Plan currently being developed.	84	67.7	63.2
Ensure Welsh is taken into account during the development of the commemoration of people and events in the public realm policy.	81	65.9	61
Include the Welsh language as a key element in all future policies and strategies	80	66.2	60.27

Common themes across all questions were:

- Support of Welsh heritage & culture/identity
- Want the language to continue
- Welsh is the language of our country – it should be visible/normalised/inclusive to everyone
- Free lessons/affordable lessons/night classes/wide range of access to Welsh language and learning opportunities
- Higher target
- Support 1% as an achievable target
- We should encourage learners
- Learning/speaking Welsh will improve career prospects
- Work towards the governments Cymraeg 2050 vision
- Teach children Welsh from a young age/more Welsh primary schools
- Waste of public money/too much money spent
- Not achievable/wanted
- Decline in Welsh in the area
- Lack of confidence to speak Welsh
- Welsh forced on people

The effects of the strategy on:

- **People's opportunities to use Welsh**

72.7% of respondents (93 out of 128) to the question considered the strategy would have a positive effect on opportunities to use Welsh. Four respondents considered it would have a negative effect while 31 considered it would have no effect.

Comments received included

- It will increase opportunity, the issues is will it increase uptake
- bydd y strategaeth yn wneud hi'n mwy derbynniol i defnyddio'r cymraeg ym mywyd bob dydd y gwaith (*The strategy will make it more accepting to use Welsh in everyday life and in work*)
- Massively increasing the opportunities will work amazingly for people who live here
- People will be more confident in trying to use the language.
- If people want to use the Welsh language they can and that's great, but it shouldn't be force fed to those who don't.
- It is already pushed hard enough to make those of us who are not Welsh feel unvalued and excluded

- The steps set out are a positive step to encouraging the use of the language and making it more acceptable in our own towns and villages.
- **Treating the Welsh language no less favourably than the English language**

62.4% of respondents (78 out of 125 respondents) considered that there would be a positive effect on treating the Welsh language 'no less favourably' than the English language', while 7 respondents considered the opposite. 40 respondents considered it would have no effect.

- All of the actions in the strategy should help to improve both the opportunities to use the Welsh language and ensure Welsh is treated no less favourably than English
- It's difficult to state it will be treated no less favourably when in lots of cases it will have a longer response time than English purely due to lack of resources.
- Collective effort alone will help raise the profile of the language.
- If the policy is implemented effectively, the effect can be very positive. But it requires the commitment of a number of different departments within the authority and this is the challenge
- There are still only a small % of Welsh speakers in the Borough and this policy could severely disadvantage small organisations or community groups if they have to publish everything bilingually. Let's focus on getting more people speaking and using the language before imposing costs that will be detrimental to the local economy.
- I don't think the strategy will make a difference to how the language is treated, and in fact we run the risk of the outcome being negative if we attempt to use the stick instead of the carrot.

Comments on increasing positive effects:

- The most effective way to increase welsh language speakers is to have more welsh speaking schools.... surely? But this comes at a cost
- Promote the Welsh language as a heritage language only.
- It needs to be encouraging not forced
- Need more Welsh primary schools in the area/ or intensive welsh learning provision to allow older children to join the school later than infants.

- Welsh learning groups and social groups offering the opportunity to practice, would be helpful for adults.

Comments on reducing negative effects:

- Leadership and buy in from the top down is important to maximise shift in attitudes.
- There are no negative effects of promoting and growing the Welsh language.
- ...encourage not enforce
- Wrth i'r iaith cael ei weld a'i ddefnyddio fwy fyth gan y Cyngor fe fydd wedyn yn cael ei dderbyn fel rhan annatod o'u bywyd pob dydd. (*As the language is seen and used more than ever by the council it will then be accepted as an integral part of their daily life*)
- allow customers to 'opt' in if required - cost effective

The effects of the strategy on protected characteristics

Respondents were asked to identify the impact of the strategy on them or their family due to the protected characteristic and while the majority considered there was no impact a relatively small number felt to the contrary. Unfortunately further information as to the nature of this impact was not forthcoming in the majority of cases.

However a few comments were received which could be attributed to:

Age:

- My children are of school age so could impact on them through their schooling.
- ...there may be those in older generation who would not wish to learn...
- Older is harder to learn as more busy and other commitments
- The strategy will have a positive effect

Disability:

- A lot of my family live with mental disabilities and find it hard to understand or learn with the English language. Enforcing more Welsh on top of the already stressful and terrible education system will have a negative effect on them and people like them.
- Dyslexia
- ...offering greater access to be able to learn would definitely impact me, where if you were to continue to act as you do offline but record and document it online - this would aid me and my disability

for sometimes I am unable to go out so I would still be able to engage online...

3. Changes made following consultation

As a result of the comments received a number of amendments have been made to the strategy in order to clarify particular sections, while additional actions have been developed to reflect comments/suggestions made.

Some further suggestions/comments are still being considered and any resulting actions developed will be included in the action plan as soon as is practicable.

Comment	Amendment
The vision was not considered the current situation in Neath Port Talbot	Additional text included in the vision to clarify it is a vision for the future
Hearing the language spoken is as key as it being visible	An amendment made to the vision to reflect this
The target for increasing the number of Welsh speakers challenging enough and should be higher (and failed) previously; Welsh still not commonplace	Additional text to stress that the target stated in the strategy is an interim target and is to be reviewed in light of the conclusion of a full analysis of all relevant data.
Promoting the language considered a waste of public money particularly in the current climate	Additional text to strengthen the position on the resources identified to meet the aims of the strategy.

Suggestion	Additional Action
Source affordable Welsh language courses	Further promote and develop 'Hyder-ish' sessions (improving language skills/ confidence in using Welsh) throughout the area
Encourage businesses to promote Welsh language	Promote Business Wales' free Welsh translation and advice service, Helo Blod, to our business community

A number of comments were made which relate to specific service areas and these, as listed in the table below, have been passed to the relevant service for consideration.

Suggestion/Comment	Forward to	Service Response
<p>The education system should be revised to ensure Welsh language study to fluency amongst the younger generations too and create bilingual / multilingual generations for the future.</p>	<p>Education</p>	<ul style="list-style-type: none"> • On a local level, the Welsh in Education Strategic Plan (WESP) includes targets on ensuring that schools are on the language continuum. There will be three pilot schools (two primary and one secondary) that will develop their language continuum in order to move closer to the ambitious level B2 of the Common European Framework of Reference for Languages (CEFR) as set out in the Welsh Language Education Bill proposal In the first 5 years of the WESP. This will be rolled out to other schools in the second half of the WESP. • On a National level - New Curriculum for Wales is in operation in all primary schools and being rolled out to secondary schools with a focus on Welsh as a language and a culture. • Consultation for the Welsh Language Education Bill closes

		June 16th. The bill will support learners to move along the language continuum and to work towards the B2 level.
Involve local schools to display child friendly welsh language in local towns and villages to engage all generations	Education	Targets in the WESP (with an emphasis on Outcome 5) includes this.
Children in Welsh language secondary schools are not the only individuals who are capable and want to follow the Welsh first language GCSE and A-level course. Those in secondary English medium schools are often forced to sit the Welsh second language exam as staff teaching the Welsh second language course do not seem to have the skills to teach the Welsh first language syllabus. e-sgol should offer GCSE Welsh 1st language as a course for every child in Wales who reaches a certain standard by the end of primary school, regardless of the school they attend, so that each child has the right to gain a Welsh first language qualification at secondary school. It should also offer the GCSE and A-level Welsh first language qualification to every Welsh adult who wants it so that those that have worked hard to master the language, gain a qualification they deserve. In the UK, IGCSE's	Education	<ul style="list-style-type: none"> • Curriculum reform begins to address this. The Curriculum for Wales is being rolled out to secondary schools with an emphasis on the language continuum (regardless of school language category) • Consultation for the Welsh Language Education Bill closes June 16th. The bill will support learners to move along the language continuum and to work towards the B2 level.

are offered in English language and literature, French and Spanish - why not Welsh.		
All schools be Welsh medium	Education	<ul style="list-style-type: none"> • One Welsh medium (WM) school open in Skewen • 2 additional WM school will be built in the life cycle of the WESP (in areas where there is a need to increase/ promote the language) • Immersion Centre open in north of county borough. Second immersion centre will open in the new build YGG Rhosafan • A new build 'Welsh Government flagship' school (net zero carbon), YGG Rhosafan will be built within 3 years • Childcare and wraparound facilities will be available in all WM schools within 18 months. Two WM schools currently without childcare/wraparound are in the process of opening these facilities. • The consultation for the Welsh Language Education Bill states that all schools will be Category 3
We need another welsh primary school in port talbot	Education	
We also need more Welsh medium education schools and better facilities at those we currently have. More welsh medium schools spread out across the county Borough would help increase the number of Welsh speakers.	Education	
<p>Os yr ydym o ddifri ynglŷn â chynyddu'r nifer o siaradwyr Cymraeg tu fewn y Sir rhaid darparu fwy o ysgolion cynradd Cymraeg eu hiaith; un ysgol gynradd gyfrwng Cymraeg mae CCNPT wedi agor ers ei sefydlu. Agorwyd mwy o ysgolion Cymraeg eu hiaith ym Mhatagonia a Sir Fynwy dros yr un cyfnod nag yn CNPT.</p> <p>If we are serious about increasing the number of Welsh speakers inside the county, more Welsh-speaking primary schools must be provided; NPTC has only opened one Welsh-medium primary school since its inception. More Welsh-speaking schools were opened in Patagonia and Monmouthshire over the same period than in NPT.</p>	Education	

		<p>(WM) unless there is a strong case for an English medium (EM) school e.g. amalgamation of existing EM schools. In this case the amount of Welsh delivered will have to be increased within the new EM school.</p> <ul style="list-style-type: none"> • The consultation for the Welsh Language Education Bill states that all schools will have to demonstrate progress along the language continuum towards level B2. • Clear quantitative targets to increase the percentage of pupils in WM education are set out clearly in the WESP.
<p>I am a teacher who has recently completed the Welsh Sabbatical Course. This training was so beneficial for teachers who are teaching children in Wales.</p>	<p>Education</p>	<ul style="list-style-type: none"> • WESP Outcome 7 addressed staffing and training needs. Support and a language acquisition continuum for teachers in EM schools is currently being mapped out. • Welsh Language Education Bill states that a centralised point of contact for training and language

		development will be created within Wales to ensure consistency and availability of training and development.
Until there is agreement and standardisation in the Welsh language, the teaching of the language is flawed. This can be seen in how it is taught in Welsh first language schools and English first language schools, English first language schools use a teachers can be very scathing of. Also, you can have a group of Welsh teachers and non of them can agree on mutations or whether one word should be used or another	Education	<ul style="list-style-type: none"> • The proposed Welsh Language Education Bill will ensure consistency on the language continuum in order to achieve level B2 • Language progression also detailed in Curriculum for Wales
Welsh language education needs to be promoted from the very start. Along with the offer of support to non welsh speaking parents- so that they are educated, to understand they will be able to support their children in the welsh schools.	Education	<ul style="list-style-type: none"> • Addressed throughout WESP with main focus in Outcome 1. Work with Mudiad Meithrin, Menter Iaith CNPT and Early Years partners has commenced with the focus of promotion from pre-birth (midwifery) through to 18 • Clear pathway and support to be mapped out in order to increase parental confidence. • Promotion also included in the Welsh Language Education Bill.

<p>English speaking teachers should not be forced to deliver a curriculum in any other language. They should not be forced to waste their time trying to convince children that Welsh is useful when so very few believe it is useful. Have a two tier system based on parental choice - Welsh medium and English Medium schools. English medium schools should only teach curriculum Cymraeg eg celebration of being Welsh and Cynefin. For those parents who choose to send their child to a Welsh school courses should be made available to them to learn Welsh to support their children, but at a cost to them, not the tax payers, unless any family is in receipt of benefit and is unable to pay (it would be discriminatory and unfair to stop any person who truly wants to learn Welsh to support their child if they were unable to afford to do so).</p>	Education	<ul style="list-style-type: none"> • Schools have a duty to deliver the Curriculum for Wales
<p>The only way to truly encourage non-Welsh speakers learning Welsh is to have fully bilingual nursery and (ideally) Early Years educations so that every child is bilingual by the age of 5 or 7. Support this with classes for parents.</p>	Education	<ul style="list-style-type: none"> • WESP outcome 1 supports the increase in Welsh-medium/ bilingual early years settings • WESP outcome 5 supports parents/ carers with a range of different opportunities from Welsh language courses and family

		days to homework support and reading support classes
<p>Bilingualism doesn't work because the teachers in English medium schools *don't care for Cymraeg* nor do they seek to normalise it [from personal experience]. Teachers are overworked and underpaid, so only when there is a care and a framework to work from will it be cared for enough to be taught with care in English medium language schools. Being multi or bilingual is great and does work, the application of process and strategy as how to achieve it: is poor and does not work [in practice - from personal experience]. Focus on two fronts: Youth and Young parents/Young adults. Provide space and ability for elders [experts] to be present and included within the tuition process so that all are included, and try to make something cyclical in so that it becomes a self fulfilling tradition that the old come in to teach the new - an "art class of language" where you come to make art [regardless of quality, just the act of expressing ones self and having a place to do that and be valued for it].</p>	Education	<ul style="list-style-type: none"> • WESP and Welsh Language Education Bill outlines the promotion strategies and available training and support that will be available for staff. This training will be structured to ensure progression and consistency. • Welsh Language Education Bill states that a centralised point of contact for training and language development will be created within Wales to ensure consistency and availability of training and development.

<p>Parents should have a choice in what Language their children are taught - If you wish your child taught in Welsh there should be the option of a Welsh school however if you wish your child to be taught in English then you should also have that choice - The Welsh in Education Strategic Plan (WESP) 2022-2032 does not allow choice. The Welsh Language should not be more important than a child's education.</p>	Education	<ul style="list-style-type: none"> • WESP must respond to targets set by WG in order to achieve the targets set out in Cymraeg 2050.
<p>Support for parents who are non-welsh speakers to encourage uptake in schools. Bi-lingual homework. Bi-lingual resources from the school, given to the child/parents to practice at home</p>	Education	<p>This is addressed in the WESP - Outcomes 1 and 5</p>
<p>Ensure that English Medium language school welsh teachers are capable, that the English medium language schools actually adhere to the silibus and policies to actually teach Cymraeg as 1st language [and are supported to be able to adhere to the law - or penalised for breaking it]. [In Senedd] Devolve media powers to prevent UK Media xenophobia or hold it to account.</p>	Education	<ul style="list-style-type: none"> • WESP and Welsh Language Education Bill outlines the promotion strategies and available training and support that will be available for staff. This training will be structured to ensure progression and consistency. • Welsh Language Education Bill states that a centralised point of contact for training and language development will be created within

		Wales to ensure consistency and availability of training and development.
<p>Ar gyfer y grwp Facebook 'Homework Help' byddai'n dda hefyd i annog athrawon amrywiol i ymuno er mwyn cynnig cymorth sylweddol i rieni yn ogystal. Mae nifer o'r gweithredoedd uchod yn cael ei weithredu yn barod gan nifer o barteriaid y Cyngor sir. Mae'n bwysig nodi yn y dogfen yma beth yn union yw cyfraniad y cyngor sir tuag at y gwaith yma - mae amrywiaeth o ffyrdd gall y cyngor cefnogi'r gwaith yma yn ariannol, yn ymarferol ac yn strategol.</p> <p>(For the Facebook group 'Homework Help' it would also be good to encourage various teachers to join in order to offer significant support to parents as well. A number of the actions above are already being executed by a number of county council partners. It is important to note in this document exactly how the county council is contributing to this work - there are a range of ways in which the council can support this work financially, practically and strategically.)</p>	Education	<ul style="list-style-type: none"> • WESP outcome 5 supports parents/ carers with a range of different opportunities from Welsh language courses and family days to homework support and reading support classes • Further support is in the process of being mapped out and will be rolled out to schools in the next academic year

<p>Rhaid rhoi pob cymorth i ddysgwyr a rhieni plant ysgol mewn pob maes, hyn er mwyn iddynt magu hyder mewn siarad yr iaith Cymraeg ac mewn defnyddio'r iaith mewn pob agwedd o'u bywydau. Mae'n bwysig bod siaradwyr Cymraeg yn cael yr un cyfleodd i ddefnyddio'r iaith ac mae siaradwyr Saesneg.</p> <p>(Every support must be given to learners and parents of school children in all areas, so they gain confidence in speaking the Welsh language and in using the language in all aspects of their lives. It is important that Welsh speakers have the same opportunities to use the language as English speakers do.)</p>	Education	This is the main focus of all targets set out within the WESP
<p>All new signs in the county should have Welsh first, all new street names should be Welsh only, all new schools should either be Welsh medium or dual stream.</p>	Education Engineering and Transport	<ul style="list-style-type: none"> The consultation for the Welsh Language Education Bill states that all schools will be Category 3 (WM) unless there is a strong case for an English medium (EM) school e.g. amalgamation of existing EM schools. In this case the amount of Welsh delivered will have to be increased within the new EM school.

		<ul style="list-style-type: none"> • The 2 new planned schools within the WESP 10 year cycle will be Welsh-medium schools • YGG Rhosafan will have a new build flagship school (other new builds will be replacements of existing EM schools and not new schools) • Our Street Naming & Numbering Policy document enforces the principle that all new street names will be in Welsh only.
In terms of commemoration, Welsh true history needs to be taught. I was never taught any Welsh history in school.	Education Heritage, Culture Leisure and Tourism	This will form part of Curriculum for Wales and the Cynefin work within schools.
Having social centres across all parts of NPT, having drop in centres for tuition, open up closed spaces/shops into learning centres/dysgu cymraeg places, increase funding for teaching adults [I'd really appreciate that one], greater support for welsh language music venues/artists/poets, putting in a bid for the Eisteddfod [future perhaps?], creating welsh language tours for NPT [tourism/history and education], Putting on bi-lingual festivals	Education Heritage, Culture Leisure and Tourism Property and Regeneration	<ul style="list-style-type: none"> • Educational aspects are addressed in Outcome 5 and 7 of the WESP. • Further support is in the process of being mapped out and will be rolled out in the next academic year. • All traffic signs are designed in compliance with the Traffic Signs

<p>and events to help normalise use and ability/places to use Cymraeg. Create signage with helpful phrases in Cymraeg, alongside sign language [ways to be more inclusive of others and to normalise and help better communication all around]. Some ideas I'd love to see you implement</p>		<p>Manual & General Directions 2016 together with the Welsh Government Guidance for Traffic Signs and Road Markings 2018, where the Welsh language is displayed above the English language. The same principles are applied to the replacement of existing traffic signs, and again the Welsh language is displayed above the English language.</p> <ul style="list-style-type: none"> • All council owned vacant premises are available to let with any funded proposal to utilise premises for Welsh language learning centres would be considered.
<p>Though, I would advise potentially explore the idea of using a colour coded system for different levels of speakers in events, where all levels of speakers [and non speakers] are welcome, but all events are able to cater to all different levels of Cymraeg. I would very much welcome events and festivals that are made for learners/non speakers to become more affluent and affiliated with Cymraeg - with</p>	<p>Heritage, Culture Leisure and Tourism</p>	<p>The Council's Culture Strategy will celebrate, promote and further develop the area's culture, heritage and leisure offer while recognising the role played by the Welsh language. One of the key themes in the strategy is 'Welsh at Heart' and</p>

<p>organisations/people there who are equipped to be able to help. Anything to reduce the intimidation factor that its made out to be [learning any language]. But offering welsh language tours [do we even have a tourism board anymore, or does Swansea still do it for us?], as well as making online content in both languages - would help demonstrate the leisure activities we have in NPT as well as our magical language and culture [which could be the tipping edge decision as to why others would come visit us!]</p>		<p>actions to exemplify this theme will also be included.</p>
<p>Important to consider how the Welsh language, heritage and culture is given the same relevance as English and how to engage with communities to achieve this</p>	<p>Heritage, Culture Leisure and Tourism</p>	
<p>I think many youths are resistant to using and learning Welsh at the best of times, if they are not speaking it at home, or in a Welsh school. My children would be deterred from accessing a youth club if it was in Welsh.</p>	<p>Youth Service</p>	<p>Awaiting response</p>
<p>Er mwyn normaleiddio'r Gymraeg ac i'r strategaeth fod yn llwyddianus, mae angen sicrhau bod y Gymraeg yn weladwy, er enghraifft, enwau Cymraeg yn unig ar ystadau o dai newydd. Hefyd, dylai fod popeth sydd yn</p>	<p>Planning Property and Regeneration</p>	<ul style="list-style-type: none"> • All traffic signs are designed in compliance with the Traffic Signs Manual & General Directions 2016 together with the Welsh Government Guidance for Traffic

<p>cael eu rheoli gan y Cyngor fod yn ddwy-ieithog. Sylwais yn ddiweddar bod arwyddion Castell-nedd yn uniaith Saesneg, a dydy hyn ddim digon da.</p> <p>(In order for the Welsh language to be normalised and for the strategy to be successful, it is necessary to make the Welsh language visible, for example, Welsh-only names on new housing estates. Also, everything managed by the council should be bi-lingual. I noticed recently that Neath's signs are provided only in English, and this isn't good enough.)</p>		<p>Signs and Road Markings 2018, where the Welsh language is displayed above the English language. The same principles are applied to the replacement of existing traffic signs, and again the Welsh language is displayed above the English language.</p> <ul style="list-style-type: none"> • Our Street Naming & Numbering Policy document enforces the principle that all new street names will be in Welsh only
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Consultation & Engagement Plan

The plan below lists a range of engagement activities we undertook during the consultation period 17 April to 15 May 2023. The plan demonstrates we targeted a cross section of the community, including: the general public, those with protected characteristics, families, children and young people and partners.

What	Where
Consultation packs, containing the following: <ul style="list-style-type: none"> • Reference copy of the draft Welsh Language Promotion Strategy including potential actions (English and Welsh) • Questionnaires (English and Welsh), replicating the online questionnaire • A post box for completed questionnaires 	Consultation packs were available in all council, and community libraries and in Neath and Port Talbot civic centres.
Corporate social media accounts (e.g. Facebook/Twitter)	Social media postings were communicated throughout the consultation period via Facebook and Twitter
Council Website	Online questionnaire and supporting materials published via a link from the Council's Welsh Language Standards webpage and the 'Have your say' webpage
Press Release	Via Council website and media contacts
Council's internal communications	The consultation was promoted via the Council's usual internal communications channels; including 'In the Loop', Sway, Yammer channels to encourage staff to give their views
Email with Web link	Email promoting the consultation was sent to internal and external stakeholders; for example town and community councils, NPTCVS, schools.
Awareness/consultation events	Engagement activities were held in various locations across the area during the four week period.

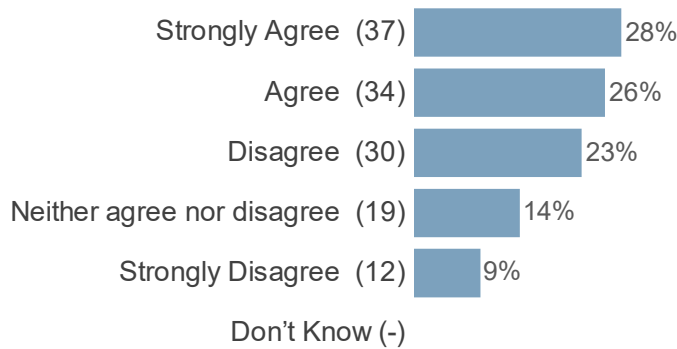
Mae'r dudalen hon yn fwriadol wag

Welsh Language Promotion Strategy Consultation

This report was generated on 08/06/23. Overall 133 respondents completed this questionnaire. The report has been filtered to show the responses for 'All Respondents'. A total of 133 cases fall into this category.

The following charts are restricted to the top 12 codes.

Do you agree with the vision:



If Agree/Strongly agree please give your reasons

It is an admirable vision and one that will support Welsh heritage and culture for future generations.

We've just moved home from Ceredigion and want to continue our learners journey

This is Wales.

I sent my children to welsh school so that the language would continue. I love to hear the welsh language even though I can only understand a small amount of words.

Mae rhaid ein bod ni'n gwerthu ein unigryw i aeth a dangos positif rwydd i'n cenhedlaeth nesaf

Cymraeg yw iaith y wlad felly dylset e fod yn weladwy fel y mae iaith yn wledydd eraill

cymraeg yn iaith byw, rhaid rhoi cyfle i bobl ei defnyddio, bob tro

Welsh needs to be normalised in NPT, not treated as an inconvenience as it was by the previous administration.

Welsh was suppressed, alngn with Celtic languages, time to correct that.

An important part of community identity especially in Gwaun Cae Gurwen and Lower Brynaman.

Castell nedd... Castle by the River Nedd... We have such RICH history and yet prior Labour councils have seen that hisotory eroded to cachu. I WHOLE-HEARTEDLY welcome greater use of Cymraeg and access to it/socials and events to help grow it!

Most signs and information ,Place names arebin both english and welsh

Mae normaleiddio'r Gymraeg yn ein cymuned yn hanfodol, ac os mae'r cyngor yn arwain ar hyn, byddwn mewn sefyllfa gwell i gynyddu'r nifer o bobl sy'n defnyddio'r iaith yn eu bywyd pob dydd.

To combat the stigma around the language every day s must increase.

Welsh is being more visible within daily lives, included on all literature, communications etc and it seems there is more emphasis and thought considered around the welsh language.

Having moved into the area with my husband who is first language Welsh we have noticed more people speaking Welsh in everyday life compared to our previous council

We should keep our language alive

It is very important that we remember and keep the language of our country alive

If Agree/Strongly agree please give your reasons

More potential in future career prospects

It is important to retain the language and use it as a unique selling point for Wales.

I feel there is an increase in the amount of people interested in the Welsh language and even though I am a non Welsh speaker, I still love to hear the language in my community. An increase in the use of Welsh in the community would help learners and those who may have let their language skills decline and perhaps encourage those who have no knowledge to learn.

It's taught more in school. Those that can speak it is used a lot in the workplace.

Yn bwysig iawn bod yr iaith yn weladwy er mwyn dangos i ddarpar ddysgwyr bod gwith i'w ddysgu a rhaid rhoi'r cyfle i siaradwyr, boed yn ddysgwyr neu siaradwyr iaith gyntaf, i'w ddefnyddio yn eu bywyd dyddiol.

Should have English alongside Welsh i.e Bannau Breichiniog

It shouldn't be strange to hear Welsh being spoken

The history and fundamentals of the world make the universe

To help

Fel person Cymraeg iaith gyntaf byddwn i'n hoffi gweld mwy o lefydd/pobl yn hysbysu'r iaith. Y mwya sy'n cael ei siarad y mwya fydd pobol di-Gymraeg yr ardal yn sylweddoli ei bod hi'n iaith fyw.

I am a fluent welsh speaker and regularly converse in welsh with welsh speakers in my area.

As a Welsh speaker myself I believe it's important to promote our original language in Wales. It's also excellent for children to learn a second language.

I believe it's important to keep the Welsh language alive

I live with a welsh speaker and think its great more people speak pur language

I work in a gp surgery and I have taken calls from Welsh speaking patients and conversed back in Welsh. I have many fluent Welsh speaking member of my family and some who take Welsh lessons it is important to be able to speak out native tongue and many people are starting to learn the language such as my colleagues to help better communicate with patients who prefer to speak in Welsh rather than English.

People need to understand and be clear about the place of the language in our own lives and in our communities. The vision helps to strengthen an approach that will improve understanding and raise the profile of the Welsh language.

Mae'r Gymraeg yn iaith sy'n cael ei defnyddio pob dydd mewn nifer o ardaloedd ar draws y sir. Y gwir yw bod 'na rhai ardaloedd o fewn y sir ble mae'r mwyafrif yn siarad Cymraeg, gyda'r canrannau yn agos at yr uchaf yng Nghymry gyfan. Mae angen ymrwymiad y cyngor sir er mwyn sicrhau bod nifer cynyddol o bobl yn cael y cyfleoedd, ac yn cael eu cefnogi i allu defnyddio'r Gymraeg ym mhob agwedd posib. Dewis unigol y person dylai fod ynglyn â pha iaith maen nhw'n ei siarad, ond ar hyn o bryd oherwydd nifer o ffactorau, dyw pawb ddim yn cael y cyfle yna.

Positive encouragement is seriously needed. Heavy public promotion of bilingualism / multilingualism and the benefits of it is a need if this plan is to succeed. Encouragement of more use of Cymraeg at home and work and in social settings too. The above vision will work through positive action and a multilingual approach. The education system should be revised to ensure Welsh language study to fluency amongst the younger generations too and create bilingual / multilingual generations for the future.

Seems like the younger generation are speaking more welsh so would love to keep up with them

Welsh should be taught in schools (Too much foreign language).

More children ready and happy to converse in welsh

If Disagree/Strongly disagree please give your reasons

There is little promotion of the language in the communities other than signage

I don't believe the number of people who use the Welsh language in their daily lives is increasing. " In 2021, an estimated 538,000 usual residents in Wales aged three years and over (17.8%) reported being able to speak Welsh, which is a decrease since 2011 (562,000, 19.0%)." " The percentage of usual residents aged three years and over able to speak Welsh decreased between 2011 and 2021 in all local authorities except Cardiff, Vale of Glamorgan, Rhondda Cynon Taf, and Merthyr Tydfil." Office for National Statistics

Waste of public money

You need to teach it for free to people for them to be on board with it.

Majority of people feel Welsh lacks purpose in our communities and Government are artificially trying to relaunch it at great cost. Census figures suggest a decline.

I believe this is not achievable or wanted by people in this area

I've lived in Wales all my life, 50 years, and I don't know one person who speaks welsh fluently!

I am not witnessing more use of the language in the area, and can't find supporting data on this, in fact the only data I find is supporting the opposite. I do however accept that as a future vision, rather than a current one

There has been a rather large decline in the use of the Welsh language in all areas across Neath Port Talbot

Very few speak welsh in NPT

The Welsh language is a niche language and is no longer relevant to most people living or working in Wales. As such it should be maintained as a tourist 'gimmick' as it serves little other purpose. History is exactly that, the past and the natural evolution of language should be respected.

It has a significant presence in areas of the Borough but we find it is predominantly used by the older generation, so invariably it appears to be decreasing in usage.

Too much money spent on this.

People use English in NPT. Welsh is for tourists, the western fringe and school kids

The welsh language is in decline due to the diverse culture in the community and speaking welsh is seen as ignorant or rude by non welsh speakers. Leaving us almost scared to speak our own language.

Welsh is not visible in our communities, this is a waste of our time and resources.

Not seeing it

Those that want to use Welsh language already do, those that don't obviously don't want to

I don't know anyone who speaks welsh - I used to go to school in Swansea and I was taught the bare minimum of welsh, schools have not taught how to even hold a conversation in welsh and due to this generations in wales have lost out. Don't see the point in reintroducing because as parents we won't understand or be able to hold conversations with our kids around it

Not that well spoken in npt

It is visible in terms of signage, literature etc but it is not actively spoken in my area

I do not think it is very visible & most people will go through their day without seeing any Cymraeg, or at least, very little!

I feel the use of the Welsh language has decreased over the years. Even though my grandparents were Welsh speakers we were encouraged to speak English because it would open up more opportunities and less discrimination

Currently don't hear the language day to day in the community, even if people are able to converse to some extent. Lack of confidence to start conversing.

More can be done. Like coffee morning etc

very rarely used and only witnessed as greetings used

If Disagree/Strongly disagree please give your reasons

It's barely heard in Port Talbot and there are little opportunities within the area for Welsh speakers.

I think availability/advertising of welsh language courses should be visable

In my opinion very few people I know speak the Welsh language which is a real shame

Because I do not speak it and it is very hard to understand them

The vision is bleak for the Welsh Language

It's not visible in this area. Why should it be? Who cares? There are more important things to think about.

To mush emphasis is placed on the welsh language. The gap between England and Wales re: wealth, education or health continues to widen every year. Narrowing the gap should be the top priority, the welsh language is an irritant.

Don't hear as much welsh spoken as I used to

Very low welsh speakers in Britton Ferry area

Do you have any other suggestions about the vision?

I would think its growing in many communities but in decline in others.

Welsh language coffee shops were very popular in Ceredigion and could become so I'm not

By pushing this Welsh Government initiative makes people more resistant, carrot is better than stick!

Drop them

Hoffwn gweld llawer mwy o'n cynghorwyr yn dysgu/defnyddio'r iaith yn ei bywyd gwaith. Nhw sydd wedi cael eu hethol i gynrychioli ni a dal ein hiaith yn gyfartal â Saesneg

As above

Choice. Allow people to choose whether they want Welsh at the beginning of emails etc. Reduce pressures on English speaking schools to teach Welsh. Foster a love of Welsh through choice and necessity, not passive coercion

All new signs in the county should have Welsh first, all new street names should be Welsh only, all new schools should either be Welsh medium or dual stream.

Please make the transition sensible, putting up Welsh only signs nit helpful, especially on r l ads

Scrap it

No, as growth is an ideal vision.

Involve local schools to display child friendly welsh language in local towns and villages to engage all generations

Like Snowdonia, Snowdon and Brecon Beacons: Why don't we revert back to our Cymraeg name as a town? Please? Castell Nedd. Better describes my home than "NEEF" as its pronounced by some. I would appreciate a greater vision than "just being visible", because our road signs are just "visible" and that hasn't really done much to help boost or bulster the language. Also - it's not an irritation, it's our language.

No

If you want people to use Welsh in their daily lives to need to move away from the 'Welsh exactly the same as English' strategy. The majority of Welsh speakers in the area use colloquial Welsh (even if their English level is high) so the emphasis needs to be more conversational rather than formal Welsh speaking. People with high level English skills but colloquial Welsh are much more likely not to speak any Welsh rather than to try to speak a language they are not fluent in. Make speaking Welsh a fun thing to try for all ages rather than an chore.

Instead of having everything printed in welsh and english, and sent to the whole population, it should be sent in english with a freefone number to request in welsh, as it is only 14% of the population who want double language bills, circulars, etc this would save a vast amount of money, better spent elsewhere.

Do you have any other suggestions about the vision?

All schools be Welsh medium

I think many are nervous to speak Welsh and it's more prevalent than anticipated.

It would be nice to include. The Welsh language will be promoted and the first language of choice, by Welsh speakers without repercussions.

Waste of tax payers money - had this of continued throughout generations it would of fine

Ambitious

Goid idea to promote welsh language

Not enough Welsh language - menus etc.

I believe the use of Welsh is increasing.

Increased welsh language provision in primary schools and early years groups

Welsh language is visible (for example, advert on YouTube) but still not used by an increased number of people in their daily lives - this I feel stem from Welsh speakers not encouraging others to use as they may find it inconvenient to do that.

It's great. I am English . I can only say "thank you very much". It's hard to learn for me I think I would need it really simple. I tried class last year just too hard but I am 71 not tutors fault.

I think its a great idea to be aiming towards increasing the number of welsh speakers. Is there any way of working with local education providers to seek to source affordable welsh language courses as the costs can be very off putting to many people

There are very little opportunities for Learners/ New Speakers to use and practice the language.

Mae'r gymraeg yn rhan a beth ydyn ni fel Cymry. Rhan bwysig.

Would like to see more promotion of Welsh Language.

No

Free Adult beginners classes and refresher classes would help.

In the future there should be: Provision of more opportunities for people to get together on an informal basis to be able to practice Welsh language skills or to learn in a non threatening environment.

Get people who are not Welsh to learn as well

More community awareness is needed.

Free welsh lessons for adults

No

Hoffwn awgrymu eich bod yn addasu'r weledigaeth i gynnwys y gair 'chlywadwy' hefyd - dyw e ddim yn digon i allu rhoi arwyddion ayyb lan mewn siopau neu mannau cyhoeddus, maen rhaid wirioneddol annog bobl i ddefnyddio'r Gymraeg sydd ganddynt, yn enwedig wrth ystyried bod Eisteddfod yr Urdd yn dod i'r ardal o fewn rhai blynnyddoedd - o fewn bywyd y strategaeth hon.

Children in Welsh language secondary schools are not the only individuals who are capable and want to follow the Welsh first language GCSE and A-level course. Those in secondary English medium schools are often forced to sit the Welsh second language exam as staff teaching the Welsh second language course do not seem to have the skills to teach the Welsh first language syllabus. e-sgol should offer GCSE Welsh 1st language as a course for every child in Wales who reaches a certain standard by the end of primary school, regardless of the school they attend, so that each child has the right to gain a Welsh first language qualification at secondary school. It should also offer the GCSE and A-level Welsh first language qualification to every Welsh adult who wants it so that those that have worked hard to master the language, gain a qualification they deserve. In the UK, IGCSE's are offered in English language and literature, French and Spanish - why not Welsh?

Simple night classes or podcasts for learning basic Welsh

Speak English first and then Welsh

It is visible in the form of signs(Be it road, shop, surgery or otherwise). But in my hometown(Port Talbot), you really hear it outside a couple of welsh coffee mornings.

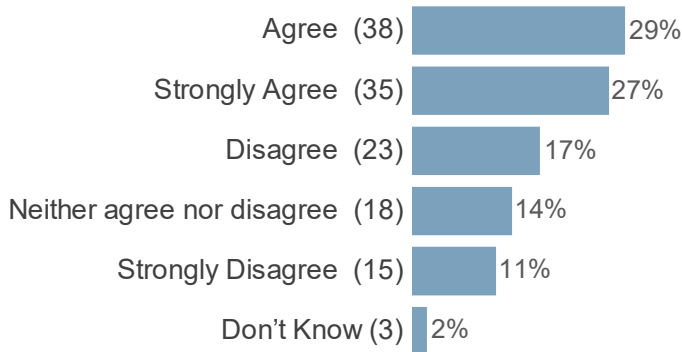
Do you have any other suggestions about the vision?

Totally insular thinking. Typical of a backward - looking country!

While i visibly see welsh language across the local area, i'm not aware/heard of anyone speak or use welsh in day-to-day encounters. Which includes local businesses.

The target is to increase the amount of Welsh speakers in NPT by 1% by the end of the 5 year strategy

Do you agree with the target?



If Agree/Strongly agree please give your reasons

I believe that it is important that the language flourishes and we encourage others to embrace our heritage

N/A

Promotion of the Welsh language is important.

Not an easy thing to do.

Eto mae'n bwysig annog ein hiaith a dangos balchder trwy siarad ac annog eraill I ddysgu a siarad.

Achievable if you teach for free yes

Itcis the language of our country

Mae 1% yn targed llai na beth bydde'n i wedi disgwyl, ond mae unrhyw twf yn rhywbeth dda.

Achievable with increase in Welsh speaking schools

Without knowing the baseline, it is difficult to evaluate 1% as a difficulty score. I'd like to see it higher although 1% of the entire population is around 1500 people

Be great to get more and more people to speak wesh

It will increase the pride in our Welsh language if more people are speaking it in the Borough.

Think we should actively promote increasing the number of Welsh speakers.

The figure is low enough to be achievable

Seems like an achievable target

Same as above.Both my grandchildren went to Welsh school and it's a pleasure to hear them conversing in Welsh

Improve career prospects

Our language

Should be more

I beleieve all children and adults should have a chance to learn to speak welsh

If Agree/Strongly agree please give your reasons

Although I'd like the target to be higher I think it is more realistic and therefore achievable to aim for a 1 % increase.

It's important for future of Wales.

Very important to support the WAG target.

My husband was Welsh. Lovely man but couldn't speak it. He would love to, Welsh man from "Resolven". You sing the "Rhondda" or any well known chorus - Hymn. I try to sing only in Welsh. The Welsh are so "honourable" I love to hear it. It's a beautiful language Celtic never Scot. Yes something beautiful to stand up in pride to. I have lived here 34 years nearly. So have feel kind of Welsh.

Seems a reasonable target, as the census showed a decrease in NPT....so 1% seems realistic!

Os yw'r iaith yn mynd i fyw rhaid cynyddu nifer y siaradwyr ond, credaf fod gosod targed gynyddu nifer y siaradwyr i 1% yn unig yn siomedig o isel.

Its important.

Make a small start

The children are an answer, teach them at a young age.

Rwy'n credu bod 1% yn ffigwr realistig, oherwydd all Cymraeg fod yn iaith caled i'w ddysgu.

I think it's a crying shame that so many of us know so little of our native language, that it's not used enough

agree that 1% is achievable but important to aim higher and not rest on laurels and being more optimistic about this.

If not more

Dyw 1% yn fawr ddim. Wrth hyrwyddo'r iaith mwy dyle 1% fod yn hawdd i gyrraedd. Denu'r rhai sydd wedi stopio siarad Cymraeg i'w defnyddio eto.

We should be proud of our language, and should encourage speakers and learners to use day today.

1% is better than nothing but is this really challenging?

Should be more

It's important to have a target that is commensurate and proportionate to the population as a whole and to the current number of Welsh speakers in our area.

I think that this is achievable though I would had been a little more ambitious and gone for a slightly higher percentage.

Same as first page

Love to have availability to learn

It is important to preserve the Welsh language

To maintain local identity, set an achievable target

This seems a modest and nihilistic

Although I am not Welsh in origin I believe Welsh could and should be increased in NPT. I believe that the understanding of the welsh language is more favoured than verbally speaking it in the area, outside of schools.

Its a unique language, the more people aware of our heritage and the language, culture the better

Need to support regular use of welsh in NPT. More local population to speak welsh as its lanuage.

If Disagree/Strongly disagree please give your reasons

Not high enough

Good luck with that. You might find that people don't want to be coerced into Welsh speaking.

Should be a higher target

Waste of public money

Dydy hyn ddim yn targed uchelgeisiol. Hyd y welai i ar foment yw bod y Cyngor yn gadael gormod o bethau i'r Fenter iaith ynglŷn â hybu defnydd o'n iaith

Should be higher

Unrealistic at current rate with current method of promotion.

I think a more ambitious target could be set.

This target is nowhere near ambitious enough, the Labour led council neglected Welsh medium education and the language for the 25 years they had in power. This council needs to be far more ambitious in increasing the number of Welsh speakers.

A costly vision

Stop forcing people who don't want to speak Welsh

There is absolutely no point. Waste of money

1% is an equivalent target of Rishi Sunak saying he's going to cut inflation [It was already going to happen - a non promise]. The consensus of 2021 says there's approx 145,000 people in NPT. Where, unless my math is off - 1% would be 1,450 - where there are less than 20,000 students across NPT's 63 schools, which would mean that 7.25% of those pupils would put you past that target [which I assume that statistic would be met by youths within the Welsh language schools of the 63 in NPT's remit]. Simply, You can do better/be more ambitious than doing literally nothing.

Doesn't feel very ambitious,

Why are we repeating these targets when clearly the last ones have not been reached? The budget for Npt is already stretched and communities needs and priorities have changed

Why does there need to be a target. An increase of 40% or a decrease 5% is not going to make a difference to the lives of people living in NPT.

The Welsh language is a niche language and is no longer relevant to most people living or working in Wales. As such it should be maintained as a tourist 'gimmick' as it serves little other purpose. History is exactly that, the past and the natural evolution of language should be respected.

Mae cynyddu'r nifer y siaradwyr o 1% yn ymdrech gwael iawn a ddim yn uchelgeisiol o gwbl. Mae rhaid i'r Cyngor newydd angen blaenoriaethu hwn, a dydy'r targed presenol ddim yn dangos ymrwymiad cadarnhaol.

The resources required are unequal to the returns.

Why so little?

5 years is a long time to increase by 1%. I feel it should be 1% per year.

Such a waste of time and resources for such a little gain.

What's the point?

Don't bother

I believe it should be greater than 1%

Higher % would be better.

I would have for a slightly higher target

With a Welsh medium primary and new comprehensive school the target should be higher

Dyw'r Fenter ddim yn credu bod y targed o 1% yn digon uchel. Targed y Llywodraeth yw i gyrraedd 1 miliwn o siaradwyr erbyn 2050, mae angen cynydd sylweddol yn nifer y siaradwyr yng Nghastell-nedd Port Talbot os yw'r Llywodraeth yn mynd i gyrraedd y miliwn.

Because I do not speak it

If Disagree/Strongly disagree please give your reasons

The idea is just more narrow minded thinking. The area is full of English who are from cities like London, Birmingham, etc, who think of promoting Welsh is a waste of time.

There shouldn't be a target. Regarding language, those in power should react to what the people do, not proact to force change.

Do you have other suggestions about the target?

Aim higher !

We're forced to have this target, so at least this is set at a realistic level

Forgot it

Speak to parent's of pre-school children, find them and encourage them and explain the benefits for their children as well as our heritage.

Gweld Cynghorwyr yn mynychu digwyddiadau Menter iaith/Cymreig a digwyddiadau y Cyngor. Eisiau positif rwydd am ein diwylliant

Gwneud yn statudol fod pawb sy'n gweithio i'r sir yn derbyn cwrs dysgu Cymraeg

I don't speak welsh neither does my husband but sent my children to a welsh school, they are both fluent, i would love to learn welsh but working full time, most local courses are in the day nothing caters for people working in the valleys

No

Choice.

A target of 25% of the population of NPT being Welsh speakers should be the minimum

Take this into account that not all of the people in NPT want to speak welsh

Scrap it

I'd prefer it to be a target increase as a percentage of the percentage, that is to say that we'd like to increase the number of welsh speakers as a % of welsh speakers, as opposed to % of population. If the number of welsh speakers is 5% for instance, the actual number would be around 7500 then increasing by 1% is tiny.

Offer more social events in NPT such as coffee mornings, music events, children's clubs

Aim higher. The higher end of single digits or even attempt double digits. Targets and strategies are just that, if you shoot for the stars it doesn't matter if you undershoot because you're still flying. But if you're stuck belittling yourselves and us to designing paper planes: we'll never get it off the ground. Please, bring a cohesive plan together as how to achiev a better target because 1% is pitiful and not a strategy but allowing nature to take its course and taking credit for it.

More help from welsh speakers

Lower the target by 50%?

Do away with a target

What do you define as a Welsh Speaker? Someone who can (and is comfortable) ordering bread at the bakery and passing the time of day in the Welsh medium or who feels their Welsh is sufficient to work through the medium of Welsh (there is a big difference)

The target should be bolder and leverage the economic potential as well.

It doesn't seem very ambitious. So approximately 50 years to increase it by 10%?

Increase the target.

Make Welsh classes for learners of all ages free.

Provide more free opportunities to learn the language.

Schools must be supported.

We need another welsh primary school in port talbot

Do you have other suggestions about the target?

Not knowing the exact nature of what challenges of the matter in NPT regarding Welsh language uptake and how to measure the target - who can say.

I think the aim of increasing Welsh speakers is a good one, but it is difficult to set/achieve a target as there are many different factors that will affect this

Y broblem yw perswadio plant sydd wedi mynydu ein hepgoliau cymraeg i siarad yr iaith.

Fe ddylem ni canolbwyntio ar gael pobl ifanc (16-25) yn dysgu Cymraeg, os nad ydynt wedi cael addysg trwy gyfrwng y gymraeg. Fe allwn gwneud hon yn bennaf trwy ein tudalennau Cyfryngau Cymdeithasol e.g. sesiynau dysgu Cymraeg ar-lein.

More

No

A higher target would be better.

It's a good goal to have 1% but I feel like that could be made a higher percentage of people speaking else's with the right campaigns and information being provided. Such as where Welsh lessons take place. How to get into a Welsh language class.

No

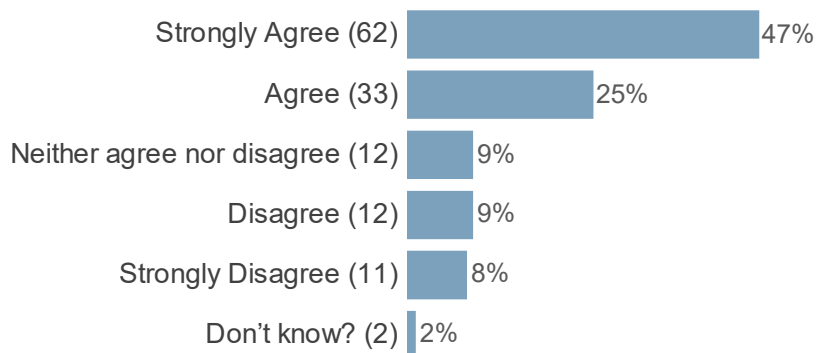
English first then Welsh

People are not interested unless brought up in a family of Welsh speakers

Don't bother. Spend the money cleaning town centres, encouraging businesses! No wonder the area is filthy and deprived when you waste money on nonsense.

Free language classes in all areas of NPT.

Do you agree with the following strategic theme? (Increasing the number of Welsh speakers)



Please give the reason for your answer

I believe that it is important that the language flourishes and we encourage others to embrace our heritage

Valuable and measurable strategic target.

Again the more Welsh speakers there are the better

Not everyone wants to speak Welsh and this can be for various reasons: 1. Don't want to. 2. Disability. 3. Gender lead language. And there are probably more reasons....

I am indifferent. I respect and appreciate the Welsh language as a historical and cultural element of value, but I disagree with prioritising it over other languages and subjects that need focus and attention as well as money invested in it.

The emphasis upon Welsh language alienates non-Welsh speakers

Please give the reason for your answer

This is Wales

Waste of public money

I think it will be hard to get adults to commit to learning and so the increase will only be done through parents sending their children to Welsh medium schools which isn't always easy.

Wedi bod yn ffodus i gynrychioli Bwrdd Twristiaeth Cymru mewn Ffair gwerthu gwyliau. Roedd asiantau (travel agents/Reps) yn cerdded heibio i stondinau Llundain Blackpool ac yn dangos llawer o diddordeb yn ein grŵp oedd yn chwarae and canu caneuon Cymraeg.

Cymraeg yw'r iaith y wlad! Mae'r iaith wedi dioddef ers blynyddoedd o gael ei hanwybyddu ond bellach gellir ailysgrifennu ein hanes a dylai fod yn flaenoriaeth. Byddwn wrth fy modd yn gweld y wlad hon fel llawer o rai eraill gyda'i iaith a chael Cymraeg fel ein hiaith gyntaf

U need to increase the number of learners of the language in order to get Welsh speakers....

Money would be better spent on improving life in Wales. Making us sector leading in different areas eg education, health, business, tech. Not spending money on something that won't improve the lives of citizens.

We should be proud of our Language and more people need to learn it.

More people should be able to speak our native tongue.

bydd unrhyw peth sy'n creu twf yn dda.

As long as its done sensibly.

Encouraging new learners is vital to maintain language and culture.

It is a costly vision

It should be a choice

There is no point. It's a dying language

We must keep our language alive

I have recently learnt the language coming from a very limited background. As a teacher in primary education and now working within the authority to promote welsh I believe it is vital that we aim for more welsh speakers, not only capturing the interests of our pupils but involving their families too

YES! I am a child of bilingualism - where it did not work. I came out the better side of it, because I've always been fascinated by Cymraeg but from going to an English Language school: I feel robbed of not being able to speak our mother tongue fluently and has left me and many in my position in a limbo of not knowing enough to be fluent but knowing a bit more than basic as to be in no mans land of understanding how to better ones ability or where to use and practice it with others [because if you dont use it - you lose it!]. It took me to travel to Caernarfon to realise that our language is not Dead or dying - but attempted genocide/actively being attacked and murdered. I don't want the next generations to have to travel to understand this, I'd like them to know where they are from and for them to be multilinguistic: but to be able to think and converse and engage with the world in Cymraeg! It is so liberating and what I feel helps make us wiser overall from gaining new perspectives as how to experience the same things but in different mindsets [or languages].

To comprehend and understand our native language

If the Welsh language has declined across the borough, why the need to increase welsh speakers? People are clearly not interested not even in the most avid welsh speaking communities eg Brynamman, Gwaen Cae Gurwen. Perhaps if employers and businesses in Npt and Wales were to offer increased salaries/wages to those who speak Welsh, then you might see sn increase in people wanting to learn the language?

The Welsh language is a niche language and is no longer relevant to most people living or working in Wales. As such it should be maintained as a tourist 'gimmick' as it serves little other purpose. History is exactly that, the past and the natural evolution of language should be respected.

What level of Welsh competence constitutes a 'Welsh Speaker'?

As above

Please give the reason for your answer

As above

Why force people to speak a language that will be of little use to them other than in the confines of wales. And yes,i am welsh born and bred but have no desire to learn the language.

Its political by design. Focus on resourcing schools for relevant subjects.

Most day to day welsh is very basic and should be achievable. Small interactions in shops, businesses etc all help to create a more positive image of the language. We also need more Welsh medium education schools and better facilities at those we currently have. More welsh medium schools spread out across the county Borough would help increase the number of Welsh speakers.

It is our national language and focus should be on preserving and encouraging it.

As above

to keep our language and heritage alive and help young people feel part of our country

Heritage culture our language incease childrens ability to learn as they would benefit from being bi lingual

I think it is awful that a lot of welsh people cannot speak the language

It's our cultural history and a key part of our identity.

Welsh is important to Wales, Neath is very English speaking compared to some of it's surrounding valleys.

It is crucial to maintain and protect our language for the identity and confidence of the nation.

What does this achieve? Prioritising learning Welsh limits us as it is a dead language that no one really uses, encouraging the public to learn languages that are still used today i.e. French, Spanish, German, Manadarin etc would help more.

No point

3 generations taught bare minimum welsh in schools, what's the point now?

Good that welsh people speak Welsh

To work towards the governments Cymraeg 2050 vision

I believe Welsh to be advantageous for career and being bilingual is an asset

Having more languages is a good thing

Our Welsh language is something we should be proud of. Increasing the number of speakers is a positive step.

Because it's right

Agree that this something that should be should be striving to achieve

We should do all we can to save & help the language prosper.

Yr un rheswm ac ateb 2

Its good for all

Welsh language ought to be promoted always!

Send them out to spread the gospel like last year Wales No.2 most beautiful beach in the world Rhosilli - voted just that.

Mae'n hynod o bwysig i gadw'r iaith yn fyw. Er mwyn gwneud hynny, mae yna rhaid i ni ddatblygu siaradwyr Cymraeg newydd i gario'r iaith i'r genhedlaeth nesaf.

By increasing the number of Welsh speakers now, I would hope it would be passed on through families to the next generations.

Important to keep the language alive for future generations in all settings.

It is our language. It is part of our culture and who we are. I've lost count I'd the amount of people who say they wish they could speak Welsh

I feel like more needs to be done by making it inclusive to everyone

Please give the reason for your answer

We should be proud of our language, and have a duty to keep the language alive.

It is difficult to find Welsh speakers

We and in Wales and this is our unique language which sets us apart from other countries. It is also the oldest language in Europe and needs to be protected yet celebrated.

Paet of heritage

I personally believe every Welsh person should be making that effort to be able to speak our mother tongue. It was banned and beaten from us yet it has survived. I believe that alone should be enough to motivate anyone to learn but unfortunately it's not which is why the language needs to be promoted and encouraged.

It's important to have a target that is commensurate and proportionate to the population as a whole and to the current number of Welsh speakers in our area.

Mae Strategaeth Cymraeg 2050 yn rhywbeth maen rhaid i'r Cyngor Sir cyfrannu tuag at, ac felly dyma'r lleiaf o beth dyle'r cyngor bod yn ei wneud. Er mwyn cyrraedd miliwn o siaradwyr erbyn 2050, dylai fod tatgedau uchelgeisiol gyda'r cyngor er mwyn cynyddu'r nifer y siaradwyr Cymraeg.

I believe the science also says there are health benefits to being bilingual. I think increasing Welsh speakers would be a benefit for the language and its speakers.

Helps to know and keep the language alive

It would be a good thing especially as we live in Wales

As before

Its totally irrelevant in everyday living, and in the wider world.

See previous answers

Its down to personal choice, so how can you encourage people.

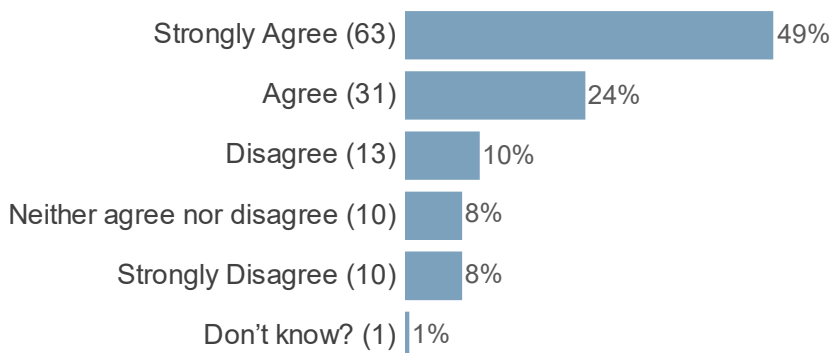
Cultural importance.

It depends how you intend to increase welsh speakers. if its meant as like encouraging local adults to speak welsh in situations then I agree. But if increase means putting more pressure on school children I disagree, as they're already got much to learn and take in that public pressure could have the opposite affect.

Welsh speakers have a greater connection to our heritage and culture and as a separate nation.

Support welsh language

Do you agree with the following strategic theme? (Increasing the use of Welsh)



Please give the reason for your answer

I believe that it is important that the language flourishes and we encourage others to embrace our heritage

Supportive of a strong sense of pride/place in NPT culture and heritage.

Yes having better use of the language in communities should be encouraged.

See above

I'm not sure of what benefit or value it is to our society as a whole

The emphasis upon Welsh language alienates non-Welsh speakers

No use people being able to speak Welsh if they don't use it

Waste of public money

I think it's nice to use Welsh if you can even saying thank you, or the most basic statements.

Does dim pwynt dysgu plant yr iaith yn yr ysgol os nad i nhw'n gweld e'n cael ei ddefnyddio yn gyhoeddus/yn y tŷ. Felly, mae dyletswydd ar y Cyngor a'r Cynghorwyr i hybu defnydd yr iaith ac i ddilyn y ffordd.

Gweler uchod

Beneficial all round as stated my children are both fluent it benefitted immensely on employment and one of them doesn't even live in wales now, it opens up opportunities speaking two languages

See above

As above

Trwy defnyddio cymraeg a'i wneud yn weledol bydd y nifer o bobl sydd yn fodol defnyddio cymraeg yn tyfu, a bydd hyder yn cynyddu

Encouraging those who already know Welsh to use it.

Forcing the Welsh language on people will cause them to resist its use

As above

No point whatsoever. Complete waste of money

Knowing and using the language are different things, if we don't use, we forget.

The more opportunities to use welsh and visual signage in our areas will increase the use of welsh and encourage it to be part of our routines

I strongly agree with increasing Cymraeg, but you sincerely need to aim higher than 1% off the floor and be more open with your ideas and plans as how you seek to achieve them. Also, revert back to our Cymraeg name and that'll be a great start!

By having bilingual messagere etc to translate language

My opinion is that young children should be still given the opportunity to learn the Welsh language, so they can make an informed choice of whether they wish to continue using it. Are we wasting resources in doing so though, when the statistics demonstrate the obvious decline in the Welsh language use across our communities?

The Welsh language is a niche language and is no longer relevant to most people living or working in Wales. As such it should be maintained as a tourist 'gimmick' as it serves little other purpose. History is exactly that, the past and the natural evolution of language should be respected.

It must be a pleasurable experience rather than a chore

As above

As above

Hyd yn oed os nad yw pawb yn rhygl, mae defnydd pob dydd o'r Gymraeg yn cadw'r iaith, ein hanes, a'n diwylliant yn fyw.

As above

Please give the reason for your answer

All Council events should increase the use of Welsh and as much of it to be bilingual. Also, there needs to be more Welsh language events

They go together, there's no point in increasing the number of Welsh speakers if they are not then using the language. It should be more prominent in our lives and it might then encourage others to learn.

as above

Welsh is important to Wales, Neath is very English speaking compared to some of its surrounding valleys.

Bilingualism is a benefit to us all helping youngsters to learn on a different level, and maintains Wales individuality as a nation.

It has no relevance to our day to day lives, learn it as a hobby if you like but we shouldn't be forcing strategies where our focus could be used elsewhere i.e. road maintenance, better healthcare.

No point

We live in Wales. Welsh language should be more prominent

To 'normalise' the use of the language and therefore encourage more people to use Welsh in their daily lives.

The more it is used, the more people will be confident to learn

Useful to be able to speak and practice languages learn is great

Being a Welsh learner, I value being able to try to use, or hearing others use the language.

If kids from grade 1 are taught a little. Other countries have like America different national in their areas. Speak automatic

Welsh speakers in this area have very limited opportunities to use the language. Especially younger speakers who work etc. As meet-ups are usually in the day, when most people are working.

Yr un rheswm ac ateb 1

Its important to many people

Don't be belligerent. Don't shove it down peoples throats.

To improve numbers of Welsh speakers, the use of Welsh and increased positiveness.

Mae'n hynod o bwysig i gadw'r iaith yn fyw. Er mwyn gwneud hynny, mae yna rhaid i ni ddatblygu siaradwyr Cymraeg newydd i gario'r iaith i'r genhedlaeth nesaf.

We should be proud of our native language

Bilingualism can be advantageous in education and work settings so important to access the language as early as possible.

For too long it has been difficult to access services through the medium of Welsh.

We should be proud of our language, and encourage all to use it day to day with no shame.

I feel customers should be able to opt out, especially as printing costs are high and literature not used

As above.

It's important as a Welsh person myself to be able to speak my language and I believe that every should be able to. It's our language the language of our land our people and our ancestors. And it's time we reclaim that language and make it thrive

It's important to develop a culture where existing Welsh language speakers are given the opportunity and encouragement to use the language more freely and extensively in their professional and personal lives. The same encouragement should be given to learners of Welsh.

Yr unig ffordd i greu siaradwyr Cymraeg go iawn yw bod ganddynt cyfleoedd i ddefnyddio'r Gymraeg.

Encourages people to learn Welsh

As above

Please give the reason for your answer

As before

Waste of money and resources that could be better spent.

Ditto

See above

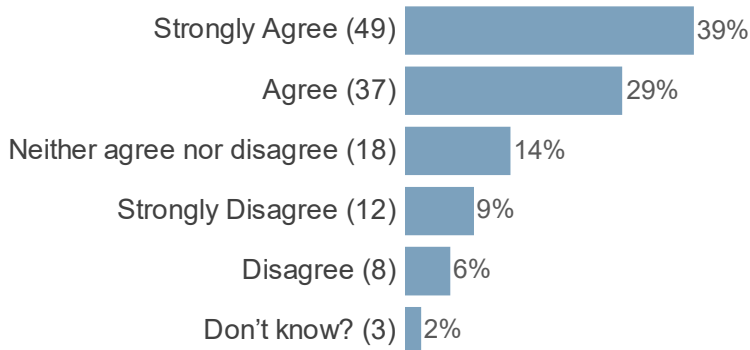
Make welsh regular on daily basis

Visually seeing welsh will help people become more familiar with understanding it. Which could potentially encourage people to speak or learn to speak it

Always a pleasure to hear it spoken

As above

Do you agree with the following strategic theme? (Creating favourable conditions – infrastructure and context)



Please give the reason for your answer

I believe that it is important that the language flourishes and we encourage others to embrace our heritage, offering more opportunities to communities to promote, hold courses and events associated with the Welsh language, in a positive and inclusive manner

Infrastructure is one of the main problems, especially signage which provides immense problems for anyone with reading difficulties, such as Dyslexia.

The emphasis upon Welsh language alienates non-Welsh speakers, but we're being forced to do this

Waste of public money

By putting up signs/stickers for items so that people are aware of the Welsh for things. Asking people if they want communication through the medium of Welsh, so they don't get annoyed having both and wasting paper (although I think this is WG policy to send both).

Rhan annatod o hybu'n iaith

Annog a dathlu'r iaith

See above

bydd hyn yn rhoi hyder i bobl

Sidelining non Welsh speakers is decisive, needs to be inclusive. Also, is the language standardised enough?

Need to have a wide range of access to Welsh language and learning opportunities.

To be perfectly honest, I don't understand the question

Stop wasting public money, and give people a choice

No one will use

Please give the reason for your answer

This is too vague a description really what exactly is a 'favourable condition, infrastructure or context? If that refers to having everything in Welsh and having to request English versions then I 100% disagree as that is forced use which can only create resentment.

It is important to create a positive attitude towards Welsh in NPT. Making learning accessible to all, making learning fun and engaging for all ages

Having social centres across all parts of NPT, having drop in centres for tuition, open up closed spaces/shops into learning centres/dysgu Cymraeg places, increase funding for teaching adults [I'd really appreciate that one], greater support for Welsh language music venues/artists/poets, putting in a bid for the Eisteddfod [future perhaps?], creating Welsh language tours for NPT [tourism/history and education], Putting on bi-lingual festivals and events to help normalise use and ability/places to use Cymraeg. Create signage with helpful phrases in Cymraeg, alongside sign language [ways to be more inclusive of others and to normalise and help better communication all around]. Some ideas I'd love to see you implement

Not sure how to answer

I'm not convinced it's a wise decision during the current climate of an increased cost of living crisis, to pour more money into an already overstretched budget.

I'm assuming that money and resources are being poured into this endeavour. I think this money could be better spent on supporting residents at this time - cost of living crisis!

The Welsh language is a niche language and is no longer relevant to most people living or working in Wales. As such it should be maintained as a tourist 'gimmick' as it serves little other purpose. History is exactly that, the past and the natural evolution of language should be respected.

Move away from the business model for Welsh inclusion ie more Welsh signs, translate everything etc which is costly and usually ends up in the bin as only a very small number of fluent Welsh speaker would choose to read a Welsh translation rather than an English document - Instead offer Welsh coffee mornings, Parent and Child events with a Welsh theme that encourages use of Language in a small way. Take away the barriers between being a 'Welsh Speaker' or an 'English Speaker' which is very divisive ...make it so that a little conversational Welsh is considered great (fluency not required)

Yes these are required to enhance the use of Welsh and promote it

Again, money can be used where desperately needed, not on this initiative.

Use the money on alternative infrastructure. Better services and schools.

In order to be able to meet the objectives, the conditions need to be favourable to do so. We need more Welsh language medium places for people to converse, more opportunities within daily lives for people to learn, it should be part of school / work life.

to make the language more relevant to everyone

Key early win potential.

Again maintaining the Welsh individuality and identity.

Signs that convey important information like road signs should be in English first then Welsh

Cost prohibitive when money is bedded for more important issues

Welsh language needs to be visible

Just don't force it down peoples throat, this can be a very nice initiative

I believe this will help increase the number of Welsh speakers and the use of the Welsh language

Yes but remember some learn quicker than others so for "Granny" here it has to be slow.

Er mwyn dangos i ddysgwyr bod gwerth i'w ddysgu a bod y cyngor yn rhoi'r un pwyslais a defnydd o'r Gymraeg ac maent yn rhoi i'r Saesneg, a dim fel atodiad dibwys ac mewn ffont llai na'r fersiwn Saesneg.

Promote Welsh Culture

Being able to use the Welsh that you have learned is hugely important to keep it going

Please give the reason for your answer

Important that people are able to learn in an enjoyable environment that is accessible and at a level that is right for them and that is also progressive as needed to improve over time.

Everyone should have the right to live their life through the medium of cymraeg.

Not sure

neither agree or disagree

It is the only way to ensure an increased use of the language.

Linked to 3a above. Greater access to (free) translation facilities, for example, could help those make greater use of the Welsh language in professional life. It also helps increase the exposure of the language in public and work places, and in leisure, tourism and heritage.

Mae'r amodau ffafriol yma yn gwneud y Gymraeg yn fwy weledol a chlywadwy, ac yn dangos i bawb o fewn y sir - beth bynnag eu sgiliau iaith - bod y Gymraeg yn rhan o fywyd pob dydd, a'i fod yn rhywbeth i ymfalchio ynddo.

See q3

More access through media learning

Welsh taught in school to a greater extent

As above

There are far more important things to concentrate on.

How?

Employ welsh language ambassador in NPT whose role is to encourage and promote welsh in daily life.

Not sure what you mean

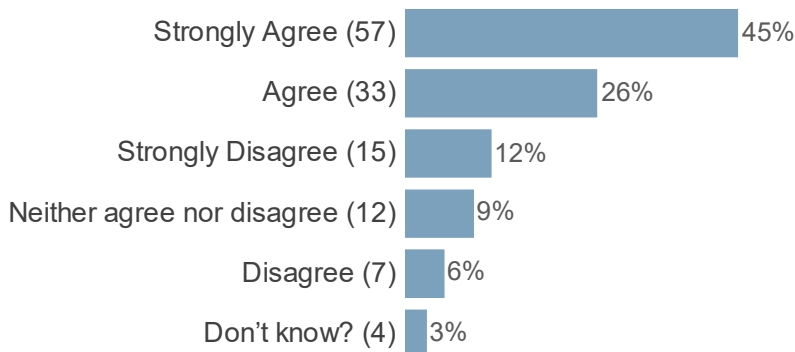
More opportunity to see the language spoken as useful and 'normal'.

Do you agree that the areas of work/potential actions listed below will help us achieve each strategic theme and vision

Strategic Theme 1: Increasing the numbers of Welsh speakers

Vision: More people speak Welsh

Key areas of Work (Support the implementation of the Welsh in Education Strategic Plan (WESP) 2022-2032)

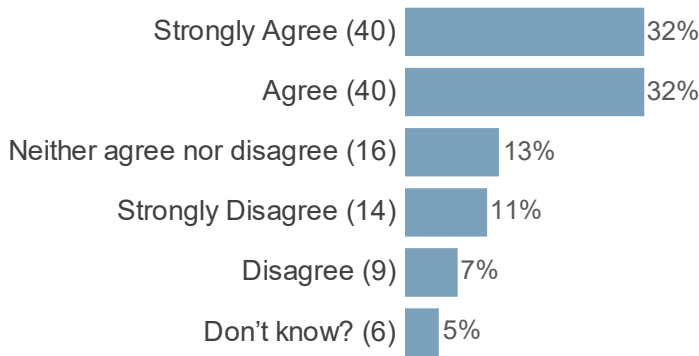


Do you agree that the areas of work/potential actions listed below will help us achieve each strategic theme and vision

Strategic Theme 1: Increasing the numbers of Welsh speakers

Vision: More people speak Welsh

Key areas of Work (Language transmission in the home)

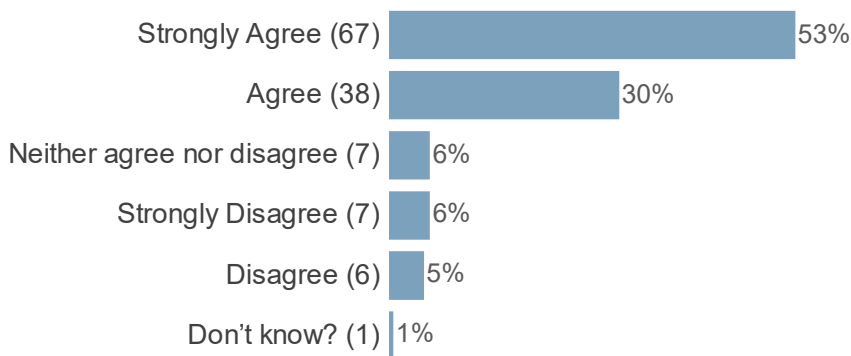


Do you agree that the areas of work/potential actions listed below will help us achieve each strategic theme and vision

Strategic Theme 1: Increasing the numbers of Welsh speakers

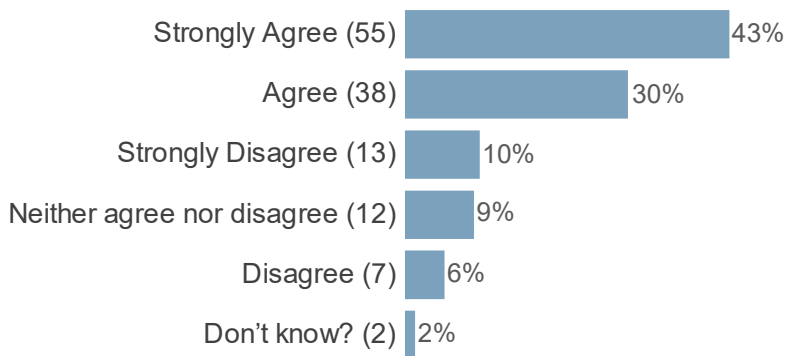
Vision: More people speak Welsh

Key areas of Work (Support people learning/speaking Welsh)



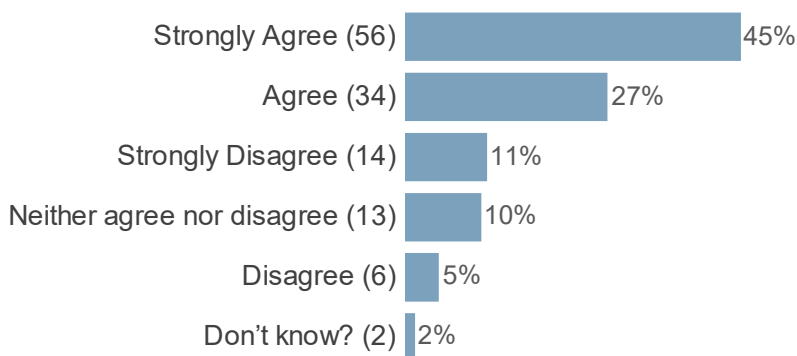
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Promote the 'Welsh Homework Help' Facebook group to all pupils from non-Welsh speaking families in years 5 and 6 from who attend Welsh medium schools.)



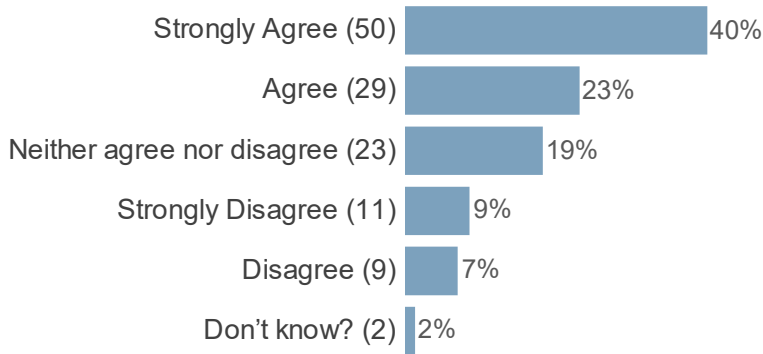
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Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Promote the 'Welsh Homework Help' Facebook group to all pupils from non-Welsh speaking families in years 7 and 8 who attend Welsh medium schools.)



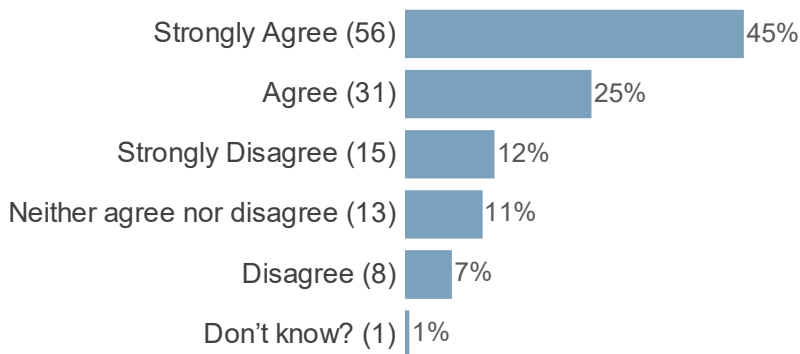
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Update and promote the 'Benefits of Bilingualism' booklet.)



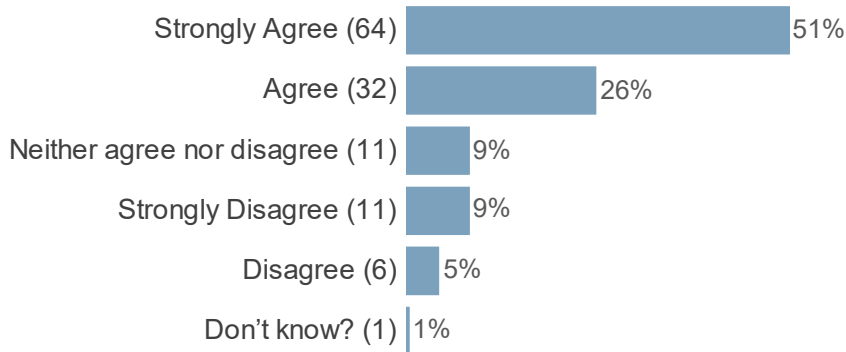
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Promote Welsh language/Welsh-medium education among non-Welsh speaking families to increase/support language awareness)



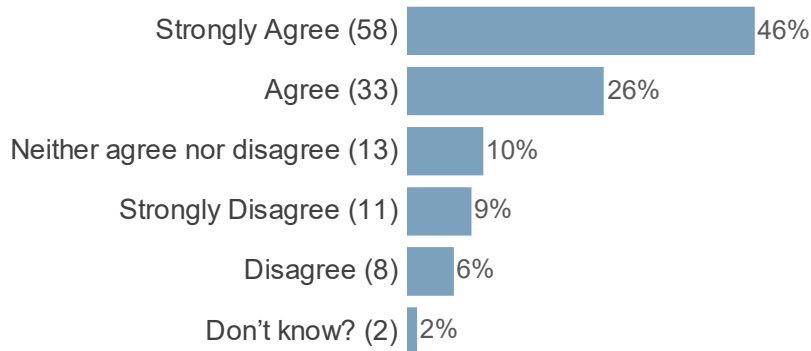
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Establish and promote Welsh language courses for parents who send their children to Welsh-medium primary schools.)



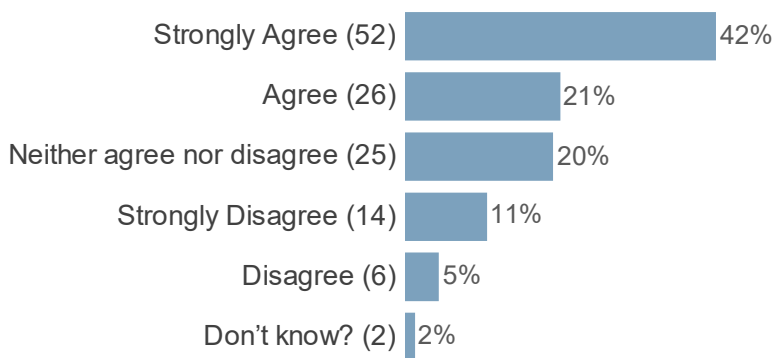
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Develop appropriate courses and support for teaching and non-teaching staff learning Welsh)



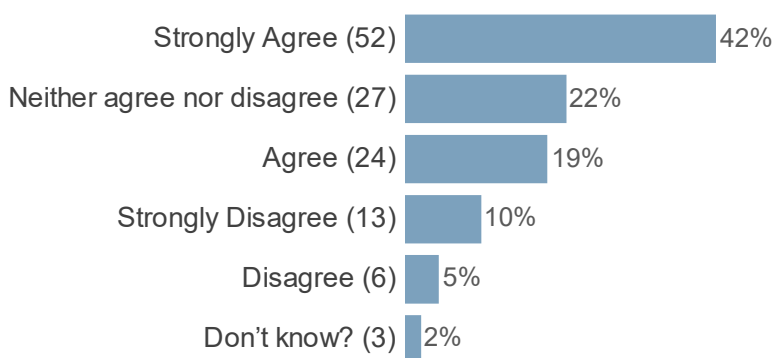
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Explore potential barriers to and increase the take up of Welsh medium education by children from Black Asian and Minority Ethnic (BME) communities and other underrepresented groups.)



Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Explore potential barriers to and increase the take up of adult Welsh language courses amongst BME communities and other underrepresented groups)



If Agree/Strongly agree please give your reasons

I believe that it is important that the language flourishes and we encourage others to embrace our heritage

I think all of these things could have a positive impact.

If Agree/Strongly agree please give your reasons

I am not sure bilingualism in Wales should be more focused on Welsh than any other language. I find more people who speak Eastern European and Asian languages in my community, than who speak Welsh. Welsh only benefits people who wish to live and work in Wales and therefore is not overly appealing to a large number of people.

It's a key part of the process - but there should be forward planning towards 100% of education being through Welsh

I agree that support should be available for non-welsh speaking parents, maybe not solely through facebook. Conversational Welsh could be offered during the working/school day for parents. I think barriers to not choosing to learn the language could be explored but ultimately it's individual choice.

Doedd y rhestrau uchod ddim yn gweithio

Annog a dathlu'r Cymraef

See above comments i was given no help when my children were in school and i would have so taken this up. I would still like to learn if an evening course was local

You can't prioritise those in the luxurious position of sending their children to a Welsh school support all people, by teaching the language for free. Supporting only parents of the Welsh speak schools is elitist

English speaking teachers should not be forced to deliver a curriculum in any other language. They should not be forced to waste their time trying to convince children that Welsh is useful when so very few believe it is useful. Have a two tier system based on parental choice - Welsh medium and English Medium schools. English medium schools should only teach curriculum Cymraeg eg celebration of being Welsh and Cynefin. For those parents who choose to send their child to a Welsh school courses should be made available to them to learn Welsh to support their children, but at a cost to them, not the tax payers, unless any family is in receipt of benefit and is unable to pay (it would be discriminatory and unfair to stop any person who truly wants to learn Welsh to support their child if they were unable to afford to do so).

Very important to use and try to learn the Welsh language.

ma' rhain i gyd yn synwyr dda.

Parents have difficulty supporting their children learning Welsh at school.

I am disappointed that there is nothing there to promote the language to adults who don't have children in Welsh medium schools, it is almost exclusionary. An example is myself, My children are beyond school age, and as a result I am excluded from the plan? I volunteer a lot yet have to motivate myself, and pay myself, to learn the language. free Welsh language education should be available for all.

Because I wish that these things were already in place when I was a youth so that I wouldn't require this much support right now and would be fluent already! Youths have some support but more support is needed for English medium schools and for parents of children who have sent their children to be fluent in Cymraeg but aren't themselves. Anything to help increase use in the household, however, young parents also have some support from the Senedd but there is almost no support for anyone over 25 [Millennials keep on getting overlooked for all support]. Please don't limit your scope to just speaking language, but interacting with language via music/poetry/art/expression. I've personally found learning music easier by learning music - because I actively wanted to learn how to sing and play the songs, and just wish I had a teacher to help fill me in on what I was saying and to pontificate over the reasons they chose these words and what they poetically portray! I'd be writing my own music yn Gymraeg now if that were the case! But please, don't do the bare minimum.

Promoting the education of learning the language

I agree to exploring what the potential barriers of learning Welsh are but surely the outcomes of that exploration should determine whether there is a need for increasing the take up or not?

Children from non-welsh language backgrounds are at a disadvantage in a Welsh Language school as parents are unable to assist with homework etc (this is first hand experience as a person who was taught in the Welsh Language from an English speaking background)

If Agree/Strongly agree please give your reasons

The increase in ways to make it easier for people to learn Welsh the more chance there is of the strategy succeeding.

More emphasis on supporting non welsh speakers will encourage and give confidence to those that wish for their children to attend a welsh medium school, or are learning the language

My youngest two children are aged 3 and 4. I really wanted them to attend a welsh medium school but unfortunately there were no places available when I applied, which meant my children missed out on learning the welsh language in their everyday life. I would have loved them to start speaking welsh at a young age and carry it on through life. I feel like unless your children attend a welsh medium school then they are missing out on fluently learning the language.

You need courses for parents that aren't just learning 'bore da'. Those are great, but parents need to progress beyond it to help their children or speak the language themselves.

I feel these things would positively promote the language, which is sometimes seen as uncool or old fashioned by youngsters and discouraged and made fun of.

Not everyone has Facebook so these methods may not always prove successful. There is definitely a greater need for more Welsh language schools, not just 'old disused schools' but new build schools with extra facilities

I am a teacher who has recently completed the Welsh Sabbatical Course. This training was so beneficial for teachers who are teaching children in Wales.

Welsh language education needs to be promoted from the very start. Along with the offer of support to non welsh speaking parents- so that they are educated , to understand they will be able to support their children in the welsh schools.

I would expect the key to increasing the use and the amount of people learning the Welsh language would be promoting and convincing people of the benefits and advantages.

They are resources and supports made available to learn Welsh, hence removing the barrier of cost involved in education of language.

All of these actions should help. I think supporting non-Welsh speaking parents with children attending Welsh medium schools would be particularly helpful to the families, plus there are bound to be some parents who decide to learn as a result.

No idea of the homework questions, as i do not have kids.

Rhaid rhoi pob cymorth i ddysgwyr a rhieni plant ysgol mewn pob maes, hyn er mwyn iddynt magu hyder mewn siarad yr iaith Cymraeg ac mewn defnyddio'r iaith mewn pob agwedd o'u bywydau. Mae'n bwysig bod siaradwyr Cymraeg yn cael yr un cyfleodd i ddefnyddio'r iaith ac mae siaradwyr Saesneg.

All efforts to promote welshness, implementation in my view should be the aim, for education, social and family areas.

Adults without children and Grandparents also need to learn.

Passionate to maintain the Welsh language from an early age but also acknowledge that work commitments for parents to learn Welsh with their children can be a barrier that needs to be considered but hopefully over the years this barrier will diminish

Growing up I was lucky my parents sent me to a Welsh school. It has been advantageous and I am fully bilingual Others should have this opportunity

I am Irish and classed as ethnic minority and I had to find a course to do

Unsure

A strong infrastructure to support the use of the language within communities and in a formal context must be adopted to generate a community shift.

It's important to revive the language as I've said before. We are a town in Wales with our own language we should all be able to speak in my personal opinion.

If Agree/Strongly agree please give your reasons

It is pleasing to see recognition of the BME community and underrepresented groups in this strategic theme. People who already possess multi-lingual skills and abilities are sometimes best placed to become promoters of learning a new language.

Ar gyfer y grwp Facebook 'Homework Help' byddai'n dda hefyd i annog athrawon amrywiol i ymuno er mwyn cynnig cymorth sylweddol i rieni yn ogystal. Mae nifer o'r gweithredoedd uchod yn cael ei weithredu yn barod gan nifer o barteriaid y Cyngor sir. Mae'n bwysig nodi yn y dogfen yma beth yn union yw cyfraniad y cyngor sir tuag at y gwaith yma - mae amrywiaeth o ffyrdd gall y cyngor cefnogi'r gwaith yma yn ariannol, yn ymarferol ac yn strategol.

Welsh language in schools a bit sporadic

All support for the language should be actively encouraged

If Disagree/Strongly disagree please give your reasons

Until there is agreement and standardisation in the Welsh language, the teaching of the language is flawed. This can be seen in how it is taught in Welsh first language schools and English first language schools, English first language schools use a dumbed down version which Welsh first language teachers can be very scathing of. Also, you can have a group of Welsh teachers and non of them can agree on mutations or whether one word should be used or another.

Waste of public money

With the number of foreign people in our communities, Welsh is a complete waste of time. Compulsory teaching of Welsh should also stop in our schools.

I don't see how its the position of the Council to promote a social media group, when it's like claiming "you made the shoes, when all you've done is tied their laces". Also, Bilingualism doesn't work because the teachers in English medium schools *don't care for Cymraeg* nor do they seek to normalise it [from personal experience]. Teachers are overworked and underpaid, so only when there is a care and a framework to work from will it be cared for enough to be taught with care in English medium language schools. Being multi or bilingual is great and does work, the application of process and strategy as how to achieve it: is poor and does not work [in practice - from personal experience]. Focus on two fronts: Youth and Young parents/Young adults. Provide space and ability for elders [experts] to be present and included within the tuition process so that all are included, and try to make something cyclical in so that it becomes a self fulfilling tradition that the old come in to teach the new - an "art class of language" where you come to make art [regardless of quality, just the act of expressing ones self and having a place to do that and be valued for it].

The Welsh language is a niche language and is no longer relevant to most people living or working in Wales. As such it should be maintained as a tourist 'gimmick' as it serves little other purpose. History is exactly that, the past and the natural evolution of language should be respected.

Parents should have a choice in what Language their children are taught - If you wish your child taught in Welsh there should be the option of a Welsh school however if you wish your child to be taught in English then you should also have that choice - The Welsh in Education Strategic Plan (WESP) 2022-2032 does not allow choice. The Welsh Language should not be more important than a child's education.

See previous comments

it is a waste of money and time for something that is of no use apart from vanity. if people want to learn or speak it, it should be their own choice.

We are in a cost of living crisis, the public would rather see our local authority helping out by fulfilling their roles and not spending money on facilitating this unrealistic desire for everyone to speak welsh.

For too much money is already spent on promoting the Welsh language, which provides little or no direct or tangible benefit to speakers and diverts funding from other causes which are more important and would help everyone in Wales, regardless of their Welsh language speaking status

Absolutely no point in this day and age. I've been taught more French in school than welsh and I was born in wales- absolute embarrassment

If Disagree/Strongly disagree please give your reasons

(Last 2 questions) That is discrimination, promote it for everyone, and consult/explore everyone. (First 4 questions) Waste of money, explore other ways to achieve the goal

Feel it is important to involve pupils with homework etc from a younger age than 5/6, 7/8 year groups to immerse themselves in the Welsh language.

Unsure

do not see it as financially viable

You want to put in all these strategies for Welsh but children with disabilities can't get assessed!!!

Absolute waste of money. Shocking that non Welsh speakers in schools are force fed this nonsense. More political correctness!

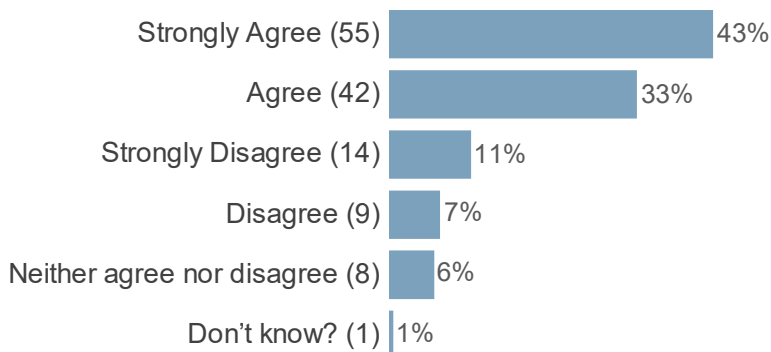
The welsh economy struggles yet money is wasted on promoting a language that does nothing to make wales more competitive in the world markets.

I believe that its naive to believe everyone has the ability or the time to learn welsh. In forcing children to learn outside of schools will only cause negative backlash, they'll cause distress to teachers. Promote importance of bilingualism could cause distress for people who find it harder to learn languages. You'll build up a lot resentment, especially from the youth.

Strategic Theme 2: Increasing the use of Welsh

Vision: Welsh is an integral part of people's everyday life

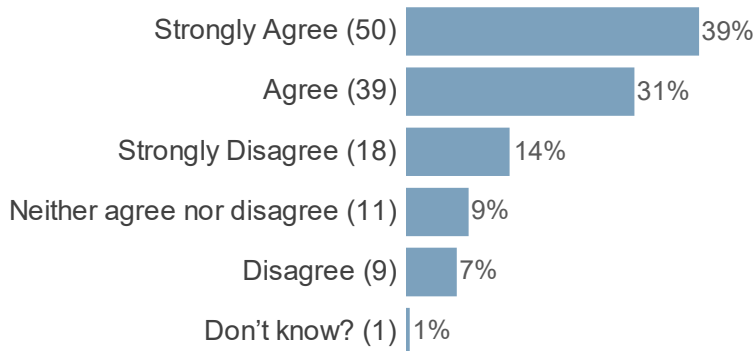
Key areas of Work (Support and promote the use of Welsh in social settings)



Strategic Theme 2: Increasing the use of Welsh

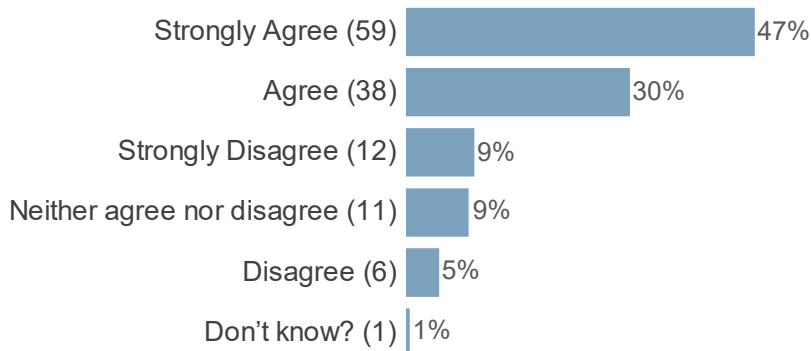
Vision: Welsh is an integral part of people's everyday life

Key areas of Work (Expand the use of Welsh in the workplace)



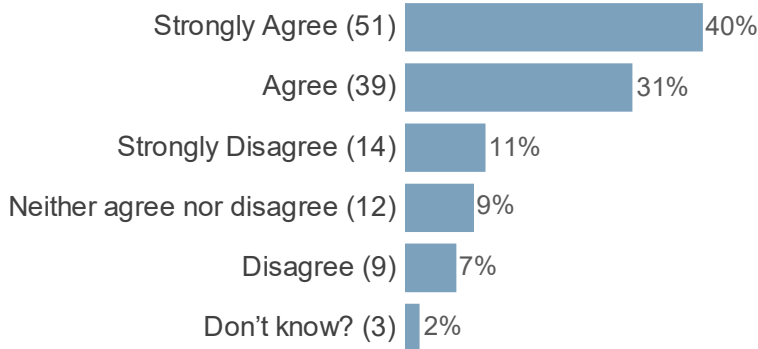
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Provide opportunities for our staff to access appropriate levels of Welsh language learners/ improvement courses)



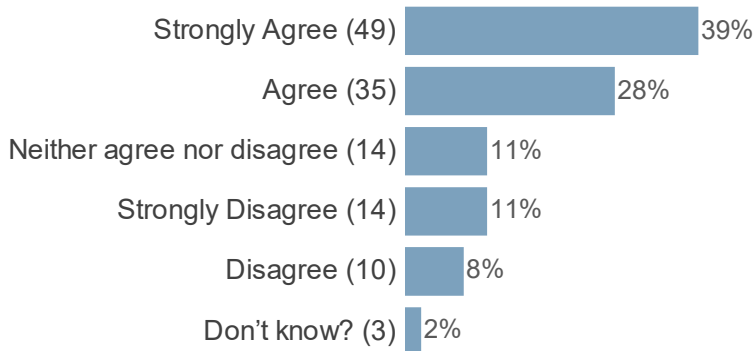
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Expand the Welsh language leisure programme across Neath Port Talbot.)



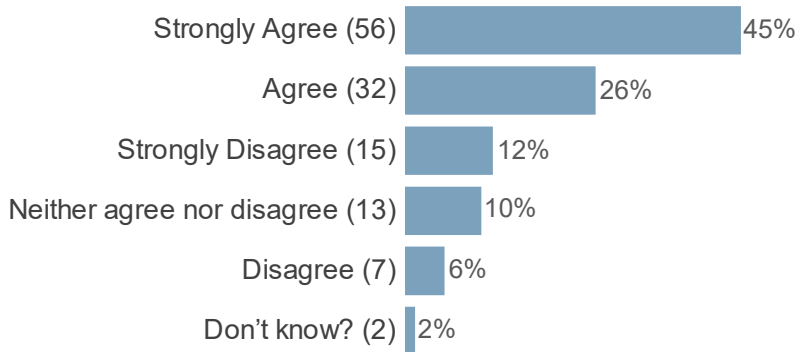
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Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Promote the leisure programme to staff and the public through targeted and more general publicity.)



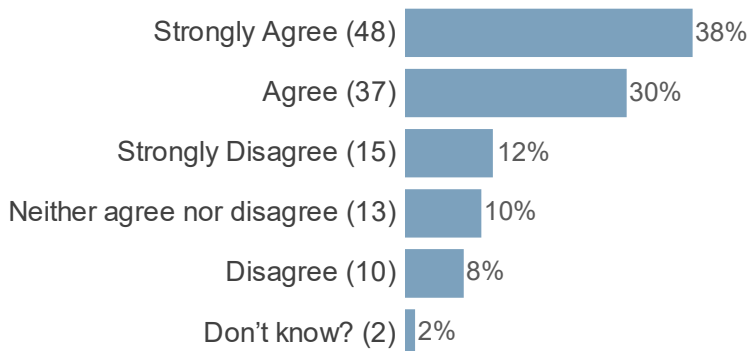
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Explore opportunities to increase the visibility of the Welsh language at all leisure facilities)



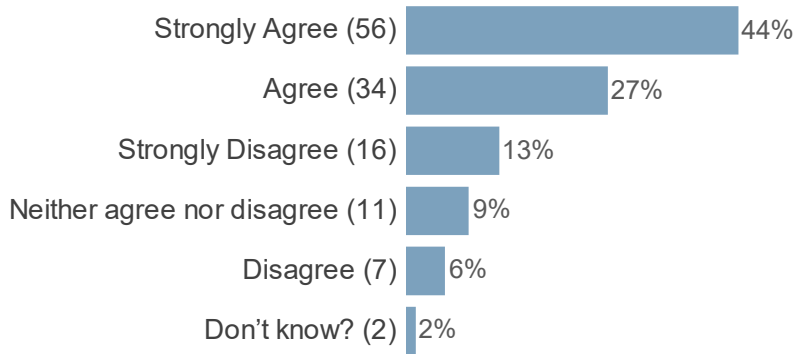
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Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Promote and embed the Council's Internal use of Welsh Policy)



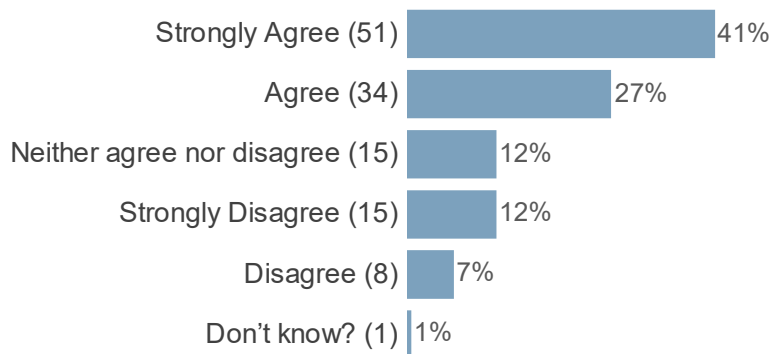
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Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Explore how Welsh can be used more in a social context)



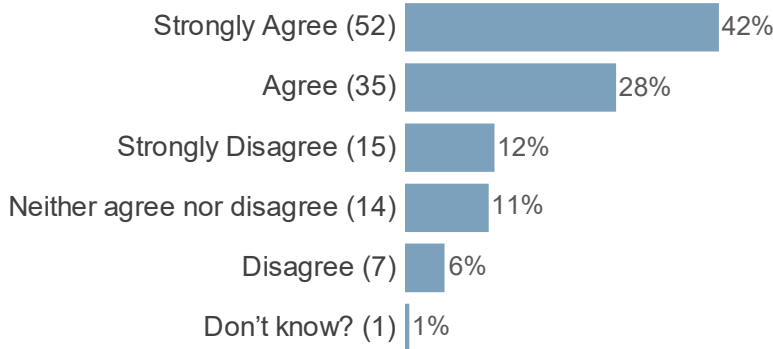
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Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Work with partners to encourage greater use of the language in all youth clubs)



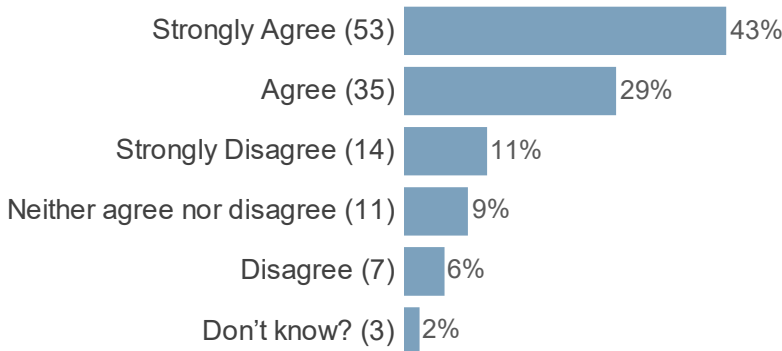
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Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Welsh language awareness training will be promoted to all staff)



Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Work with partners to identify opportunities to promote the Welsh language in a variety of social settings)



If Agree/Strongly agree please give your reasons

I believe that it is important that the language flourishes and we encourage others to embrace our heritage

Some of these will be difficult as many staff dont speak Welsh

I think many youths are resistant to using and learning Welsh at the best of times, if they are not speaking it at home, or in a Welsh school. My children would be deterred from accessing a youth club if it was in Welsh. I would be resistant to having to learn Welsh in work or use it more; it would not benefit me and I have more need for other languages. Learning Welsh would be a waste of my time, sadly.

If Agree/Strongly agree please give your reasons

Welsh speaking should be a condition for external and internal recruitment or promotion. Welsh should be the first language of greeting at all public interactions. All telephony staff should be Welsh speaking

I agree with all of the above, not easy to do, but start small and build.

Rhestrau uchod ddim yn gweithio

Gweler blaenorol

Not all people want to learn it shouldn't be enforced or mandatory so find pushing it in the workplace maybe not for everyone

This all costs a great deal of money for very few speakers. Are these actually barriers to learning Welsh? First find if there is a genuine demand for this from a largest enough proportion of our country, then make adaptations. We have such a wonderful diverse population in Wales with so many languages. Shouldn't all of these languages have their profile raised?

syniadau dda yma, yn enwedig cyrsiau i staff, a creu weithle mwy ddwyieithog

I agree with certain elements in that it should be promoted

Yes, yes and YES! Though, I would advise potentially explore the idea of using a colour coded system for different levels of speakers in events, where all levels of speakers [and non speakers] are welcome, but all events are able to cater to all different levels of Cymraeg. I would very much welcome events and festivals that are made for learners/non speakers to become more affluent and affiliated with Cymraeg - with organisations/people there who are equipped to be able to help. Anything to reduce the intimidation factor that its made out to be [learning any language]. But offering welsh language tours [do we even have a tourism board anymore, or does Swansea still do it for us?], as well as making online content in both languages - would help demonstrate the leisure activities we have in NPT as well as our magical language and culture [which could be the tipping edge decision as to why others would come visit us!].

To support and encourage

Move away from the business model to instead encourage casual Welsh speaking in the community. Make some spoken Welsh the Goal rather than fluency

I really support the use of Welsh in all settings, work and leisure, however it is a hard language to learn if not taught when very young and the inability to learn should not end up excluding members of our communities. Someone born in Wales who cannot speak Welsh is just as Welsh as a first language welsh speaker and should not be made to feel like a second class Welshman/woman.

Angen neud y Gymraeg yn rhan canolig o fywyd yng Nghastedd-nedd Port Talbot.

Access to learning opportunities is great but obviously it will depend on the time that people have available to commit as between work, children, life etc people are leading increasingly busy, hectic lives.

Make Welsh speaking a differentiator for recruitment

You could consider giving free Welsh lessons to youth club leaders (with targeted vocabulary).

As stated previously. Getting the cool cymru movement of the 90s. Gaining that pride back. The pride and confidence will help the welsh economy in the long run.

Strongly agree with the above. Welsh language is missing in leisure facilities currently

Good ideas

I believe all welsh individuals should be able to have at very least, the skills to have a conversation in Welsh. It is part of our heritage and needs to be celebrated.

It is difficult to disagree with any of these important actions but the reality is that complying with the Welsh language policy requires extra resource which is not always available, Translation services can be difficult to access and take time and cost money

They are in line with wellbeing act, and I feel that they will work well to reach the goals set.

If you can get them in on it great give encouragement and patience.

If Agree/Strongly agree please give your reasons

While I agree with the potential actions I think it is important to remember that this should not be forced and everyone has the choice of participation in this e.g in all youth clubs, promoted to all staff etc, depending on how this is delivered it is important to not alienate those who choose not to participate

I think we should do all we can to help & support the language. There are very limited social opportunities for learners to use the language. Only once or twice a month, for people who work!!

Os am gyrraedd y nod o wneud yr iaith Cymraeg yn iaith ddyddiol i ddysgwyr a siaradwyr, ac i gynyddu defnydd o'r iaith, mae'n pwysig bod y Cyngor yn cynnig popeth yn y Gymraeg yn ogystal â'r Saesneg, ac i wneud hynny rhaid cynyddu nifer y siaradwyr Cymraeg ymysg gweithlu'r Cyngor. Ond, mae'n allweddol bod y Cyngor yn gwneud yr uchod ac nid dim ond cytuno i wneud.

Same as before

There are a lot of people not working, retired, disabled, etc that also would like to learn. They seem to have been forgotten.

As previous comments about maintaining the Welsh Language - it becomes a "living language"

I have had the benefit of attending numerous Welsh language events run by menter iaith npt.

Unsure

Raising awareness of the Welsh language and it's history is key within the strategy. With understanding, comes action or the want to adopt a change.

Each of the above actions is critically important and need a strong partnership approach in promoting and developing the Welsh language.

Mae'r camau gweithredu uchod yn tynnu sylw at nifer o oeddrannau wahanol, gan gynnwys plant a phobl ifanc ac oedolion â'r gymuned ehangach. Mae angen sicrhau darpariaeth o wasanaethau hamdden cyfrwng Cymraeg ar draws y sir.

Beneficial to have some Welsh for everyday needs

Try to create multiple learning in households through media

Promote and integrate the language for peoples day to day lives

As previous answer

If Disagree/Strongly disagree please give your reasons

Please see previous remarks.

Welsh language can only be used to a greater extent in the workplace if steps are taken to ensure that non-Welsh speakers do not feel excluded and discriminated against

The PC members of the council will miss use the policy so they can give out jobs and contracts to their National Socialist pals.

Same reasons as before

I disagree with singling out Local Authority employees for free Welsh language training while others pay. if we want the language to grow then it should be free for all to learn, otherwise you create a tiered system and hark back to the bad old days of switching to Welsh for social exclusion. I also have concerns about encouraging the use of the language in youth clubs, because this can massively disadvantage non Welsh speakers and can result in them leaving and again creating a two tier system.

Only monolinguals would disagree with any of the above.

I just don't see the point in inputting more money into projects that from 2011-2021 are clearly on the decline. Unless there is an external funding source available, then the budget for the Borough should be prioritised for more urgent needs.

If Disagree/Strongly disagree please give your reasons

The Welsh language is a niche language and is no longer relevant to most people living or working in Wales. As such it should be maintained as a tourist 'gimmick' as it serves little other purpose. History is exactly that, the past and the natural evolution of language should be respected. Promoting Welsh as a communication medium in a workplace or social setting could lead to exclusion and isolation and in the event of an emergency could result in miscommunication.

Forcing Welsh in the workplace would require fluency which is a strategy currently being used which is not working (all statistics show the Welsh language continuing to loose ground despite masses of publicity/legislation etc) - I believe that is because there is a very large divergence between an 'English speaker' and a 'Welsh speaker' ... make Welsh spoken in a social setting enough (business Welsh not required)

Again see previous comments

WELSH LANGUAGE NOT NEEDED - Those who speak welsh speak English, nobody relies on the Welsh Language

This is all money that could be better spent elsewhere

As previous comments. The financial resources required would be better spent improving the lives of everyone who lives in Wales regardless of Welsh speaking status

(Questions 2,3,4) - Segregation effort in national language introduction (Questions 5,8) - Council staff - promotion and awareness training is waste of money. Give support/offer Welsh language courses, and a culture of acceptance/love for Welsh language

Unsure

not financially viable

Work with partners to help with disabled people

As a taxpayer, living in a deprived area, the money could and should be used to reduce council tax and not to enforce outdated polices.

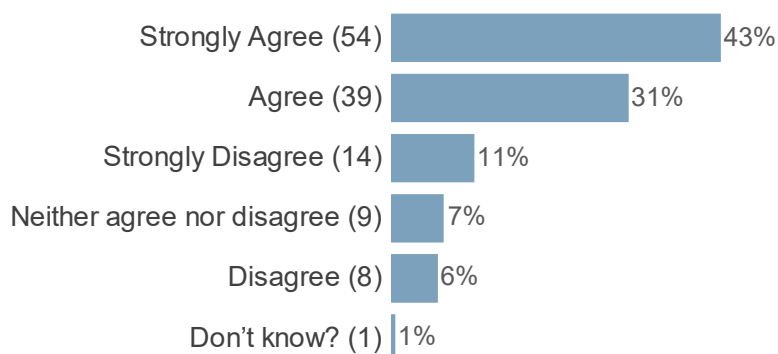
Are you trying to brand non welsh speakers as second class citizens? I think you are. Shame on you.

People who work for long period or time days are stressful enough. Just causing more workplace complications. Although, enough welsh understanding would be critical to know it should be pushed onto people. They should have the option.

Strategic Theme 3: Creating Favourable Conditions: Infrastructure and Context

Vision: We have an environment in which the language thrives

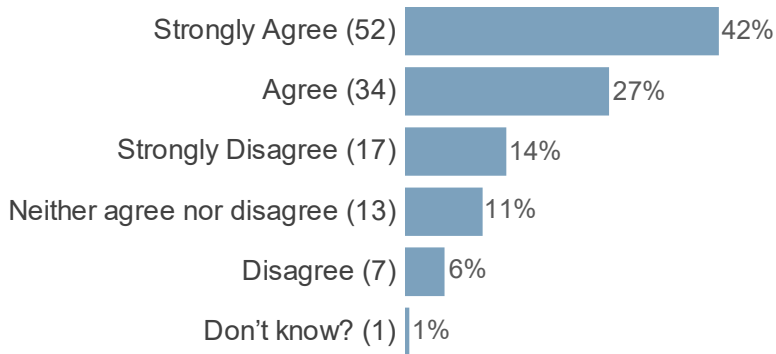
Key areas of Work (Increase the visibility of the language across the area)



Strategic Theme 3: Creating Favourable Conditions: Infrastructure and Context

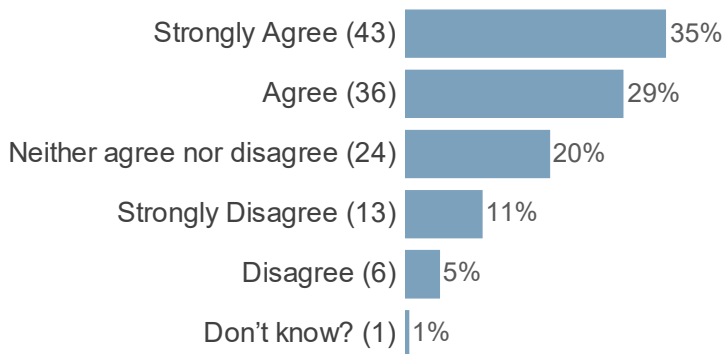
Vision: We have an environment in which the language thrives

Key areas of Work (Embed Welsh into all our strategies and plans)



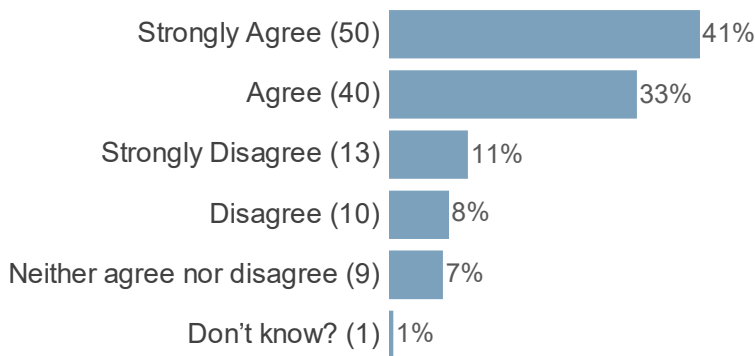
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Work with the BME Community Association to explore ways in which to increase awareness of the Welsh language and culture within communities)



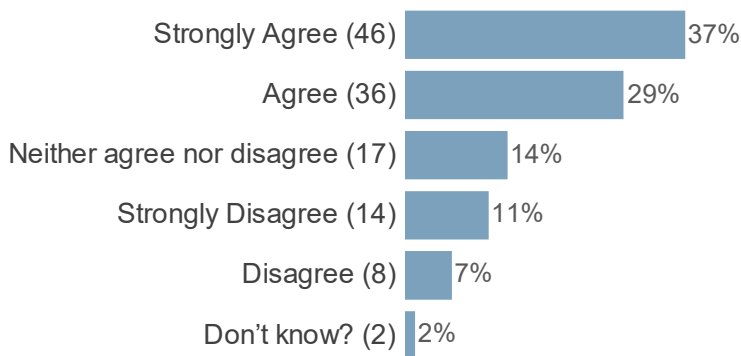
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Develop and implement a new Culture and Heritage Strategy that promotes awareness, use and visibility of the Welsh language within Neath Port Talbot)



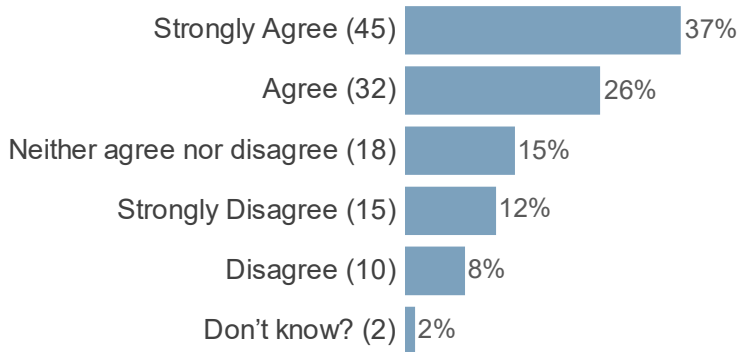
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Develop and implement our internal language skills policy across our service areas.)



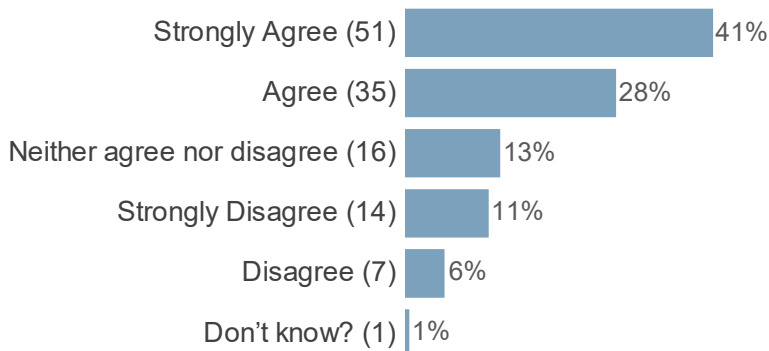
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Ensure the Welsh language is central to the design and application of new technologies.)



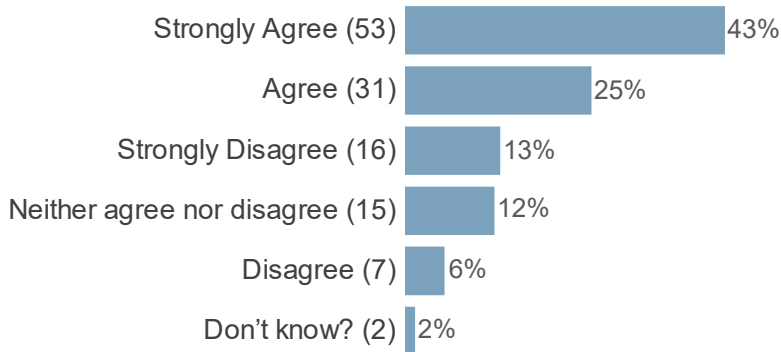
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Work with the business community to explore opportunities to increase the visibility of Welsh.)



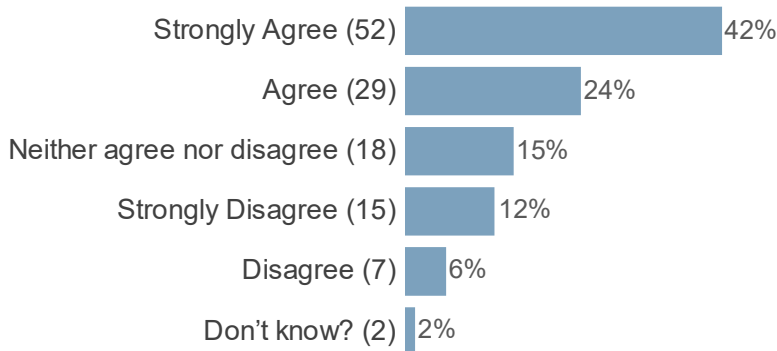
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Ensure Welsh language, heritage and culture is a key component of the Destination Management Plan currently being developed.)



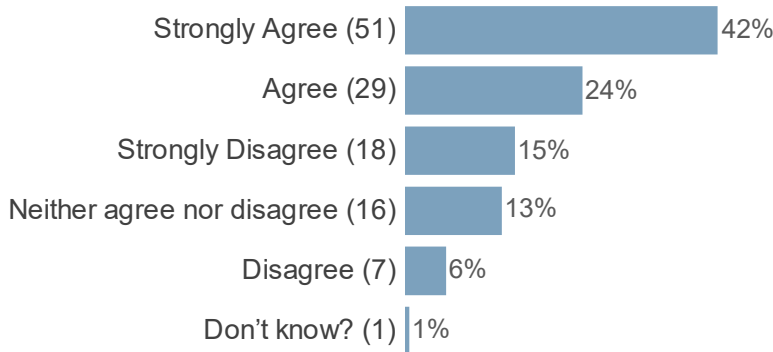
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Ensure Welsh is taken into account during the development of the commemoration of people and events in the public realm policy.)



Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Include the Welsh language as a key element in all future policies and strategies)



If Agree/Strongly agree please give your reasons

- I believe that it is important that the language flourishes and we encourage others to embrace our heritage

- Should be at the heart of everything that the council does

- We just need to build slowly and we will get there.

- Rhestr uchod ddim yn gweithio. Mae rhaid cael pobl sy'n siarad neu dysgu ein iaith i fod yn swyddi sy'n delio â'r cyhoedd.

- rhain i gyd yn mynd i tyfu niferoedd, ond hefyd yn rhoi neges bod hawl gyda ni gweithio a byw trwy gyfrwng y gymraeg yn CNPT

- Again I agree in many instances, but have concerns around language based exclusion while dealing with local authority employees.

- I'm so glad I voted Plaid, as this is but one of the many reasons I vote for them [as they actually listen and represent!]. I agree to work with all and any organisations for people in Cymru that call this place home - to get greater connected with this land and its language. I sincerely hope that all of this is not just to design internal measures *only* within the council, but that these are implemented across that of every community within NPT because: it's our language! It's unique, It's a selling point - It's a unique selling point! Only here can you find iron and steel works with people made of metal, with roman and norman castle ruins and even older stones and structures strewn across it - where in spite of everyone and everything: we are still here! But, we can't only look to the past but must be mindful of the future and future technology as well - where - we need to keep ontop of new tech and make sure that our language continues to grow both on and offline [because online not only helps share and record our understandings for people now - but for future generations to come/for as long as the files exist on a server].

- Policies should contain translation

- There is nothing wrong with promoting the Welsh Language but don't make it the focal point of everything, instead have it as part of the strategy, no more or less than any other part

- more focus on welsh and the welsh language can only be a good thing when it comes to highlighting it and maintaining it for years to come.

- I thought there was already a legal as well as moral responsibility to do all of the above already

If Agree/Strongly agree please give your reasons

The more it is seen/integrated within daily life, the more people will learn. We need to be immersed in the language so that it just becomes part of the day to day living in Wales

Important to be built in at the start of a process rather than an add on or a tick box exercise

They are worthwhile effort to embed Welsh language in council services and provision.

To have language is great. It's Welsh - Welsh should be proud of it.

As per previous question

Mae sicrhau a gweithredu'r camau uchod yn bwysig dros ben os am wneud yr iaith Cymraeg yn rhan annatod o fywyd trigolion CNPT. Mae hybi ein treftadaeth a diwylliant yn allweddol i gynyddu'r nifer o siaradwyr yn y Sir. Ond eto, rhaid gweithredu'r camau ac nid dim ond derbyn nhw.

In terms of commemoration, Welsh true history needs to be taught. I was never taught any Welsh history in school.

As previous comments

As a resident of nptcbc at times when attempting to access services in cymraeg has felt like an afterthought. I have previously contacted the Welsh language commissioner with regard to the lack of Welsh language provision. It is vital going forward that Welsh is included at ground level and not just tacked on to tick a box. Genuine enthusiasm for cymraeg is needed . I welcome a proactive approach.

Unsure

As above.

Mae nifer o'r pwyntiau uchod yn rhan o'ch gweithredoedd statudol o dan Safonau'r Gymraeg - dyma'r isafswm statudol - oes modd mynd ymhellach?

See previous answer ~ important not to alienate nonWelsh speakers and discrimination

How do/will you/create wider support in communities which are concerned with the costs and resources required to take this proposal forward

Visibility gives the public the option which isn't being offered in other areas. Heritage is important but it can cause distress for families who had families in the coal mines and stuff. So it's important not to be over bearing.

To ensure that hearing and conversing in welsh is 'normalised'.

If Disagree/Strongly disagree please give your reasons

All of this is just incurring more costs to already reduced budgets. The council would be better to use council tax on improving road surfaces, resources for schools, support staff for schools and other practical things.

Waste of public money

Don't sideline people.

Waste of our money

How on earth can the Welsh Language be central to design and application of new technologies? We need to apply resources according to the amount of use of the language otherwise we end up with social exclusion by language.

How to say you're British and a monolingualist without saying you're such: *They disagree with the above* [No disagreements from me].

For reasons already given previously. Why are we wasting time, effort and money on this now? There are far more very important priorities deserving in our current climate of deprivation, poverty and need across our communities. I do think people living in the Borough will want to know why their needs are not being prioritised and viewed as a more urgent matter

If Disagree/Strongly disagree please give your reasons

The Welsh language is a niche language and is no longer relevant to most people living or working in Wales. As such it should be maintained as a tourist 'gimmick' as it serves little other purpose. History is exactly that, the past and the natural evolution of language should be respected. If the UK government wishes to promote the use of the Welsh language then it should fund it centrally and this should not have a cost implication at a local government or Welsh Assembly level.

Take the force out of the Welsh language strategy (Embed, Ensure etc), instead make it a natural part of the social scene in communities (Encourage, facilitate etc) Not a key element, instead it is one of the elements to be considered no more or less important than any other

I have explained already, see previous comment

Waste of time and resources.

This is all a waste of money

As previous comments. The financial resources required would be better spent improving the lives of everyone who lives in Wales regardless of Welsh speaking status

Discriminatory and segregation effort on introducing a national language for Wales

Unsure

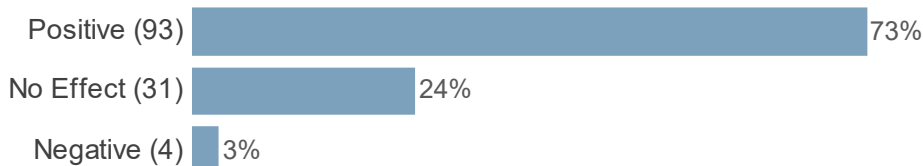
not financially viable

Welsh is not a priority at present

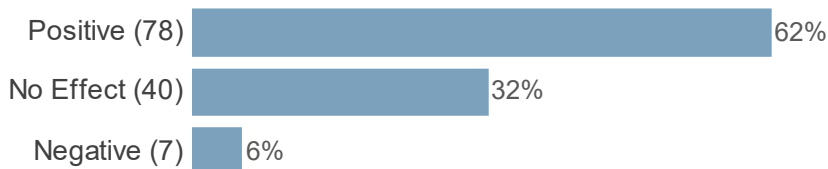
As above. I feel discriminated against and object to all of it!

Wales has a lot to offer the rest of the world, language is not it. Unfortunately too much is spent on the Welsh language that could be better spent elsewhere.

What effect do you think the strategy will have on: (People's opportunities to use the Welsh language)



What effect do you think the strategy will have on: (Treating the Welsh language no less favourably than the English language)



Please give reasons for your responses

We need to take the subject seriously rather than pay lip service to the task ahead. Leadership and buy in from the top down is important to maximise shift in attitudes. Currently this is not the case and it is seen as a hindrance rather than an opportunity!

It will increase opportunity, the issues is will it increase uptake.

Does not go far enough.

Please give reasons for your responses

If people want to use the Welsh language they can and that's great, but it shouldn't be force fed to those who don't.

It is already pushed hard enough to make those of us who are not Welsh feel unvalued and excluded

That is the way the world works

Promote it to the younger generation better, catch the children preschool.

Mae rhaid fod y bositif a hybu'r Gymraeg hefyd

Depends how u do it

The model is backwards and tries to artificially create necessity. It is coercive and in your face and only serves to agitate people who are struggling to survive and as such know money is being spent on something to encourage people to speak a language so few use. I have asked so many people young and old to share their view and there is so little support except for nationalistic who seek to separate us from the English speaking world. Our identity is not built on our language.

bydd y strategaeth yn wneud hi'n mwy derbynniol i defnyddio'r cymraeg ym mywyd bob dydd y gwaith

I don't agree with the language being forced on the population, many of whom don't even speak English properly

The majority of school children do not study Welsh further than GCSE level. People are just not interested.

I don't think the strategy will make a difference to how the language is treated, and in fact we run the risk of the outcome being negative if we attempt to use the stick instead of the carrot.

Massively increasing the opportunities will work amazingly for people who live here - unfortunately - we do not have devolved media powers, and we are not the arbiters of our own descriptions or immune from attacks. One only need look to the amount of people losing their "heads" over Bannau Brycheiniog reverting to its original name only - and the mindless xenophobic attacks our language/culture/people perpetually receive... where as a pragmatic result: there will still be people who will mistreat our language because of the narratives and directives from UK media or UK Parliament. Shouldn't stop us from trying, as we can't worry about what we can't control - but try and focus on what we can change. Lets be the change we wish to see, where if you'd like to push to devolve media powers to the Senedd: you'd get my support.

As welsh persons to hold conversations and read welsh

Times have changed and this authority has to move with it and prioritise and address the actual needs of its communities. These proposals will all cost money, in terms of logistics and implementation, salaries, training, time and the lust goes on

The most effective way to increase welsh language speakers is to have more welsh speaking schools.... surely? But this comes at a cost

The Welsh language is a niche language and is no longer relevant to most people living or working in Wales. As such it should be maintained as a tourist 'gimmick' as it serves little other purpose. History is exactly that, the past and the natural evolution of language should be respected. Failing to move with the times and to recognise the need for a homogenised UK wide 'first' language will continue to negatively impact every aspect of Welsh life and will add further to the image of Wales as a poor cousin to the rest of the UK.

It needs to be encouraging not forced

There are still only a small % of Welsh speakers in the Borough and this policy could severely disadvantage small organisations or community groups if they have to publish everything bilingually. Let's focus on getting more people speaking and using the language before imposing costs that will be detrimental to the local economy.

Already commented

Mae'n wych i greu strategaeth, ond y gwaith caled go iawn yw sicrhau bod o'n cael ei ddefnyddio, neu jest geiriau ar bapur ydy o.

Please give reasons for your responses

Welsh is more a hobby than a need. It wont and shouldnt change through naked social engineering. Let the market decide if its needed and only support school use as a voluntary option.

It's difficult to state it will be treated no less favourably when in lots of cases it will have a longer response time than English purely due to lack of resources. It will also take time for new language learners to feel comfortable to converse or deal with things in welsh, if ready to at all.

The steps set out are a positive step to encouraging the use of the language and making it more acceptable in our own towns and villages.

The majority of Welsh people/people living in Wales don't care about the language and this would just be falling on deaf ears and rightly so.

Hopefully, t wil have no effect because it was to be implemented.

If someone knows welsh that's fine however there's just no point anymore- schools ruined this years ago

No actual requirement for people to learn welsh

People will be more confident in trying to use the language. Welsh learning groups and social groups offering the opportunity to practice, would be helpful for adults.

The strategy is very broad and naturally positive

All of the actions in the strategy should help to improve both the opportunities to use the Welsh language and ensure Welsh is treated no less favourably than English

People who what to revive the culture. Will be happy and proud.

Os fydd y Strategaeth yn cael ei mabwysiadu a'i weithredu a dod yn rhan amlwg o weinyddiaeth y Cyngor fe fydd hynny yn magu hyder ymysg siaradwyr a dysgwyr yr iaith a'u hysgogi i'w ddefnyddio fwy. Ond rhaid gweithredu'r Strategaeth yn ei chyfanrwydd

Shwd gymaint o effaith o wylio Netflix a rhagleni Americanaidd, mae'n anodd denu pobl i weithfawrogi pwysigrydd y gymraeg.

If both languages are treated equally and encouraged, then it can only have a positive effect.

Important to consider how the Welsh language, heritage and culture is given the same relevance as English and how to engage with communities to achieve this.

It's Wales, why not?!

minimal appetite for use of welsh language

With a carefully considered approach which involves encouragement as apposed to force. This can be a positive success.

Collective effort alone will help raise the profile of the language. The marketing and promotion strategy is critical and, to encourage new learners it must be presented as a fun, non-threatening and uncomplicated thing to do. We have bilingual street signs, official publications and the like, but there is a clear barrier in the way the Welsh langauge does not penetrate ordinary, everyday life even in the smallest ways e.g. salutations.

Os mae'r polisi yn cael ei weithredu'n effeithiol, gall yr effaith bod yn un cadarnhaol iawn. Ond angen ymrwymiad nifer o adrannau gwahanol o fewn yr awdurdod a dyma'r her.

Do not marginalise either language or people

Create an inclusive community through learning

I totally object to my money being spent on pie-in-the-sky rubbish

People speak what they want to speak without outside interference

Austerity, current economic situation - How will it benefit young people and families?

As long as its fair and optional, that makes it bareable to everyone. But it should be pushed if people dont want it.

All publicity(Positive) is helpful.

Increase the positive effects

We need to take the subject seriously rather than pay lip service to the task ahead. Leadership and buy in from the top down is important to maximise shift in attitudes. Currently this is not the case and it is seen as a hindrance rather than an opportunity!

People need to have a willingness and a reason to learn Welsh. Its a difficult language for those who dont speak it.

Heavier investment

Stop setting targets, this also applies to the Welsh Government, people don't like being coerced.

Already stated above

Mwy o arweiniaeth gan ein aelodau etholiadol yn defnyddio/dysgu a hybu'r Gymraeg. Penderfyniadau cadarn, positif i ddefnyddio enwau gwreiddiol pentrefi a lleoedd o fewn yr ardal e. e Cwmafan (Avon is in South West England). Beth am defnyddio disgrifiad Saesneg ar arwyddion ffordd e.e Banwen (White Beacon)

Teach it for free

Choice! Simple things like allowing a person to have a Welsh or English at the top of their emails. Roads signs Welsh first in areas like Carmarthen and English first in Swansea. English only in English medium schools. Anything that makes you feel like you have a choice!

The only way to truly encourage non-Welsh speakers learning Welsh is to have fully bilingual nursery and (ideally) Early Years educations so that every child is bilingual by the age of 5 or 7. Support this with classes for parents. Also set up informal Welsh conversation groups in pubs and cafes etc. where Welsh learners can practice their Welsh in real situations.

Cael "Welsh Champions" neu rhywbeth, i'w weld yn defnyddio'r gymraeg yn ogystal a'r saesneg yn mwy amlwg.

I have no suggestion

Make online language learning free for all.

Survey, Listen, and *THEN* cater to your audience! Don't push policy blindly, measure the level of ability and provide tuition in relativity to the ability [we know where we want to get to, but let's not get ahead of ourselves]. Youths - Offer free pizza at events to learn [work with local chains or dominos, as it worked for me as a youth] Learn how you can work best by parents - and not the other way around, as they're stressed overworked and underpaid for what they do as well [I sense a theme here... thanks Westminster and lacking devolved powers!]. I can imagine its intimidating having your children speak a language you don't understand, so find the best way to communicate with parents or survey and involve parents as to ask: How can we help you to help us, to help us help you feel comfortable using Cymraeg? Potentially offer some reduction or help in other ways that you can as a council to help support them in supporting you/the future of our language. You effectively want to take their time [to learn], where time is money - so what levers do you have to be able to help them, help you [to help us all]? Try to make events inclusive for all, or to be able to make any event an opportunity to learn Cymraeg - potentially - using a colour system for different levels of learners to be able to engage and understand/learn at an appropriate level. Take inspiration from Iolo Williams, and make interactive events in cymraeg with experts across all sectors in NPT. Convince local businesses to adapt and use Cymraeg as a USP - potentially offer businesses that adopt cymraeg discounts on rates[etc]?

The understanding of native tongue

Personally I disagree with the strategy and my opinion is that it should be mothballed until the people in our communities are given alternative opportunities to consider and it and voice their opinions. Not all have the ability or indeed the inclination to complete a lengthy online survey and there should be other additional methods of public consultation used.

Promote the Welsh language as a heritage language only.

Move away from forcing compliance and instead encourage participation with lots of help to comply (i.e Welsh language learning, social gatherings, 'just use some Welsh and that's ok' take away the 'English speaker', 'Welsh speaker' designation on everything - Make some Welsh comfortably spoken enough

Increase the positive effects

Make it easier to learn Welsh as an adult. Concentrate on the spoken word rather than written, don't disenfranchise those who are keen to learn but may struggle with the written word.

Already commented previously

Gwneud y targed o cynyddu'r nifer o siaradwyr Cymraeg 1% yn fwy heriol - 5% er enghraifft. Sicrhau ei bod o'n cael ei ddefnyddio.

Get rid of 90%

Support for parents who are non-welsh speakers to encourage uptake in schools. Bi-lingual homework. Bi-lingual resources from the school, given to the child/parents to practice at home.

Make it cheaper /faster / better if Welsh language services are used rather than other non-native languages such as English.

Increase the target to 5% over 5 years.

Bring out an English Not and cane kids who speak English?

Abandon the strategy

I hope the strategy will have positive effects. But I still feel there is a big disconnect and the English language is always preferred in our society

Better chance of employment for a welsh learner

Need more Welsh primary schools in the area/ or intensive welsh learning provision to allow older children to join the school later than infants.

Bilingualism - incidental Welsh, mixed used, not the binary all or nothing approach.

I am English. But call myself British. Born Great Yarmouth, Norfolk. Widow of a lovely Welsh man. I stand for National Anthem and Welsh. I so proud.

increase opportunities for non welsh speakers to have easy affordable access should they choose to learn

Ddim yn gwybod fel i ddiwygio'r Strategaeth ond rhaid yn y dyfodol cyfeirio at y Strategaeth mewn pob agwedd o waith y Cyngor a'i adrannau er mwyn iddo llwyddo, wedyn fe fydd pobl yn gweld bod yr iaith yn naturiol ac yn berthnasol i'w bywydau.

Focus on 'the other people' who don't fit the demograph. Grandparents and extended family can be a great help with young people learning Welsh. These are the people who need help to learn. Maybe Welsh lessons online or books with basic conversational Welsh

Providing safe, positive environments for people to engage with the language without fear of making mistakes and being encouraged to converse and learn in a variety of settings at whatever level.

Do more events on council committees and get the local area having more Welsh catch up

Unsure

allow customers to 'opt' in if required - cost effective

Community involvement- getting the people of the county on the journey to change, influence and encourage others. Peer to peer.

Regular reviewing of the strategy will be important if it is to be taken seriously by the council and its partners - this is not something that can be done by the council alone. All partners should be encouraged to have their own robust Welsh language policies and supported to implement this together to ensure that as many people as possible in our workforce and communities enjoy the benefit of the Welsh language.

Son yn fanwl am sut gall y cyngor sir cefnogi mudiadau Cymraeg i gyfrannu at y strategaeth - e.e. cefnogaeth ariannol, cynnig llog ystafelloedd y cyngor am ddim i fudiadau'r Gymraeg, buddsoddiad amser ac hyfforddiant i staff, rhyddhau staff i fynychu hyfforddiant - sicrhau bod staff ym mhob adran sydd â'r gallu i ateb y ffôn / delio gyda'r cyhoedd trwy gyfrwng y Gymraeg,

Promote and encourage bilingualism / multilingualism

Learn a new skill

Increase the positive effects

1. Welsh coffee mornings attendees are mostly pensioners, I suspect because they are home during the day when workers and children can't attend. 2. Something is needed to allow workers and children to attend e.g. Welsh discos, Welsh games (computer) in the evenings/ at weekends. 3. Have say 15 minute sessions during the day at work, where people can pick up a bit of Welsh (to arouse their interest). This could develop into formal courses for interested parties outside of working hours.

There are no positive effects, but plenty of negative ones. We are on insignificant blob on the European continent and this is just increasing it.

There are no positive effects.

Don't know

Like a lot of technology, there should be an option for English and Welsh.

Welsh only days would be great

Remove/decrease negative effects

We need to take the subject seriously rather than pay lip service to the task ahead. Leadership and buy in from the top down is important to maximise shift in attitudes. Currently this is not the case and it is seen as a hindrance rather than an opportunity!

I do not believe there will be negative effect

Stop the waste of money.

Just having Welsh signage and incidental Welsh will have no effect on non-Welsh speakers learning Welsh. How many know what ARAF means, despite seeing it on roads hundreds of times each week?

"debunk" y ffeithiau anghywir, fel nad oes neb yn CNPT yn siarad Cymraeg felly pam botheran!

There are no negative effects of promoting and growing the Welsh language.

A lot of people, me included, begrudge the amount of tax payers' money is spent on this vision.

On no account make the majority of the population feel excluded by showing massive favouritism to the Welsh language, encourage not enforce

Try to include more means of communication alongside Cymraeg - so not only providing signage with helpful phrases in Cymraeg but what about sign language as well? Can't argue that we're "only benefitting our spoken language" if we're working to increase the levels of communication on **ALL** levels and abilities to communicate and engage with one and other! [We shouldn't apologise for being social people - I mean... We're Welsh!] Ensure that English Medium language school Welsh teachers are capable, that the English medium language schools actually adhere to the syllabus and policies to actually teach Cymraeg as 1st language [and are supported to be able to adhere to the law - or penalised for breaking it]. [In Senedd] Devolve media powers to prevent UK Media xenophobia or hold it to account.

Encourage and support

Don't waste time and resources on a dying language.

Stop forcing people Encourage them (A massive translation in business Welsh although gratifying for a fluent Welsh speaker (who also reads and writes in Welsh) is massively off putting to a person with only conversational Welsh

Don't insist on all publications being bilingual, the costs are high and the impact can be negative when the majority do not read in Welsh even though they may be able to speak it.

Already commented previously

Get rid of 90%

Don't do it

Abandon the strategy

Remove/decrease negative effects

It can sometimes be quite frustrating to have to sift through pages of Welsh to find the English version when receiving a letter for example and often seems like an awful waste of paper. Could we be better at giving an option for a Welsh version if needed?

All Welsh and all English publications/adverts etc, all has segregatory effort, especially in NPT (not a predominantly Welsh speaking area)

When people try change at first doubt our negative. It won't work. Bad things said. Then see it one day. Then they see again, then again. Then it become a thing used to and love. Then love the complaining has stopped.

delivery will be key so it does not feel 'pushed' and people have the choice to participate

Wrth i'r iaith cael ei weld a'i ddefnyddio fwy fyth gan y Cyngor fe fydd wedyn yn cael ei dderbyn fel rhan annatod o'u bywyd pob dydd.

There is still a snobbery in schools about being English.

Remove the "Them and Us" mentality of speaking Welsh and that the language is for everyone.

Unsure

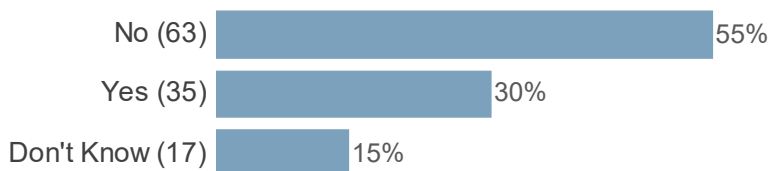
allow customers to 'opt' in if required - cost effective

No discrimination and respect other viewpoints

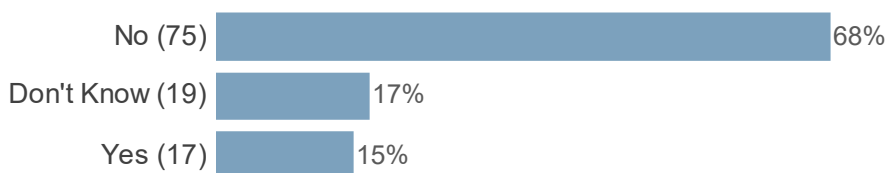
On all signage, standardise colours and fonts so it is easier to distinguish between English and Welsh. Too often signs are ignored because they are too confusing.

Don't know

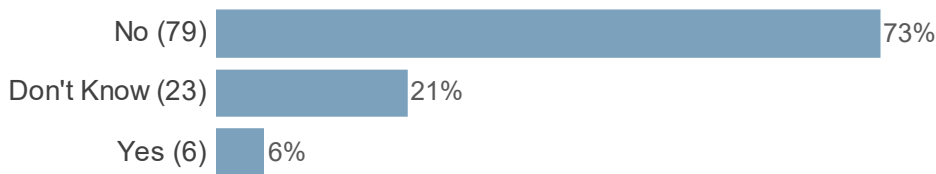
Would the strategy have an impact on you and/or your family because of (your and /or their): (Age)



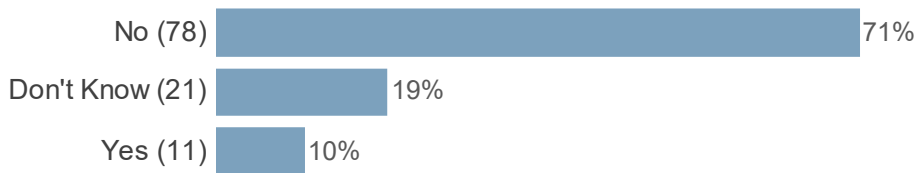
Would the strategy have an impact on you and/or your family because of (your and /or their): (Disability)



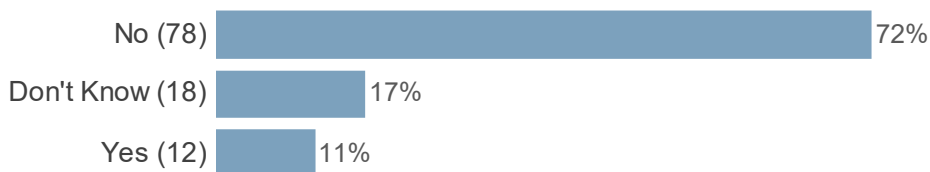
Would the strategy have an impact on you and/or your family because of (your and /or their): (Gender reassignment)



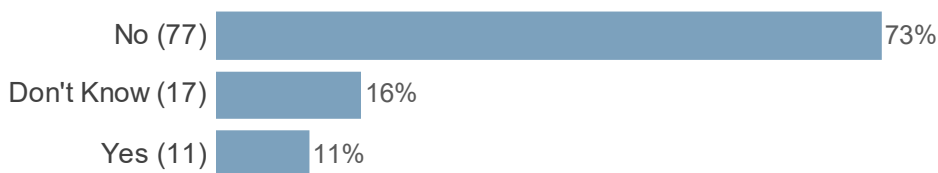
Would the strategy have an impact on you and/or your family because of (your and /or their): (Marriage or civil partnership)



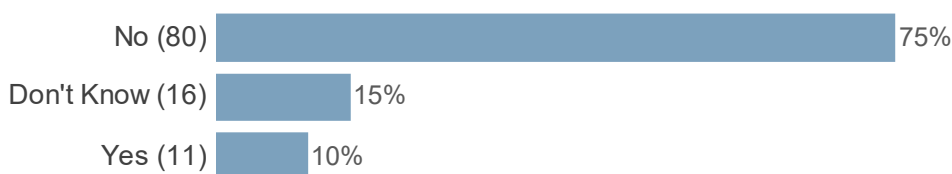
Would the strategy have an impact on you and/or your family because of (your and /or their): (Pregnancy and maternity)



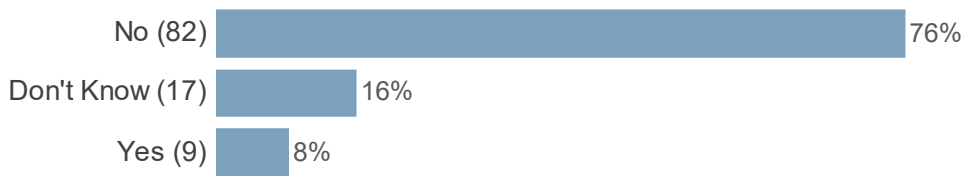
Would the strategy have an impact on you and/or your family because of (your and /or their): (Race)



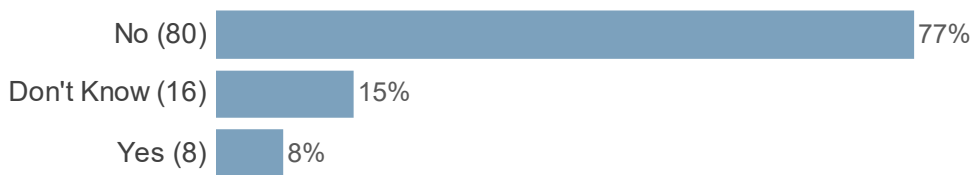
Would the strategy have an impact on you and/or your family because of (your and /or their): (Religion or belief)



Would the strategy have an impact on you and/or your family because of (your and /or their): (Sex)



Would the strategy have an impact on you and/or your family because of (your and /or their): (Sexual orientation)



Please give reasons for your answers

Why would the language impact on these?

Would affect me except by way of work as I live outside the borough though am a staff member.

Dyslexia

I already live daily with the negative impact of the Welsh Language standards

No

It is a hard language to learn, but small changes to everyday life will allow adults to learn small words and phrases, but catch the children, then the older generation will hopefully learn with them.

Rhestr ddim yn gweithio

Dim yn effeithio o rhan agweddau yma.

No effect

Will have no effect on anyone

As there is no real detail this question is impossible to answer.

Being a millennial, the Senedd cut us out of access to free education - so offering greater access to be able to learn would definitely impact me, where if you were to continue to act as you do offline but record and document it online - this would aid me and my disability for sometimes I am unable to go out so I would still be able to engage online. Also, anyone who calls this part of the rock home [no matter where they are born] - ydy'n Gymry neu Teulu i fi / Is Welsh or Family to me. One factor it would change is understanding of history, because with an ability to read and understand Cymraeg... we could actually learn to understand the history of Castell Nedd and Prydain.

No impact on any of the above

Promoting a niche language can lead to visitors and migrants feeling isolated. Migrant here is used as a term to describe all individuals who come to settle in Wales regardless of their country of origin / circumstances.

ALREADY COMMENTED THIS IS REPETITIVE.

I have lived in NPT for 50 years. I have heard welsh spoken (outside of school) only a handful of times and never in my village or local town.

My children are of school age so could impact on them through their schooling.

Please give reasons for your answers

We are a diverse nation and these areas will impact our diverse family

It's not an equal opportunities strategy

What the hell has race/ sex and orientation got to do with leaning welsh.... WOW this is the exact reason welsh has been left to die . Concerned over irrelevant things that wouldn't affect language

Why would it

Don't know what this question aim to find out - what impact exactly?

I don't no enough to be "honest" but if you try you won't fail.

without stereotyping there may be those in older generation who would not wish to learn. also important to recognise that everyone has different learning styles and there is no 'one size which fits all'

Dim yn deall y cwestiwn

None of that should matter

Unsure

no wish to start to learn another language

Potentially, the strategy could positively impact on all the above groups who have the right to choose support and services to be promoted, discussed and delivered through the medium of Welsh. Denying those who identify with the above groups could make the feeling of isolation,exclusion and discrimination worse. Language is closely connected to how comfortable we feel and a sense of belonging.

The strategy will have a positive effect

Older is harder to learn as more busy and other commitments

I object to having to select an English language option when speaking to my surgery etc. It should be the other way around!

Stop being so woke!!

A lot of my family drive have mental disabilities and find it hard to understand or learn with the English language. Enforcing more welsh on top of the already stressful and terrible education system will have a negative effect on them and people like them.

If you have any further comments please include them below

No

When you have a strategy and plan in place [after much surveying and engagement with those you seek to impact], Please, revert to our old name Castell nedd only. I feel that would be the biggest kick to the system to let people know that you have a plan and you mean business, and that it's *the* plan for the future going forward [no going back]. I'm happy to live in a country that dwy iaith, but there is a glaring inadequacies and representation on the Cymraeg front... in Cymru... which shouldn't sit right with anyone, and for those that it does: invite them to speak with people of the world and explain to them whats happened here and our current mentality, and to then ask their opinion of that. Its consultations like this which is the reason I'm happy to put time and effort into my responses, as it's great to finally see governance in NPT seeking to be more representative and outward reaching [Thanks Plaid Cymru and other representatives seeking to represent their areas and NPT!]. But, all in all, aim higher - gauge your reach and audience - and if we under perform, it'll still be better than a 1% increase over 5 years. Work to include all people from all walks of life, of all levels of ability to speak Cymraeg - and we might just live in a better town yet.

Courses more input

If you have any further comments please include them below

The Welsh language is a niche language and is no longer relevant to most people living or working in Wales. As such it should be maintained as a tourist 'gimmick' as it serves little other purpose. History is exactly that, the past and the natural evolution of language should be respected. Concentrate on improving English literacy, this country deserves to be seen as the true jewel in the crown of the UK and to do that it needs to focus on the future and not the past.

Er mwyn normaleiddio'r Gymraeg ac i'r strategaeth fod yn llwyddianus, mae angen sicrhau bod y Gymraeg yn weladwy, er enghraifft, enwau Cymraeg yn unig ar ystadau o dai newydd. Hefyd, dylai fod popeth sydd yn cael eu rheoli gan y Cyngor fod yn ddwy-ieithog. Sylwais yn ddiweddar bod arwyddion Castell-nedd yn uniaith Saesneg, a dydy hyn ddim digon da.

Na

Don't give up. Wonderful idea.

Os yr ydym o ddifri ynglŷn â chynyddu'r nifer o siaradwyr Cymraeg tu fewn y Sir rhaid darparu fwy o ysgolion cynradd Cymraeg eu hiaith; un ysgol gynradd gyfrwng Cymraeg mae CCNPT wedi agor ers ei sefydlu. Agorwyd mwy o ysgolion Cymraeg eu hiaith ym Mhatagonia a Sir Fynwy dros yr un cyfnod nag yn CNPT.

From personal experience, using the welsh language either telephone or to access service, form filling etc results in a delay in services due to need for translation etc

We haven't lost the language but we have to retain/ grow it

Absoulute waste of time and money

1. This whole survey is over-complicated and full of wordy questions (Quite frankly - Boring) It would be an improvement to simplify it. 2 a. You ask questions about obverse WLSP 2022-2023, but with no simple explanation about what it is - so how can we answer effectively? b. Ditto for "Benefits of bilingualism" booklet. What the heck is that, and who reads it anyway? c. What is "the Language Leisure programme"? d. "Destination Management Plan"? e. A lot of "High Falutin" Language, which means little to nothing to the general public.

I strongly object to the way in which welsh speakers get jobs over non welsh speakers, and this is happening everyday. IT's DISCRIMINTION against non welsh speakers. Its utterly disgraceful.

The education system already causes enough self harm, suicide, bullying. Don't make it worse for the people with mental disabilities of who are slow learners. Be considerate to others and not just the 'love walsey welsh' movement that's going.

Are you responding...

As an individual (126)  98%

As an organisation (3)  2%

Please provide your full postcode below (e.g. SA13 1PJ). This allows us to better understand your views and needs by area, and to make sure we've heard from people in all parts of the county borough

SA13 2UP	SA12 8TU	SA10 8PL	SA6 8HN	SA18 1UN	SA11 4AA	SA13 3EY
SA12 9TY	SA13 1PJ	SA10 7HB	SA10 8NT	SA12 6BU	SA10 6HZ	SA8 4LH
SA13 1TD	SA12 8AW	SA10 9DT	SA11 3QZ	SA11 3NW	SA10 6NJ	SA11 2FP
SA10 7EB	SA11 2UN	SA10 9DP	SA11 1EJ	SA12 8LP	SA12 6SR	SA12 9PD
SA11 3AD	SA9 1XD	SA13 1PY	SA10 6DU	SA10 6EU	SA12 7DE	SA11 1EJ

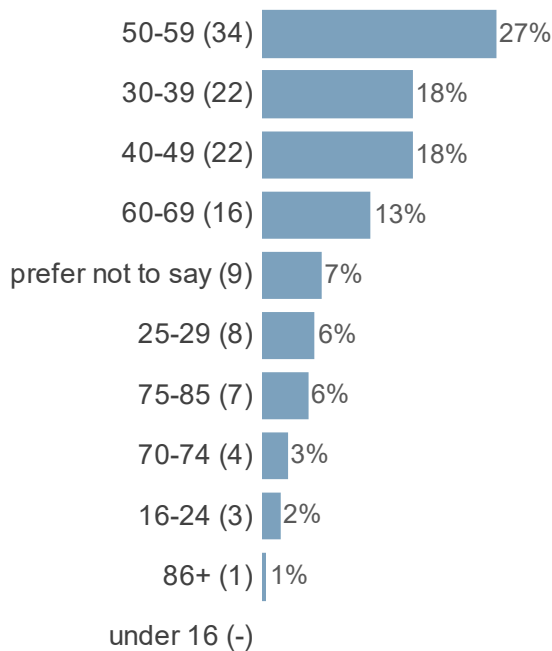
Please provide your full postcode below (e.g. SA13 1PJ). This allows us to better understand your views and needs by area, and to make sure we've heard from people in all parts of the county borough

SA10 6JJ	SA10 9ES	SA13 1PJ	SA12 9BZ	SA10 8AQ	SA13 2LN	SA11 2ES
SA8 3HD	SA10 7DJ	SA10 6DP	SA11 5PY	SA13 3YN	SA11 3QQ	SA11 1JJ
SA11 1JJ	SA9 2AJ	SA12 6AX	SA13 1PQ	SA12 9ET	SA13 2LN	SA19 1TT
SA10 7FH	SA11 1HG	SA11 2LS	SA11 3YU	SA11 1JS	SA11 3QQ	SA13 1AX
SA10 7EB	SA13 2EG	SA13 2TE	SA12 8EN	SA10 8EG	SA13 1BT	SA12 6BN
SA11 1JJ	SA4 9DE	SA11 3UA	SA12 6JA	SA8 3BN	SA10 8AZ	SA13 3HS
SA12 6ES	SA9 2DW	SA10 6LB	SA13 1SP	SA13 2LJ	SA8 4NN	SA8 4DH
SA10 8NP	SA11 3LA	SA13 1EW	SA12 8YL	CF31 4PT	SA11 3DX	SA13 3EW
SA10 6DY						

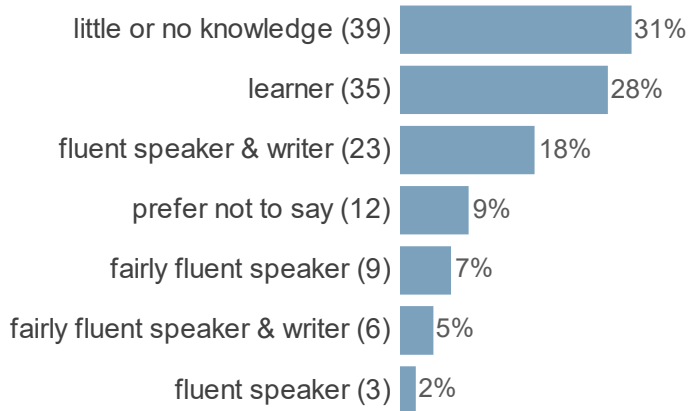
Please state which organisation you are responding on behalf of:

Caffi Cymraeg, Creunant SA10 8RF
 Neath Port Talbot CVS
 Menter Iaith Castell-nedd Port Talbot

What is your age?



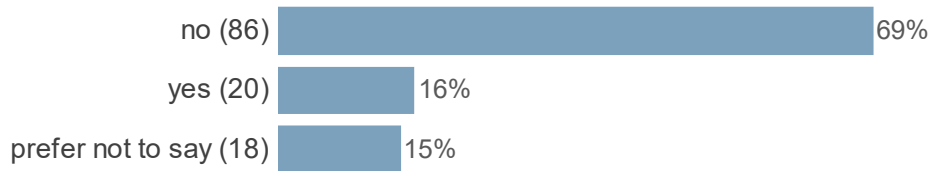
Welsh Language - are you:



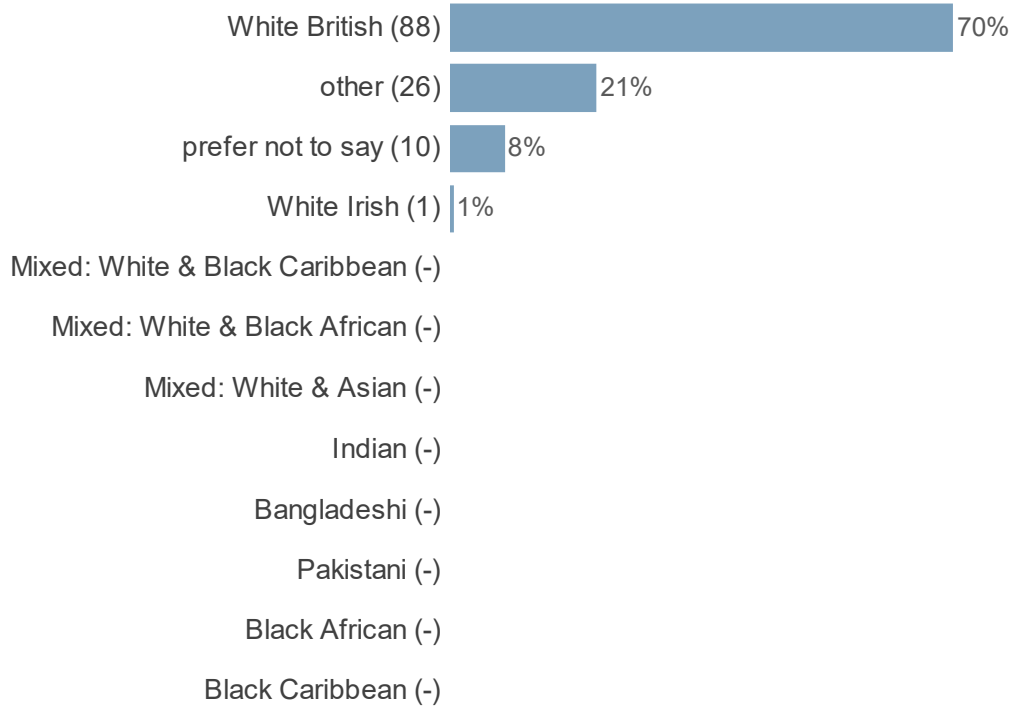
Are are you pregnant or on maternity leave?



Do you consider yourself to have a disability?



Ethnic origin



other - please specify (Other ethnic group - please specify)

Welsh not British

Human.

Gwyn - Cymreig

White Welsh

Cymraeg a Cyprus

White Welsh

Cymreig | Welsh

Gwyn: Cymraeg

White Welsh

White Welsh

Welsh who doesn't welsh

Welsh

consider my origin as White Welsh

White Welsh

Gwyn Cymreig

Cymraes ydw i!!!

Welsh

Why is there no Welsh ethnicity to tick!?!? Please readress this promoting and paying lipservice

White Welsh

White Welsh

White- Welsh

White Welsh

other - please specify (Other ethnic group - please specify)

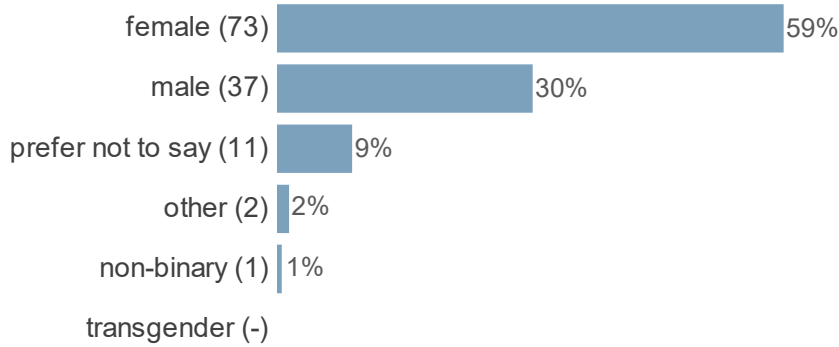
Welsh

White welsh

British Welsh (No Welsh Box????)

European

Sex:

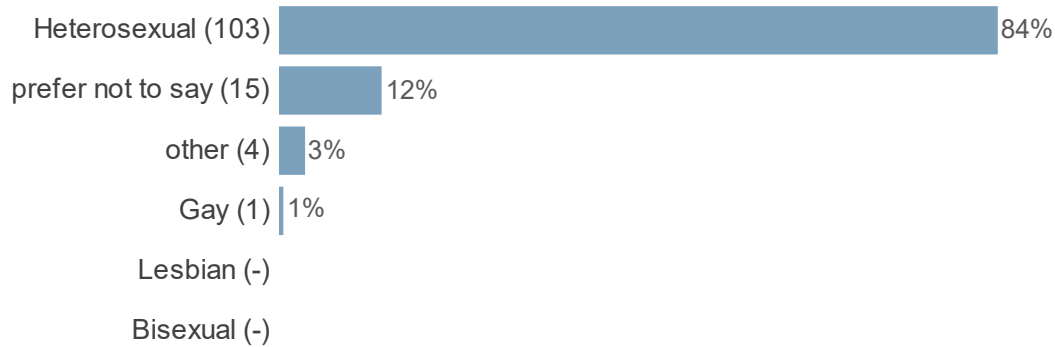


other - please specify

This question makes no sense. The protected characteristic is Sex. Gender identity is separate.

Hippo

Sexual orientation:



other - please specify

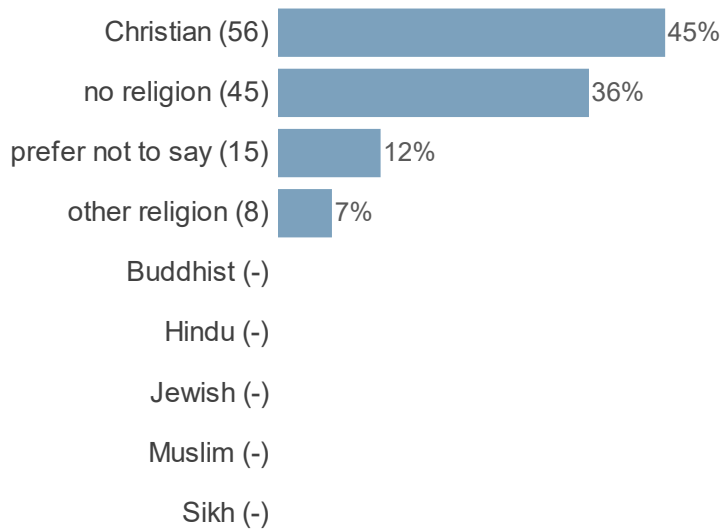
Frying pan

Don't believe in sex out of marriage and couples

pa ots?

Pansexual

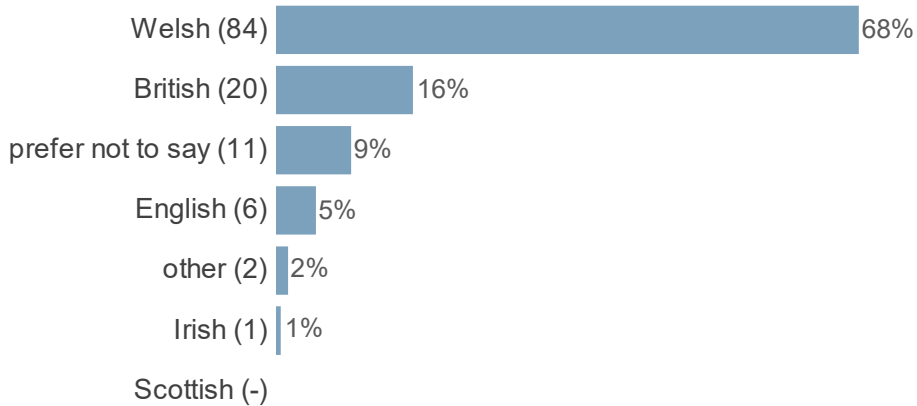
Religion / belief:



other religion - please specify (other - please specify)

Pagan	Pentecostal
Catholic	Welsh Independent
Celtic Pagan	Spiritualist

Nationality:



other nationality - please specify

Fake welsh
European

Mae'r dudalen hon yn fwriadol wag

Integrated Impact Assessment (IIA)

This Integrated Impact Assessment considers the duties and requirements of the following legislation in order to inform and ensure effective decision making and compliance:

- Equality Act 2010
- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Environment (Wales) Act 2016

Version Control

Version	Author	Job title	Date
Version 1	Rhian Headon	Corporate Policy Officer	29.03.23
Version 2	Rhian Headon	Corporate Policy Officer	14.06.23

1. Details of the initiative

	Title of the Initiative: Welsh Language Promotion Strategy (WLPS)
1a	Service Area: Corporate
1b	Directorate:
1c	Summary of the initiative: This second iteration of the WLPS has been developed by a Cabinet Scrutiny Task and Finish Group with advice and support from Menter Iaith Castell-nedd Port Talbot. The strategy has taken into account a number of factors: a review of the current strategy (2018-2023); the advice and support of Menter Iaith Castell-nedd Port Talbot; consideration of content of current and proposed strategies and plans. The Strategy aims to: <ul style="list-style-type: none">• facilitate an increase in the number of people who speak Welsh in Neath Port Talbot• establish the Welsh language as an integral part of people's everyday life in Neath Port Talbot• facilitate an environment in which the Welsh language thrives

	The WLPS is developed under the Welsh Language Standards (No1) Regulations 2015.
1d	Is this a 'strategic decision'? Yes
1e	Who will be directly affected by this initiative? Residents of Neath Port Talbot Employees of the Council Third sector organisations Schools – pupils and staff Visitors to Neath Port Talbot Elected Members Local business community
1f	When and how were people consulted? Feedback from a range of consultation exercises undertaken during the last two years has helped inform the strategy; including the Let's Talk engagement, the Welsh in Education Strategic Plan (WESP) and the Public Service Board's Wellbeing Assessment. The consultation exercises consisted of online questionnaires, hard copies of questionnaires distributed to libraries etc., as well as face to face engagement with local groups and organisations. Further consultation on the draft strategy is to be undertaken during April/May 2023. 14.06.23 Following approval by Cabinet on 5 April a four week period of public consultation was held between 17 April and 15 May 2023: <ul style="list-style-type: none">• an online survey/questionnaire via the Council's web site• consultation packs in local and community libraries and civic centres• awareness/consultation events held in Port Talbot, Neath, Pontardawe, Crynant and Margam Park - The detailed questionnaire was made available at the consultation events held in various locations Port Talbot, Neath and Pontardawe; some questionnaires were completed at the time while others were taken away for return to local libraries or civic centres. These events also provided the opportunity for people to comment generally on the Welsh language as well as raising awareness of the online survey.

	<p>The consultation was promoted via:</p> <ul style="list-style-type: none"> • the council’s website on the consultation pages ww.npt.gov.uk/consultations • posters and at libraries, civic centres • the council’s corporate social media accounts • press coverage generated by cabinet reports and press releases • Council’s internal communications channels; including ‘In the Loop’, Sway, Yammer channels • link to the council’s consultation pages sent via email to a range of stakeholders including schools, town and community councils, NPTCVS, Fforwm Iaith, Menter Iaith Castell-nedd Port Talbot and local community groups via the NPT Community of Practice on Involvement and Engagement.
1g	<p>What were the outcomes of the consultation?</p> <p>Feedback from previous consultation exercises helped inform the strategy and identified the language as something that was close to people’s hearts, that it was inextricably linked to the culture and heritage of NPT and the nation, but although something to be proud of, was also a cause of irritation/annoyance as to its use in correspondence, signage and to a degree in education.</p> <p>14.06.23</p> <p>Feedback received during the consultation in April/May 2023 was predominantly supportive of the strategy with comments reflecting those offered in previous consultation exercises.</p> <p>Respondents were asked to identify the impact of the strategy on them or their family due to the protected characteristic and while the majority considered there was no impact a relatively small number felt to the contrary. Unfortunately further information as to the nature of this impact was not forthcoming in the majority of cases. However a few comments were received which could be attributed to:</p> <p>Age - My children are of school age so could impact on them through their schooling. ...there may be those in older generation who would not wish to learn... Older is harder to learn as more busy and other commitments The strategy will have a positive effect</p> <p>Disability - A lot of my family live with mental disabilities and find it hard to understand or learn with the English language. Enforcing more welsh on top of the already stressful and terrible education system will have a negative effect on them and people like them.</p>

Dyslexia

...offering greater access to be able to learn would definitely impact me, where if you were to continue to act as you do offline but record and document it online - this would aid me and my disability for sometimes I am unable to go out so I would still be able to engage online...

Some more general comments were made, for example in relation to disability and affordability, but have not yet been addressed in the strategy. However these, along with other comments such as greater detail on support for Welsh organisation to contribute to the strategy and involving teaching staff in the 'Homework Help' Facebook group amongst others, require more detailed consideration and any resulting amendments will be publicised in due course.

Welsh

72.6% of respondents (93 out of 128) considered the strategy would have a positive effect on opportunities to use Welsh; 4 respondents considered there would be a negative effect and 31 considered there would be no effect.

62.4% of respondents (78 out of 125 respondents) considered that there would be a positive effect on treating the Welsh language 'no less favourably' than the English language', while 7 respondents considered the opposite. 40 respondents considered it would have no effect.

Outcomes

In light of comments received the strategy has been amended where appropriate, for example the inclusion of additional actions to reflect comments of affordable language courses as well as encouraging businesses to promote Welsh (again affordably).

Amendments have also been made to the body of the strategy - specifically with the inclusion of text to clarify the resources identified to implement the strategy, the 'low' target and the vision. A further amendment was made to the vision; the inclusion of 'audible' was as a result of comments suggesting that Welsh should be heard as well as seen - which also ensures greater inclusivity.

Welsh

Comments on how to increase the positive effects of the strategy included

- Greater investment - finance, leadership
- Language learning/improvement - concentrate on spoken rather than written Welsh; more affordable courses; opportunities to use Welsh in social settings e.g. pubs and cafes; free/affordable courses
- Choice - better than coercion
- Bilingualism - nursery and (ideally) Early Years education; homework/resources for non Welsh speaking parents
- Better support - learners; parents/families with children in Welsh medium education; for Welsh language organisation in their contribution to the strategy;
- Employment - more opportunities for Welsh speakers
- Policies - Welsh only street names/place names

Comments on removing/decreasing negative effects included:

- Forms of Welsh - emphasis on conversational rather than more formal Welsh
- Choice - encourage and support rather than enforce; to participate or not; introduce an 'opt in' option for receiving Welsh documents/correspondence, etc.
- discrimination - remove Welsh/non Welsh speaker distinction
- Leadership - key to change attitudes

Actions to address some of the above have been incorporated into the action plan, for example:

- Create and promote Welsh language resources for families and the public more generally
- Explore the establishment of a Welsh Champion category in the Council's internal Team NPT Awards
- Encourage elected members to increase their use of Welsh at meetings, events, within their communities, etc
- Promote bilingualism to perinatal families
- Introduce 'resident accounts' to enable more tailored interactions with the Council, to include a language preference option.

Some comments require further consideration by services as to their feasibility, which organisations would be responsible as well as any funding issues associated with any potential actions.

Other comments such as those relating to conversational Welsh and some of the comments calling to 'scrap it' have wider implications and would be subject to a change in legislation/compliance notices. Such issues will be raised during the annual monitoring review with the Welsh Language Commissioner.

2. Evidence

What evidence was used in assessing the initiative?

Census 2011

Language profile of the area - according to the 2011 Census, around 15.3% of the county borough's population speak Welsh 20,698 individuals. Communities such as Gwaun Cae Gurwen, Cwmllynfell and Lower Brynamman are amongst the highest percentage of Welsh speaking areas in Wales.

There has been a significant drop in the number of people speaking Welsh in these, and other areas in the county borough, between the 2001 and 2011 Census. Trebanos and Crynant have seen the largest percentage comparable change, - 20.86% and -33.47% respectively.

Census 2021

While comprehensive Census 2021 data has yet to be released initial indications show a significant decrease in the number and percentage of Welsh speakers in Neath Port Talbot since the Census 2011:

Number who can speak Welsh			Percentage who can speak Welsh		
2001	2011	2021	2001	2011	2021
23,404	20,698	18,662	18	15.3	13.5

Annual Population Survey

Contrary to Census data the Annual Population Survey has historically and continues to indicate figures far above the Census data:

Neath Port Talbot						
	2011	2018	2019	2020	2021	2022
Total Population	134,400	136,100	137,800	136,400	135,400	137,900
Can speak Welsh	27,200	30,500	34,600	27,900	31,100	31,400

% who can speak Welsh	20.7%	22.4%	25.5%	20.5%	23%	22.8%
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Let's Talk consultation responses (2021)

Responses included many comments on Welsh language, culture and heritage including:

- Love for the 'Welshness' of their community.
- The presence of the Welsh language was a very positive attribute that Welsh speakers appreciate,
- General sense of Welsh culture and heritage.
- Welsh language alongside English is beneficial for their children's learning.

Pupil Level Annual School Census (PLASC)

While the Census 2021 data indicates the decrease in the percentage of children and young people reporting the ability to speak Welsh, data from our pupil level annual school census (PLASC), more consistent with the annual population survey data, indicates an increase in the numbers enrolled in Welsh medium education.

PLASC - Years N1-11			
	2011	2021	2023 (projected)
No. in Welsh medium schools	2,993	3,321	3,329
No. in NPT schools	20,399	21,149	20,535
% in Welsh medium schools	14.7%	15.7%	16.2%

3. Equalities

a) How does the initiative impact on people who share a **protected characteristic**?

Tudalen150

Protected Characteristic	+	-	+/-	Why will it have this impact?
Age	✓			<p>It is anticipated that there will be a positive impact for adults and children and young people with increased opportunities to learn Welsh; opportunities to use Welsh in more social settings and provision of help and support to non-Welsh speaking families whose children are in Welsh medium education.</p> <p>Census 2021 data would suggest that there is a decrease in Welsh speakers particularly among school age children. The strategy aims to help address this in its support of the WESP and by enabling learners and speakers.</p> <p>In supporting the implementation of the WESP 2022-2032 and working with employers, organisations and the community, the strategy will help increase the awareness, knowledge, and Welsh language skills of people of all age groups.</p>
Disability	✓			<p>In supporting the implementation of the WESP and or teaching and non-teaching staff in learning Welsh there is likely to be a positive impact for children and young people in Welsh medium education.</p> <p>However, more generally it is considered there will be a neutral impact on people with this protected characteristic.</p> <p>Post Consultation 14.06.23</p> <p>Some respondent felt there could be a potential negative impact for people with learning difficulties or who experience mental health issues where there is a perceived expectation to learn Welsh. However, as the aim of the strategy is one of support, encouragement and choice rather than enforcement it would be unlikely that this potential impact would become a reality.</p>
Gender reassignment			✓	It is considered that there will be a neutral impact on people with this protected characteristic
Marriage & civil partnership			✓	It is considered that there will be a neutral impact on people with this protected characteristic

Pregnancy and maternity	✓			While the strategy aims to encourage the use of Welsh generally, raising awareness of bilingualism amongst young families is a key element. With increases in numbers attending early years provision there is likely to be an ongoing positive impact for people who share this characteristic.
Race	✓			<p>It is anticipated that there will be a positive impact with the aim to raise awareness of the language as a component of the area's heritage and culture. It is possible that pride in the language and identity will be regenerated even if not a Welsh speaker.</p> <p>It is acknowledged that promoting the Welsh language, culture and heritage could generate negative impacts, particularly from those who do not have a Welsh background, are non- Welsh speakers and/or those who perceive the strategy and action plan to be attracting limited resources for the benefit of a 'minority'.</p> <p>Working with our BME communities to better understand real or perceived barriers to learning Welsh will have a positive impact. There is a potential positive impact with increased understanding/take up of Welsh language training/education amongst members from our more diverse communities.</p>
Religion or belief			✓	It is considered that there will be a neutral impact on people with this protected characteristic
Sex			✓	It is considered that there will be a neutral impact on people with this protected characteristic
Sexual orientation			✓	It is considered that there will be a neutral impact on people with this protected characteristic

What action will be taken to improve positive or mitigate negative impacts?

Consultation to be undertaken which will help confirm/identify alternative impacts.

b) How will the initiative assist or inhibit the ability to meet the **Public Sector Equality Duty**?

Public Sector Equality Duty (PSED)	+	-	+/-	Why will it have this impact?
To eliminate discrimination, harassment and victimisation	✓			The Strategy is clear in its aims to promote the Welsh language and is likely to help eliminate historic 'discrimination' due to Welsh language services not being fully recognised as equal to English services, etc.
To advance equality of opportunity between different groups	✓			The Strategy is clear in its aims to promote the Welsh language and in so doing it is anticipated that the strategy will increase opportunities for Welsh speakers.
To foster good relations between different groups	✓			The Strategy is designed to benefit everyone, non-Welsh speakers, learners or fluent Welsh speakers. However, it is possible that the strategy could result in some resentment from non-Welsh speakers/supporters, although this should be minimal.

What action will be taken to improve positive or mitigate negative impacts?

Publicity of the strategy will be undertaken to raise its profile.
 Articles/press releases/social media publicity etc. will be produced to promote activities etc., when appropriate, throughout the life of the strategy.

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4. Socio Economic Duty

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Impact	Details of the impact/advantage/disadvantage
Positive/Advantage	<p>There is potential for the strategy to help address socio-economic disadvantage within Neath Port Talbot. Greater opportunities and support to learn and use Welsh will help provide a greater awareness of the language itself while increasing individuals' skill levels. With complementary actions to support the outcomes in the WESP, children and young people and their families' improvement in language skills, increased attainment and involvement in the education journey will be maximised. This will help ensure increased opportunities in further education and accessing employment.</p> <p>Greater opportunities to improve/use language skills with activities and events accessible for all skill levels. Participation by all communities in celebrating/learning/using the language will potentially help improve wellbeing and so impact positively on health in the short and in the longer term.</p> <p>Cultural and heritage activities/events will help increase participation by those members of our communities who struggle to do so currently, due to lack of confidence, ability, opportunity or financial constraints.</p>
Negative/Disadvantage	N/A
Neutral	N/A

What action will be taken to reduce inequality of outcome
This will be revisited following the consultation period.

5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion	✓			<p>The strategy aims to promote the Welsh language, culture and heritage and as a result it is anticipated that this would have a positive impact, especially in instilling (greater) pride in the area and Wales as a whole. The various actions would help encourage participation and so bring about a new sense of belonging and community spirit.</p> <p>However, there is a danger that the proposal could trigger disharmony and resentment amongst those non Welsh speakers who do not support the aims of the strategy, etc.</p>
Social Exclusion			✓	<p>Little impact on either of these is anticipated however the implementation of the strategy and associated actions could lead to more involvement of those socially excluded due to lack of Welsh language activities/opportunities.</p>
Poverty				

What action will be taken to improve positive or mitigate negative impacts?

Ensure that the strategy and actions are as inclusive as possible. Use publicity judiciously to promote Welsh and dispel any potential negative perceptions.

6. Welsh

	+	-	+/-	Why will it have this effect?
What effect does the initiative have on: – people’s opportunities to use the Welsh language	✓			The aims of the strategy and the action plan will help provide more opportunities to use Welsh, more activities and events held in Welsh thereby increasing the number of participants. The strategy will also help ensure that Welsh is a key element in policies/strategies as well as being more visible across the whole of the area. Implementation of the strategy will help all Welsh speakers within Neath Port Talbot regardless of their skills level, their location or community.
– treating the Welsh and English languages equally	✓			By implementing the strategy it is likely that the profile of Welsh language will be raised and become more visible throughout the area. The fulfilment of the strategy will help raise the profile of the language, secure its place and promote its equal status within Neath Port Talbot. Treating both languages equally is a legislative requirement and the strategy and associated actions aim to help establish this.

What action will be taken to improve positive or mitigate negative impacts?

Publicity of the strategy and its action plan will be undertaken.
 Articles/press releases/social media publicity etc. will be produced to promote activities/events etc. as and when appropriate.
 Further consideration will be given to this during and following the consultation period.

7. Biodiversity

How will the initiative assist or inhibit the ability to meet the **Biodiversity Duty**?

Biodiversity Duty	+	-	+/-	Why will it have this impact?
To maintain and enhance biodiversity			✓	There is no impact on biodiversity as a result of the strategy and potential actions at this time. However, as time goes on there may be impacts, Welsh medium school extensions/new builds, etc., and these will be considered as part of the individual project.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.			✓	

What action will be taken to improve positive or mitigate negative impacts?

No action at this time although this will be kept under review

8. Well-being of Future Generations

How have the five ways of working been applied in the development of the initiative?

Ways of Working	Details
i. Long term – looking at least 10 years (and up to 25 years) ahead	The strategy is the Council's response to the Welsh Government's commitment to increase the number of Welsh speakers by 2050. This is a long term aim and the strategy is a step on the road to achieve this.
ii. Prevention – preventing problems occurring or getting worse	<p>The strategy and its actions have been developed with the aim to ultimately facilitate an increase in the number of Welsh speakers; increase the use of Welsh and ensure the language has greater visibility in the area.</p> <p>By supporting parents, particularly non-Welsh speakers, throughout the educational journey (preschool to college), providing increased opportunities to learn and use Welsh as well as increasing understanding and knowledge of the culture and heritage, the strategy and actions aim to 'change' attitudes as well as increase the number of Welsh speakers.</p>
iii. Collaboration – working with other services internal or external	<p>It is not in the Council's gift to singlehandedly influence the increase in the number of Welsh speakers nor be in a position to solely promote the language and the strategy has been developed accordingly.</p> <p>A number of council services as well as partners in the voluntary sector will help deliver the aims of the strategy. Menter Iaith Castell-nedd Port Talbot has supported the development of the strategy with the Language Forum also lending its support.</p>
iv. Involvement – involving people, ensuring they reflect the diversity of the population	The strategy and action plan were developed by a cross party elected Member Task and Finish Group with advice and support from officers of the Council and Menter Iaith CnPT. Members were able to use their personal and ward knowledge in developing the strategy.
v. Integration – making connections to maximise contribution to:	Links to other Council initiatives and strategies have been identified and applied wherever possible. In addition to those identified below there are particular links to the WESP and the draft Culture and Heritage Strategy.

<p>Council's well-being objectives</p>	<p>The strategy supports and complements the council's purpose, vision, values as stated in the Corporate Plan:</p> <p>Purpose:</p> <ul style="list-style-type: none"> • To help Neath Port Talbot residents live good lives <p>Vision:</p> <ul style="list-style-type: none"> • All children get the best start in life • All communities are thriving and sustainable. • Our local environment, culture and heritage can be enjoyed by future generations. • Local people are skilled and access high quality, green jobs. <p>Values:</p> <ul style="list-style-type: none"> • Connected • Caring • Collaborative • Confident
<p>Other public bodies objectives</p>	<p>The strategy supports and complements the Public Services Board's Wellbeing Objectives:</p> <ul style="list-style-type: none"> • All children have the best start in life • All our communities will be thriving and sustainable • Our local environment, culture and heritage can be enjoyed by future generations • There are more green, secure and well-paid jobs and skills across the area are improved

9. Monitoring Arrangements

The Welsh Language Officer Group and Equality and Community Cohesion Group will have a key role in monitoring progress with Cabinet and Cabinet Scrutiny Committee providing a more formal monitoring role

The impact of the strategy and progress against actions will be reported in an annual report presented to Cabinet/ Cabinet Scrutiny Committee.

The strategy will be kept under review to ensure the impacts of the strategy are as expected and any necessary amendments implemented to reduce/remove further negative or further increase positive impacts.

10. Assessment Conclusions

Please provide details of the conclusions reached in relation to each element of the assessment:

	Conclusion
Equalities	There is a predominantly neutral impact, although a positive impact is anticipated for the protected characteristics of age, disability, pregnancy and maternity and race. Supporting people who share these characteristics will help address the decrease in the number of Welsh speakers as identified in the Census 2021, support the aims of the Anti-Racist Wales Action Plan while simultaneously help eliminate inequality of access, use and participation in Welsh language, heritage and cultural activities.
Socio Economic Disadvantage	<p>Greater opportunities and support to learn and use Welsh will help provide a greater awareness of the language itself while increasing individuals' skill levels. With complementary actions to support the outcomes in the WESP, children and young people and their families' improvement in language skills, increased attainment and involvement in the education journey will be maximised. This will help ensure increased opportunities in further education and accessing employment.</p> <p>Participation by all communities in celebrating/learning/using the language will potentially help improve wellbeing and so impact positively on health in the short and in the longer term.</p> <p>Cultural and heritage activities/events will help increase participation by those members of our communities who struggle to do so currently, due to lack of confidence, ability, opportunity or financial constraints.</p> <p>Feedback from the consultation highlighted concerns of the financial implications of implementing the strategy in the current climate particularly as Neath Port Talbot is considered a low Welsh speaking area. However, the strategy has since been amended to clarify the financial position which will ensure that actions are implemented without additional strain on council budgets or financed through grant funding as appropriate. In addition actions have been identified which will help enable those wishing to learn Welsh and/or participate in social activities at affordable rates (free in some cases).</p>
Community Cohesion/ Social Exclusion/Poverty	The strategy aims to promote the Welsh language, culture and heritage and as a result it is anticipated that this would have a positive impact, especially in instilling (greater) pride in the area and Wales as a whole. The various actions would help encourage participation and so bring about a new sense of belonging and community spirit.

	However, there is a danger that the proposal could trigger disharmony and resentment amongst those non Welsh speakers who do not support the aims of the strategy, etc. While limited impact is anticipated the implementation of the strategy and associated actions could lead to more involvement of those socially excluded due to lack of Welsh language activities/opportunities.
Welsh	There will be a positive impact with more opportunities to use Welsh, more activities and events held in Welsh thereby increasing the number of participants. The strategy will also help ensure that Welsh is a key element in policies/strategies as well as being more visible across the whole of the area. By implementing the strategy it is likely that the profile of Welsh language will be raised and become more visible throughout the area. Feedback from the consultation identified no additional impacts to those highlighted originally. Comments on how to increase positive impacts as well as removing or reducing negative impacts have been taken into account with the strategy amended accordingly and some comments subject to further consideration by service areas.
Biodiversity	There is no impact on biodiversity as a result of the strategy and potential actions at this time.
Well-being of Future Generations	There will be a positive impact as the strategy has been developed in line with the five ways of working as well as supporting the wellbeing goal 'a Wales of vibrant culture and thriving Welsh language'

Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised
- **Make adjustments** - as potential problems/missed opportunities/negative impacts have been identified along with mitigating actions
- **Justification** - for continuing with the initiative even though there is a potential for negative impacts or missed opportunities
- **STOP** - redraft the initiative as actual or potential unlawful discrimination has been identified

Please provide details of the overall conclusion reached in relation to the initiative

Strategy has been developed in accordance with the legislative requirements of the Welsh language Standards (No1) Regulations and reflects the sustainable development principle of the Wellbeing of future Generations (Wales) Act 2015.

While the anticipated outcome of the Strategy will be positive, some potential negative impacts have been identified during the consultation exercise and mitigating actions have been developed to address these. In addition, it is acknowledged that potential negative impacts are likely if implementation of the Strategy is not fully achieved and/or publicity is not undertaken sensitively.

Amendments which aim to address issues/comments raised during the consultation/assessment process have been made to the Strategy and Action Plan as appropriate

There is a predominantly neutral impact in relation to equalities although a positive impact is anticipated for the protected characteristics of age, disability, pregnancy and maternity and race.

The strategy will help alleviate socio economic disadvantage by supporting and increasing learning opportunities, increasing confidence, helping improve attainment levels which in turn will help increase opportunities in further education and accessing employment. Actions have been included in the strategy to help address affordability issues thereby helping to increase participation and accessibility to courses, events and education

There is an anticipated positive impact in relation to community cohesion/ social exclusion/poverty especially in instilling (greater) pride in the area and Wales as a whole. The various actions would help encourage participation and so bring about a new sense of belonging and community spirit.

There will be a positive impact with more opportunities to use Welsh as well as more activities and events held in Welsh thereby increasing the number of participants and helping ensure Welsh is more visible and audible in the area.

There is no impact on biodiversity at this time.

There will be a positive impact in relation to the Wellbeing of Future Generations as the well-being objectives have been developed in line with the five ways of working.

11. Actions

What actions are required in relation to obtaining further data/information, to reduce or remove negative impacts or improve positive impacts?

Action	Who will be responsible for seeing it is done?	When will it be done by?	How will we know we have achieved our objective?
Undertake consultation on the draft Welsh Language Promotion Strategy and Action Plan	Corporate Policy, Performance and Engagement Team	12 April - 10 May 2023	Consultation responses received
Publicise the Strategy and Action Plan during the consultation period and beyond	Corporate Policy, Performance and Engagement Team/ Communications & Digital Services	12 April - 10 May 2023 As and when required following adoption of the Strategy and Action Plan	Communication plan developed and actioned Press release issued and other media activities undertaken
Ensure that the Strategy and Action Plan are as inclusive as possible.	Corporate Policy, Performance and Engagement Team / Relevant Service Areas	Following consideration of responses received during the consultation	Strategy and Action Plan revised in light of responses received during the consultation
Articles/press releases/social media publicity etc. to be produced to promote activities	Relevant services / Corporate Policy, Performance and Engagement Team / Communications & Digital Services	When appropriate throughout the life of the Strategy	Articles, etc. are published in a timely manner
Measures to be developed to ensure progress is measured appropriately	Corporate Policy, Performance and Engagement Team / Relevant Service Areas	July 2023	Data is available for and reported in annual reports

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12. Sign off

	Name	Position	Signature	Date
Completed by				
Signed off by				

Mae'r dudalen hon yn fwiadol wag



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

COUNCIL

12th JULY 2023

REPORT OF THE CHIEF DIGITAL OFFICER

Wards Affected: All Wards

Matter for Decision

Neath Port Talbot Digital Data and Technology Strategy

Purpose of the Report

1. To present the new Digital Data and Technology Strategy to Council, and following Cabinet approval on the 28th June, to commend the strategy to Council for formal adoption.

Executive Summary

2. The new Digital Data and Technology (DDaT) strategy aims to build on the foundations put in place by our previous digital strategy ([Smart and Connected 2018 - 2022](#)).
3. This strategy sets out our strategic vision, aims and delivery themes, demonstrating how we will embrace new approaches and emerging technologies to provide our users with the best value, user-centred products and services.
4. The strategy has been developed as a fully accessible digital web-presence and can be accessed via this link - [Digital, Data](#)

Background

5. Digital, Data and Technology (DDaT) is fundamental to the successful delivery of council services. Neath Port Talbot Council are committed to adopting the best DDaT to transform the services we provide to our residents, businesses, elected members, staff and visitors.
6. Our previous Digital Strategy, Smart and Connected 2018-2022, was developed to ensure that the council took full advantage of the benefits of existing and new technologies.
7. Despite the unavoidable Covid19 interruptions, the strategy delivered the vast majority of its proposed actions. These have included key areas such as the Social Care 'Track My Request' project and completing council tax forms online. Full details can be found under the '[Building on our Smart and Connected foundations](#)' section within the new strategy.
8. We recognise that DDaT is now integrated into every resident's life - irrespective of whether they directly engage and consume digital services themselves or not. From engaging with your GP, to keeping in touch with friends and family, having your shopping delivered or booking a bulky waste collection, these are all examples of the range of digital services that many now take for granted.
9. As a council, we remain fully committed to helping our digitally excluded people access the benefits of being online. We understand that there are a wide range of reasons why people may find it hard or impossible to stay connected with family and friends (including skills, affordability, availability of broadband connectivity, personal choice etc.), recognising that this also

prevents them from being able to benefit from accessing key services from government channels to online shopping.

10. During the pandemic, we experienced an unprecedented increase in the dependency on Digital Services to support the organisation in maintaining service delivery. From underpinning a transition to hybrid working for all office-based workers, to developing complex online grant payment forms for businesses and residents, through the effective use of DDaT we have consistently delivered innovative ways of supporting the organisation in meeting its aims and objectives, through the most challenging of times.
11. The extreme pressures that public sector budgets are under is well documented, however we recognise the key opportunities that DDaT presents to support this organisational challenge. Through the effective use of DDaT, we will continue to drive value and service improvement across service areas, whilst delivering efficiencies and savings. We will also ensure there is alignment with the Medium Term Financial Plan.
12. The importance digital services continues to play in service delivery, transformation and efficiency is clear. Through this new strategy, we remain committed to continually investing in the council's DDaT capabilities to ensure we can successfully meet our current and future challenges.

Financial Impacts:

13. There are no direct financial impacts associated with the new strategy.
14. Additional investment in Digital Services revenue budget has previously been agreed as follows:
15. Cabinet – 24th November 2021 – Item 5 Monthly Budget Monitoring Report 2021/22 – Support for Digital Services in

dealing with significant backlog in terms of dealing with critical operational issues as a result of pandemic - £300,000

16. Council – 1st March 2022 – Item 5 Revenue Budget - Digital Services - additional funding required to support over 1,500 employees now working from home - £100,000
17. Cabinet – 19th January 2023 – Item 5 2023/24 Budget proposals for consultation - Increase in digital services budget to agreed target operating model (originally agreed during 21/22) - £100,000

Integrated Impact Assessment:

18. A full Integrated Impact Assessment has been completed and can be seen in Appendix 1

Valleys Communities Impacts:

19. There is no impacts

Workforce Impacts:

20. The principal areas of impact for the Council's workforce arrangements are as follows:
21. Change Management – as we progress through the strategy there may be changes in our ways of working, and the tools / skills we use to deliver services. It will be vital that the Management of Change in Partnership Policy is fully embraced so that those affected can be clearly identified, and the appropriate steps taken to ensure all parties are engaged throughout the change process.
22. Job Content –the implementation of this Strategy may change some job roles and create new ones. The Council's Workforce

Plan already recognises this and makes provision for creating a Digital Skills Strategy that should enable the Council to build a digitally capable workforce.

Legal Impacts:

23. This Strategy helps to discharge the duty to secure continuous improvement of the Council's functions and related duties which are set out in the Local Government (Wales) Measure 2009.

Risk Management Impacts:

24. There are a number of risks that this Strategy seeks to address:
25. Attracting and retaining people - with the continued implementation of the new Digital Services structure this risk is significantly reduced. Digital service has seen new people joining the council as well as the existing workforce taking advantage of upskilling opportunities.
26. Cyber security is a significant risk to any digital organisation. Along with the DDaT strategy digital services has an agreed Cyber security strategy and action plan in place.
27. The strategy will directly support the delivery of the council's Medium Term Financial Plan and assists to deliver the well-being objectives set by the Council in the Corporate Plan.

Consultation:

28. There is no requirement for consultation on this item, however we have sought peer-review from officers in the Welsh Government, Welsh Local Government Association Digital Team and The Centre for Digital Public Services. Positive feedback has been received from each, along with constructive comments that have been actioned.

Recommendations:

29. That Council agrees to adopt the new Digital, Data and Technology strategy for the period 2023-28, subject to annual review.

Reason for Decision:

30. To ensure that the Council's DDaT Strategy remains current and fit for purpose.

Implementation of Decision:

31. The decision is proposed for immediate implementation.

Appendices:

Appendix 1 – Integrated Impact Assessment

List of background papers: None

Officer Contact:

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Chief Digital Officer

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Appendix 1

Integrated Impact Assessment (IIA)

This Integrated Impact Assessment considers the duties and requirements of the following legislation in order to inform and ensure effective decision making and compliance:

- Equality Act 2010
- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Environment (Wales) Act 2016

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Version Control

Version	Author	Job title	Date
Version 1	Alan Tottman	Head Digital Strategy and Governance	June 1 st , 2023

1. Details of the initiative

	Title of the Initiative: Digital, Data and Technology Strategy (DDaT)
1a	Service Area: Digital Services
1b	Directorate: Chief Executives

1c	Summary of the initiative: Adoption of the council's new DDaT strategy
1d	Is this a 'strategic decision'? Yes
1e	Who will be directly affected by this initiative? Residents, businesses, elected Members, staff, partners, and visitors
1f	When and how were people consulted? The new strategy builds on the previous digital strategy 'Smart and Connected', and reflects the requirements of our local communities captured through the 'Let's Talk' engagement campaign. Through a continued commitment to engage through the Let's Talk campaign with our communities, local businesses and partners, we will ensure the digital strategy is informed by and developed to continue to meet our stakeholder needs.
1g	What were the outcomes of the consultation? Building on the corporate "let's talk" initiative we have taken our lead from the corporate plan and will continue to assimilate feedback into the strategy and annual business plans as they develop.

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Evidence

What evidence was used in assessing the initiative?	
<p>We have built on the foundations laid down through our previous digital strategy (Smart and Connected 2018 - 2022). Aims and objectives have been assessed against the current Corporate Plan, the digital inclusion charter, and Well-being of Future Generations (Wales) Act 2015.</p> <p>The strategy has also been peer reviewed with positive feedback received from the NPT Corporate Management Group, the Welsh Government, the Centre for Digital Public Services and Welsh Local Government Association.</p>	

3. Equalities

a) How does the initiative impact on people who share a **protected characteristic**?

Protected Characteristic	+	-	+/-	Why will it have this impact?
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Age	X		In a study by Tax Reform Group of The Chartered Institute of Taxation identifies age is the biggest factor leading to digital exclusion. The Strategy has digital inclusion and person centred design embedded in its makeup, from its aims to the strategic themes used to drive delivery.
Disability	X		In a study by Tax Reform Group of The Chartered Institute of Taxation identifies disability and illness as key factors leading to digital exclusion. The Strategy has digital inclusion and person centred design embedded in its makeup, from its aims to the themes used to drive delivery.
Gender reassignment		X	It is unclear whether gender re-assignment directly affected people's participation in the digital economy. As such, no research evidence has been identified to inform the development of the Strategy but will be considered through its ongoing development.
Marriage & civil partnership		X	It is unclear whether Marriage & civil partnership directly affected people's participation in the digital economy. As such, no research evidence has been identified to inform the development of the Strategy but will be considered through its ongoing development.
Pregnancy and maternity		X	It is unclear whether Pregnancy and maternity directly affected people's participation in the digital economy. As such, no research evidence has been identified to inform the development of the Strategy but will be considered through its ongoing development.
Race	X		In a study by Tax Reform Group of The Chartered Institute of Taxation identifies Race as a key factor leading to digital exclusion. The Strategy has digital inclusion and person centred design embedded in its makeup, from its aims to the themes used to drive delivery.
Religion or belief	X		In a study by Tax Reform Group of The Chartered Institute of Taxation identifies Religion or belief as a key factor leading to digital exclusion. The Strategy has digital inclusion and person centred design embedded in its makeup, from its aims to the themes used to drive delivery.
Sex	X		There is some evidence that females are slightly less likely to participate in the digital economy, however, age, economic circumstances and disability / ill-health are identified as more significant factors. By addressing digital inclusion this strategy should have a positive impact on people facing barriers to digital participation.
Sexual orientation		X	It is unclear whether sexual orientation directly affected people's participation in the digital economy. No such research evidence has been identified to inform the

				development of the Strategy and needs to be explored during the public consultation.
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What action will be taken to improve positive or mitigate negative impacts?
By embedding digital inclusion and person-centred design, they will inform all planning, design and development activities proposed to deliver the Strategy

b) How will the initiative assist or inhibit the ability to meet the **Public Sector Equality Duty?**

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Public Sector Equality Duty (PSED)	+	-	+/-	Why will it have this impact?
To eliminate discrimination, harassment and victimisation	X			The Strategy identifies secure by design in its themes and as part of its service standards and address ongoing cyber security as a priority. As part of the annual business plans continued education and awareness in cyber security is paramount. This will equip people with the ability to stay safe on-line and protect data and systems from nefarious activity
To advance equality of opportunity between different groups	X			The Strategy embeds digital inclusion and person-centred design at its core, encouraging participation in the digital economy from any group regardless of age, gender, ethnicity, or race. To this end the Strategy explicitly seeks to reduce / eliminate any inequalities.
To foster good relations between different groups			X	There is no identified contribution to fostering good relations or any negative impact on community relations that has been identified at this stage in the policy development process

What action will be taken to improve positive or mitigate negative impacts?
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By embedding digital inclusion and person-centred design, they will inform all planning, design and development activities proposed to deliver the Strategy.

Addressing the ever-increasing cyber security identified risks and threats directly, there is a supporting Cyber security Strategy and associated ongoing action plan that has been approved by council.

4. Socio Economic Duty

Impact	Details of the impact/advantage/disadvantage
Positive/Advantage	The Strategy aims to addressing inequalities as a cross-cutting theme across all the priorities in the short, medium, and longer term. The strategy encourages opportunities to support our Socio-Economic duty
Negative/Disadvantage	
Neutral	

What action will be taken to reduce inequality of outcome

By embedding digital inclusion and person-centred design, they will inform all planning, design and development activities proposed to deliver the Strategy

5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion	X			In addition to digital inclusion and person-centred design, The Strategy aims to encourage third sector and SME organisations to secure the capability developing a thriving local digital economy

Social Exclusion	X			The Strategy identifies that those people who are socially excluded are often the people who are also digitally excluded. The work to address digital inclusion will relate to the wider work of the council to combat poverty and social exclusion.
Poverty	X			The Strategy identifies that those people who are socially excluded are often the people who are also digitally excluded. The work to address digital inclusion will relate to the wider work of the council to combat poverty and social exclusion.

What action will be taken to improve positive or mitigate negative impacts?

By embedding digital inclusion and person-centred design, they will inform all planning, design and development activities proposed to deliver the Strategy

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Welsh

	+	-	+/-	Why will it have this effect?
What effect does the initiative have on:				
- people's opportunities to use the Welsh language	X			The Welsh Language Standards are underpinning aspects that will be fully integrated into the Strategy and its delivery. Digital technologies present opportunities to make available diverse ways for people to use the Welsh language
- treating the Welsh and English languages equally	X			The Welsh Language Standards are underpinning aspects that will be fully integrated into the Strategy and its delivery. New on-line services will be developed with Welsh Language standards built in.

What action will be taken to improve positive or mitigate negative impacts?

The strategy will continue to evolve in line with stakeholder feedback, addressing any negative impacts.

7. Biodiversity

How will the initiative assist or inhibit the ability to meet the **Biodiversity Duty**?

Biodiversity Duty	+	-	+/-	Why will it have this impact?
To maintain and enhance biodiversity	X			The Strategy makes a commitment to Digital by Design to deliver changes that reduce the carbon footprint of the Council which will indirectly impact positively on biodiversity
To promote the resilience of ecosystems, i.e., supporting protection of the wider environment, such as air quality, flood alleviation, etc.	X			The Strategy makes a commitment to Digital by Design to deliver changes that reduce the carbon footprint of the Council which will indirectly impact positively on biodiversity

What action will be taken to improve positive or mitigate negative impacts?

By embedding the themes “digital by design” and “using the right technology” in the strategy, these will inform all planning, design and development activities proposed to deliver an optimising the resources used thereby reducing the Carbon footprint

8. Well-being of Future Generations

How have the five ways of working been applied in the development of the initiative?

Ways of Working	Details
i. Long term – looking at least 10 years (and up to 25 years) ahead	The Strategy acknowledges that there are rapid changes taking place across the world. Collaboration, involvement, and integration are explicitly addressed in the Strategy.
ii. Prevention – preventing problems occurring or getting worse	The strategy seeks to build on the advances of recent years and acknowledge problems and issues from past endeavours. In doing so the Strategy and associated annual business plans aim to promote digital inclusion, provide future stable technology, and ensure a safe and secure digital environment.
iii. Collaboration – working with other services internal or external	The strategy promotes open data sharing, Digital's services has and will continue to have two-way communication with other authorities, Governments, and professional bodies. This mean sharing what we have learned and listening to the experiences of others and applying or changing as needed.
iv. Involvement – involving people, ensuring they reflect the diversity of the population	By embedding digital inclusion and person-centred design, they will inform all planning, design and development activities proposed to deliver the Strategy
v. Integration – making connections to maximise contribution to:	As part of the supporting infrastructure for this strategy there will be a Digital transformation board to control and review the effects and impacts of all incoming request for systems and services. The board will use this assessment as a foundational document for the selection and implementations going forward.
Council's well-being objectives	The strategy has been developed to support the Council's Corporate Plan 2022 - 2027 and associated well-being objectives

Other public bodies objectives	The strategy has been developed to support the Well-being of Future Generations (Wales) Act 2015, Digital Strategy for Wales, and Cyber Action Plan for Wales.
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9. Monitoring Arrangements

Provide information on the monitoring arrangements to:

Monitor the impact of the initiative on Equalities, Community Cohesion, the Welsh Measure, Biodiversity Duty, and the Wellbeing Objectives.

<p>The Strategy identifies a robust set of measures and metrics to ensure progress is tracked. These will include specific performance indicators in the delivery plan against each work stream, aligning as appropriate to quantitative and qualitative measures.</p>
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10. Assessment Conclusions

Please provide details of the conclusions reached in relation to each element of the assessment:

	Conclusion
Equalities	Strategy aligns to corporate aims
Socio Economic Disadvantage	Strategy aligns to corporate aims
Community Cohesion/ Social Exclusion/Poverty	Strategy aligns to corporate aims
Welsh	Strategy aligns to corporate aims
Biodiversity	Strategy aligns to corporate aims
Well-being of Future Generations	Strategy aligns to corporate aims

Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised
- **Make adjustments** - as potential problems/missed opportunities/negative impacts have been identified along

with mitigating actions

- **Justification** - for continuing with the initiative even though there is a potential for negative impacts or missed opportunities
- **STOP** - redraft the initiative as actual or potential unlawful discrimination has been identified

Please provide details of the overall conclusion reached in relation to the initiative

This strategy is fully aligned to the Strategic Change Programme which has been initiated to support the council in achieving its purpose and vision. The Strategic Change Programme contains the following four well-being objectives.


The importance digital services continues to play in service delivery, transformation and efficiency is clear. NPT remains fully committed to continually investing in the council's DDaT capabilities to ensure we can successfully meet our current and future challenges.

11. Actions

What actions are required in relation to obtaining further data/information, to reduce or remove negative impacts or improve positive impacts?

Action	Who will be responsible for seeing it is done?	When will it be done by?	How will we know we have achieved our objective?

12. Sign off

	Name	Position	Signature	Date
Completed by	Alan Tottman	Head of Governance and Strategy		11/06/2023
Signed off by	Chris Owen	Chief Digital Officer		12/06/2023

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Mae'r dudalen hon yn fwiadol wag