

Action Plan to Promote the Welsh Language in Neath Port Talbot

The following 5-year Action Plan aims to directly address and impact on the Welsh language in Neath Port Talbot between 2018-2023. It will lay the foundations for developing Neath Port Talbot as a bilingual county borough, where the language is considered an important and relevant factor to the day to day operation of the Council as well as the lives of those living within the county borough.

The action plan has been drawn up by a cross party task and finish group with the assistance of Neath Port Talbot County Borough Council staff and a representative of Menter Iaith Castell-nedd Port Talbot (Menter Iaith CNPT) (Neath Port Talbot Language Initiative)

The action plan has been developed within current budgetary constraints. A number of actions have been included which are already being delivered; through the Welsh in Education Strategic Plan, external grants/funding and work already being undertaken by external organisations which contribute to the aims of the Strategy

The primary focus of the action plan is to contribute positively towards Welsh Government's Strategy of creating a million Welsh speakers by 2050 and meeting the requirements of the Welsh Language Standards.

Therefore the Strategy aims to:

- Put steps in place, in the short term, to slow down the percentage decrease in the number of Welsh speakers in the county borough
- Increase the number of Welsh speakers in the county borough
- Increase the usage of the Welsh language in all aspects of life
- Raise awareness of the language as a component of Neath Port Talbot's heritage, culture, tourism and business sectors
- Drive and support Welsh medium education and the creation of new Welsh medium schools in particular, primary schools through an effective Welsh Education Strategic Plan (WESP)

The Action Plan is divided into two sections.

Section 1 refers to interventions and actions that would be considered the direct responsibility of the Council under the Welsh Language Standards. Sub contracted work or third parties are also under Section 1. Even though there are references to partner organisations, these actions would be considered the primary responsibility of the Council.

Section 2 refers to the work of partner organisations who are also looking to contribute towards Welsh Government's aim of creating a million Welsh speakers by 2050. This section takes into account the work of some of the members of the Welsh Language Strategic Forum which is jointly chaired by members of Menter Iaith Castell-nedd Port Talbot and Menter Iaith Abertawe (Neath Port Talbot and Swansea Language Initiatives respectively).

In implementing the Strategy, the Council, Strategic Forum and individual partners will work together to meet its aims, implement change and work towards the common goal.

The Council and Menter Iaith Castell-nedd Port Talbot have worked closely together to ensure that the aims and actions are realistic. In addition members of the Language Forum have shown their support of the strategy by agreeing to deliver a range of action, supported by the Council wherever possible, to help deliver the aims of the Strategy. While it is recognised that the Council has no control over the activities and the achievement of targets of the partners identified in Section 2, the Council may be in a position to work collaboratively and commission Language Forum members to deliver additional activities in order to meet the Strategy's aims as identified in Section 1 of the Action Plan.

Although overall responsibility for the Welsh Language Promotion Strategy lies with the Council, in accordance with Standard 145 of the Welsh Language Standards (No1) Regulations 2015, each partner organisation shares responsibility by virtue of the commitments made in the action plan.

It is anticipated that by 2023 that the Council will have contributed to a minimum increase of 1% in the number of Welsh speakers in the county borough within the current financial plan, and current levels of funding and resources.

SECTION 1 – Internal interventions and 3rd party interventions under control of Neath Port Talbot CBC

Strategic Priority 1. Children and Young people					
Intervention	Aims	Proposed Activity	Target by 2023	Council Section	Partner
1.1 Have a positive impact on Early Years provision	Provide appropriate Welsh language and childcare training for early years' practitioners in order to increase Welsh-medium provision.	Work with the 'Cam wrth Gam' project which delivers a Level 3 Diploma in Children's Care, Learning and Development	Ensure that an appropriate number of childcare workers from NPT and the surrounding area are trained annually and gain relevant qualifications.	Flying Start	'Cam wrth Gam' Mudiad Meithrin Early Years providers Cymraeg Byd Busnes
	Increase the number of children attending Welsh- medium early years provision.	Work with Mudiad Meithrin, Flying Start and Menter Iaith CNPT to promote the advantages of Welsh-medium and pre-school education.	Increase numbers of children attending Welsh-medium early years provision in line with advice given from the Flying Start Manager	Flying Start	'Cam wrth Gam' Mudiad Meithrin Menter Iaith CNPT Family Information Services
	Increase the use of Welsh in playgroups and day nurseries that are primarily English medium.	Include the Welsh language in play activities to establish basic numeracy and literacy patterns in Welsh.	Identify at least one playgroup/day nursery per year that are able to introduce basic words, sentence patterns and songs in Welsh, and develop a reward scheme with the providers.	Flying Start	'Cam wrth Gam' Mudiad Meithrin Early Years providers Cymraeg Byd Busnes

Strategic Priority 1. Children and Young people					
Intervention	Aims	Proposed Activity	Target by 2023	Council Section	Partner
1.2 Education – primary sector	Launch a county wide marketing campaign to promote the advantages of Welsh-medium education and the benefits of bilingualism	Distribute the ‘Being Bilingual’ booklet and develop marketing materials and tools with the aim of increasing numbers in Welsh-medium primary schools in partnership with ERW and Menter Iaith CNPT	Launch marketing campaign in early 2019 and plan a series of on-going publicity events and activities year on year	Corporate Strategy Education	Menter Iaith CNPT RhAG Strategic Forum ERW School Governors
	Increase the capacity of Welsh-medium primary schools in key locations and actively consider the opening of new Welsh medium primary schools in the not too distant future	Continue discussion with regard to developments at Ysgol Gymraeg Castell-nedd and look to increase intake at Ysgol Gynradd Gymraeg Tyle'r Ynn, Rhosafan and Ysgol Gynradd Gymraeg Pontardawe in order to ensure that places are full before developing strategies for developing or opening new schools.	Aim to ensure that all Welsh medium schools are full to capacity by 2023 with plans in place to develop / build new provision based on evidence of need. Plan now for greater intake and prioritize Welsh medium education as a means to contributing towards one million Welsh speakers by 2050	Education	School Governors ERW Menter Iaith CNPT

Strategic Priority 1. Children and Young people					
Intervention	Aims	Proposed Activity	Target by 2023	Council Section	Partner
	Consider the effects of new housing developments on the growth of Welsh-medium education or the impact on Welsh speaking communities.	Plan for the likely increase in demand for Welsh-medium education in development, particularly in areas such as Llandarcy and Skewen where case studies show that there is a need for Welsh medium education. Consider also schools that would be full if actively marketed.	Draw up contingency plans in targeted areas for likely development based on active promotion and decrease in available places. Use section 106 monies from LDP to counter act against any developments which would have a negative impact on Welsh speaking communities.	Education	Regeneration & Planning Menter Iaith CNPT
	Respond to Welsh Government's drive to create a million Welsh speakers by 2050 by targeting the key sector of Welsh medium education	Consider the review, undertaken by ERW, of a pilot to introduce Welsh as the main teaching medium in the Foundation Phase.	Explore the possibilities of piloting a similar scheme in Neath Port Talbot.	Education	Interested schools Menter Iaith CNPT

Strategic Priority 1. Children and Young people					
Intervention	Aims	Proposed Activity	Target by 2023	Council Section	Partner
	Support the development and growth of the Language Charter which encourages the proactive use of Welsh in schools and in the community. Support the Second Language Charter for English medium schools.	Adapt the successful Language Charter principles of Gwynedd in implementing NPT's Language Charter	Support the already developed Language Charter for pupils studying Welsh as a first or second language	Education	
	Ensure that parents are informed and are supported should they wish to continue their child's Welsh medium education	Develop homework clubs in partnership with external partners to assist parents with any additional homework or where the school provides the service to plug gaps in provision	Ensure that at least one homework club or support service is developed during 2018	Education Schools	ERW Menter Iaith CNPT Urdd Strategic Forum
1.3 Education – secondary sector	Increase number of learners in Welsh-medium secondary schools	Draw up plans to increase Welsh medium provision as a result of projected growth in the primary sector and a marketing campaign to promote the continuum.	Ensure increased numbers in all Welsh medium secondary schools by 2023	Education	Menter Iaith CNPT

Strategic Priority 1. Children and Young people					
Intervention	Aims	Proposed Activity	Target by 2023	Council Section	Partner
	Increase opportunities in English Medium schools to use Welsh as a medium of instruction	Provide support for English- medium secondary schools to develop along the language continuum	Identify a few English Medium secondary schools that are willing and able to increase Welsh medium provision in a range of scenarios.	Education	Schools and Governors ERW Menter Iaith CNPT Urdd Strategic Forum
	Enable learners to switch from English medium to Welsh medium education at the end of Key Stage 2	Explore an Immersion Scheme at Ystalyfera or Bro Dur.	Establish interest in the scheme from the Head Teacher at Ysgol Gyfun Ystalyfera and then market its availability across neighbouring authorities.	Education	Schools and Governors ERW Menter Iaith CNPT Urdd Strategic Forum
	Ensure that Welsh Language Awareness programs are included in PSE curriculum in secondary schools to include traditional music, culture, and history/heritage	Develop a Welsh Language Awareness work program and introduce into the curriculum of all secondary schools	All learners to have information related to the historic, cultural and social importance of the Welsh language.	Education	Schools and Governors ERW

Strategic Priority 1. Children and Young people					
Intervention	Aims	Proposed Activity	Target by 2023	Council Section	Partner
	Work with key partners to create opportunities for children and young people to use Welsh outside of school times to strengthen the link between the language of education and the community	Develop a strategy that enables Welsh to become the language of social and leisure activities in Neath Port Talbot.	Publish a strategy with key partner organisations by April 2019	Youth Service Families First Celtic Leisure Social Services	Schools and Governors ERW Menter Iaith CNPT Urdd Strategic Forum NPTCVS
	Increase the number of social activities through the medium of Welsh or including Welsh culture and heritage for primary age children	Arrange a series of workshops to cater for a variety of different interests, e.g. sport, drama, dance, arts and crafts, computer games	Program to be agreed April 2019 and to include adding Welsh language awareness sessions to the School Holiday Enrichment Program	Youth services Families First	Menter Iaith CNPT Urdd
	Increase the number of social activities through the medium of Welsh or including Welsh culture and heritage for secondary age children	Establish a network of 'adrannau cymunedol' to provide sports and leisure activities	Ensure that each youth club setting delivers 4 sessions of language / cultural awareness training sessions per year linked to significant dates such as St David's Day, Welsh Language Music Day, Diwrnod Shwmae Sumae and St Dwywnwen's Day	Leisure services Youth services	Menter Iaith CNPT Urdd

Strategic Priority 1. Children and Young people					
Intervention	Aims	Proposed Activity	Target by 2023	Council Section	Partner
	Encourage greater social use of Welsh by pupils attending Ysgol Gymraeg Ystalyfera Bro Dur..	Every school to agree a Mission Statement and code of conduct as well as staff responsibility for social use of Welsh.	Schools to employ a member of staff with responsibility for increasing the use of social Welsh	ERW Youth Service	Menter Iaith CNPT Urdd
	Provide opportunities for young people in Ystalyfera and Bro Dur to use Welsh in the community	Support the creation of clusters within the school to arrange a series of social activities, in partnership with the Language Charter and partners.	Arrange at least 3 significant Welsh language activities during each school year and ensure that a Welsh Language representative sits on the youth council forum	Education Youth Service	Schools and Governors ERW Menter Iaith CNPT Urdd Strategic Forum

Strategic Priority 2. Families					
Intervention	Aims	Proposed Activity	Target by 2023	Council Section	Partner
2.1 Language Transmission in the Home	Raise awareness of the importance of language transmission amongst young Welsh speaking adults	Include general language awareness programs in PSE courses at schools	All schools to arrange awareness courses by March 2019	Education	Schools and Governors ERW Menter Iaith CNPT Urdd Strategic Forum
	Raise awareness of the importance of language transmission amongst families	Arrange language awareness courses and family activities which target parents and children	Language awareness courses and activities to be established in 6 centre's around the county borough	Flying Start	Cymraeg i Blant Mudiad Meithrin Menter Iaith CNPT
	Organize a marketing campaign targeting young Welsh speaking adults	Create a social media campaign including video and leaflet and use social media to encourage parents to use Welsh with their children	Seek funding to produce a video and information leaflet and plan marketing campaign by September 2019	Education	Schools and Governors ERW Menter Iaith CNPT Urdd Strategic Forum
	Provide support for parents with children in Welsh medium schools to alleviate concerns about helping with homework	Establish homework clubs in Welsh medium schools to support parents who are non- Welsh speaking should there be no existing provision.	Discussions to happen during current academic year with a view of establishing Homework Clubs by January 2019	Education	Schools and Governors ERW Menter Iaith CNPT Urdd Strategic Forum Welsh for Adults Centre

Strategic Priority 2. Families					
Intervention	Aims	Proposed Activity	Target by 2023	Council Section	Partner
	Provide childcare through the medium of Welsh	Carry out a review of the childcare needs of parents with children in Welsh medium education	Provide after-school or wrap-around childcare for every school that has expressed an interest	Early Years' Service Education Flying Start	Kids Clubs Wales ERW Menter Iaith CNPT Urdd Strategic Forum Welsh for Adults Centre
	Provide Welsh medium childcare opportunities during school holidays	Carry out a review of childcare needs during school holidays	Carry out a review of childcare needs during school holidays	Early Years Services Education Flying Start	Kids Clubs Wales ERW Menter Iaith CNPTCNPT Urdd Strategic Forum Welsh for Adults centre
	Increase number of Welsh language activities that cater for the interest of families	Arrange family focussed events to coincide with Christmas, Santes Dwynwen and St David's Day celebrations	Arrange 2 family fun days during the year in different parts of the county borough	Marketing & Events Celtic Leisure	Schools and Governors Kids Clubs Wales ERW Menter Iaith CNPT Urdd Strategic Forum Welsh for Adults Centre

Strategic Priority 2. Families					
Intervention	Aims	Proposed Activity	Target by 2023	Council Section	Partner
	Increase family focussed activities through the medium of Welsh	Ensure that fitness clubs including yoga, spinning and keep-fit are available through the medium of Welsh and that Welsh language swimming lessons can be accessed.	<p>Explore the potential of establishing at least 1 Welsh medium fitness clubs by September 2019 and increase number over the next five.</p> <p>Ensure that all Council funded third party providers, where appropriate, have a plan to cater for Welsh users.</p>	Leisure Services Celtic Leisure	<p>Schools and Governors</p> <p>Kids Clubs Wales</p> <p>ERW</p> <p>Menter Iaith CNPT</p> <p>Urdd</p> <p>Strategic Forum</p> <p>Welsh for Adults Centre</p>

Strategic Priority 3. Communities					
Intervention	Aims	Proposed Activity	Target by 2023	Council Section	Partner
3.1 Welsh in the Community	Use communication technology to advertise employment opportunities requiring bilingual skills	Develop a designated page on internal communications to advertise jobs and apprenticeships that require Welsh language skills	Set up an information sharing external page which can be used to recruit bilingual staff and apprentices	Human Resources	IT Menter Iaith CNPT Businesses Cymraeg Byd Busnes
	Ensure that Leisure Centres proactively promote the use of Welsh, both in terms of provision and making it visible.	Encourage a language champion in every leisure centre with responsibility for actively promoting Welsh both visually and in its leisure provision	Training for language champions to be completed by April 2019 with monitoring processes established to evaluate progress on language use	Leisure Services Celtic Leisure	Urdd Menter Iaith CNPT
	Ensure access for adults to Welsh medium learning opportunities	Work with partners to develop a programme of adult learning courses for Welsh speakers and learners across the county borough	Increase provision by 5% annually	Adult Education Service	Academic Hywel Teifi Welsh for Adults Centre Learning Partnership Menter Iaith CNPT

Strategic Priority 3. Communities					
Intervention	Aims	Proposed Activity	Target by 2023	Council Section	Partner
		Develop a designated webpage to include information on opportunities for learning/using Welsh, links to other organisations and websites	Develop a webpage to include accessible information and links on language training opportunities in the county borough	Corporate Strategy/ Communications	Menter Iaith CNPT Language Forum
	Consider a Sense of Place (to include Welsh language, culture and heritage) in the development of the Destination Management Plan	Encourage local communities and tourism businesses to promote a Sense of Place which celebrates Welsh language culture and heritage	Integrate the promotion of sense of place into the Destination Management Plan	Tourism	Menter Iaith CNPT Volunteers
			To hold three regular annual events in each area that promote the distinct dialect of the areas as well as know national traditions and promote these to non-Welsh speaking audiences	Appropriate Sections (to be confirmed)	

Strategic Priority 3. Communities					
Intervention	Aims	Proposed Activity	Target by 2023	Council Section	Partner
	Celebrate the culture and heritage of the county borough	Develop a dynamic resource re history of place names, etc on the website	Initial development of a dynamic webpage by September 2019	Sections as appropriate	Menter Iaith CNPT Strategic Forum Elected Members 3 rd sector organisations Local historians Schools
3.2 Welsh in the Workplace	The Council to comply fully with the Welsh Language Standards	Continue with the work of the Welsh Language Officer Group	Equality and Community Cohesion Group to receive regular reports from the Welsh Language Officer Group on compliance issues	All Directorates	Menter Iaith CNPT Strategic Forum
	Ensure that numbers of staff are adequate for the level of Welsh being requested in order to comply with the Welsh Language Standards.	Develop a Language Skills Strategy with the aim to increase the number of bilingual staff in order to provide services in accordance with requirements of the Welsh Language Standards.	A Language Skills Strategy to be produced by September 2019 with the aim of ensuring by 2023 that the proportion of bilingual staff reflects that of the county borough	Corporate Strategy Human Resources Training	Human Resources
	Map current levels of Welsh language skills	Undertake a language skills audit of staff and Elected Members	Complete language skills audit by March 2019	Human Resources	All services

Strategic Priority 3. Communities					
Intervention	Aims	Proposed Activity	Target by 2023	Council Section	Partner
	Provide opportunities for staff to improve their language skills	Provide opportunities for staff to improve their language skills	Review ongoing training programme in line with a Language Skills Strategy by September 2019	Human Resources/ Training	All services
	Enable staff and Elected Members to be aware of history and culture of Welsh language including compliance with Welsh language legislation	Develop a programme of Welsh language awareness and compliance training and include in induction for new staff	Develop a training programme by September 2019	Human Resources/ Training	All services
	Create an environment that encourages greater use of Welsh	Produce resources, promotional material and visual impacts that promote language use and fosters respect for bilingualism	On-going	All services	

Strategic Priority 3. Communities					
Intervention	Aims	Proposed Activity	Target by 2023	Council Section	Partner
	Provide intranet support for Welsh speakers and learners	Use intranet to sign-post staff to useful language resources e.g. e-learning, on-line grammar and spell checkers, on-line dictionaries and translation tools	Develop and have infrastructure in place and operational by September 2018	Corporate Strategy	IT
	Provide intranet support for Welsh speakers and learners	Develop intranet to sign-post staff to Welsh language courses and activities in the community	Complete by September 2018 and continuously update	Corporate Strategy HR Training	Menter Iaith CNPT Strategic Forum Welsh for Adults Centre
	Normalise the use of Welsh in the workplace	Determine language preferences of staff in relation to internal operations: correspondence; forms; complaints; performance reviews; training needs; staff policies, internal meetings etc	To be completed by March 2019 And ongoing	Human Resources	Menter Iaith CNPT

Strategic Priority 3. Communities					
Intervention	Aims	Proposed Activity	Target by 2023	Council Section	Partner
	Promote schemes that visually illustrate that Welsh is welcomed in the workplace	Continue to develop initiatives that create an environment which fosters the use of Welsh by staff, e.g. badges, posters, lanyards, use of Cymraeg logo on e-mail and intranet, e-mail signatures and out-of-office messages	On-going	Corporate Strategy IT	All services
	Distribute Welsh language promotional material to staff	Ensure staff receive promotional material including: staff guidelines; badges; lanyards; posters; language training information; 'Being Bilingual' booklet, etc	All staff receive/ have access to promotional material	Corporate Strategy	
	Develop confidence in the use of written Welsh	Install Cysill and Cysgair (Welsh language grammar and spell checkers) on all staff and elected members' computers and iPads	All computer packages installed and operational by March 2019	IT	All services

Strategic Priority 3. Communities					
Intervention	Aims	Proposed Activity	Target by 2023	Council Section	Partner
	Develop bilingual intranet interface and menus and bilingual interface for web applications	Liaise with other local authorities to investigate joint investment in developing bilingual interfaces	Install bilingual interfaces by September 2020	IT	Customer Care
	Encourage staff and Elected Members to use Welsh in internal and external meetings and in presentations	Provide training on presentational skills in Welsh and explore the practicalities of providing translation facilities at internal meetings	Develop a training programme by March 2019	Corporate Strategy Members' Services	Welsh for Adults Centre
	Encourage Elected Members to use Welsh in internal and external meetings and in presentations	Provide support and encouragement for Elected Members in using Welsh words and greetings at events	Develop list of words/simple greetings by January 2019	Corporate Strategy Members' Services	
3.3 Third party organisations associated with NPT CBC	Ensure that all groups or organisations receiving third party funding from the Council meet the Welsh language criteria of the grant	Ensure that all groups deliver on the Welsh language element of the third sector funding and information is shared with the Welsh Language group	All t organisations have action plans/ processes in place by December 2018. Council monitoring processes to be in place by December 2018	Corporate Strategy	Welsh for Adults Centre

Strategic Priority 3. Communities					
Intervention	Aims	Proposed Activity	Target by 2023	Council Section	Partner
3.4 Linking Economic Development with language	Ensure that all frontline Economic Development staff provides appropriate information with regard to Welsh language promotion and how it can improve business as a unique selling point.	Ensure that Economic Development staff provides appropriate information to encourage businesses to use Welsh.	Arrange staff training with the Cymraeg Byd Busnes staff by April 2019 with a process for recording any advice given to be included.	Corporate Strategy	Cymraeg Byd Busnes
	Encourage businesses to promote the Welsh language	Liaise with business services section to explore language promotion amongst businesses	Encourage chamber of trades/ specific businesses to promote the Welsh language in three areas of the county borough by 2023	Business Services Tourism	Menter Iaith CNPT
3.5 Strengthening links with the Council's key policies and strategies	Review the Local Development Plan to strengthen the Welsh language element in relation to all areas of the county borough, not only areas of linguistic sensitivity.	Liaise with planning officers to ensure that any recommendations to strengthen policy are achievable and include officers input	Consider developing Welsh only signage policy for all new developments.	Planning	Menter Iaith CNPT

Strategic Priority 3. Communities					
Intervention	Aims	Proposed Activity	Target by 2023	Council Section	Partner
	Ensure that the Welsh Language Promotion Strategy is integrated into the Valleys Action Plan developed by the task and Finish Group	Liaise with relevant sections to ensure aims of the Welsh Language Promotion Strategy are considered	TBC	Environment	
	Encourage third party community organisations that have taken on assets from the council to adopt Welsh language policies in line with NPTCBC.	Encourage groups taking on assets from the Council to adopt Welsh language action plans as part of a condition of the leasehold.	Assist with signage and visual Welsh and building language promotion into any Service Level Agreement or long term lease	NPTCBC Partner organisations	Menter Iaith CNPT

SECTION 2 – Interventions by partner organizations (not under control of Neath Port Talbot CBC)

Strategic Priority 1. Children and Young people					
Intervention	Aims	Proposed Activity	Target by 2023	Lead Partner	Partner
1.1 Education - Early Years provision	Increase number of Cylchoedd Ti a Fi and Cylchoedd Meithrin	Work with Mudiad Meithrin and Flying Start to ensure that provision is available within easy reach of all the main population centres	Create one new Cylch Ti a Fi and Cylch Meithrin annually	Mudiad Meithrin	Flying Start; Family Information Service
	Increase the number of parents who send their children to Welsh medium education	Increase the number of Parenting/Family Sessions run by the 'Cymraeg i Blant' scheme	Increase the number of parenting/family sessions by 5% annually	Cymraeg i Blant	Mudiad Meithrin
	Provide basic language training for workers in mainly English medium settings	Organise language sessions that are appropriate for early years provision	Every playgroup and day care nursery to be provided with opportunities to attend language training	Welsh for Adults Centre	Flying Start
	Improve language progression from Cylchoedd Meithrin to Welsh medium education	Provide information to parents about the benefits of Welsh medium education and awareness training for Meithrin staff	Increase language progression from Cylchoedd Meithrin to Welsh medium schools	Mudiad Meithrin	Flying Start Menter Iaith CNPT

Strategic Priority 1. Children and Young people					
Intervention	Aims	Proposed Activity	Target by 2023	Lead Partner	Partner
1.2 Further education sector	Increase Welsh medium provision in Neath Port Talbot College	Develop bilingual provision across mainstream courses	Ensure that Welsh medium units are available in all relevant subject areas by 2023	NPTC Group	Strategic Forum
	Provide social opportunities for college learners to meet and use the Welsh language	Organise an annual programme of events which is popular and wide-reaching in its appeal	Publish programme of events at the beginning of each term and distribute through social media and internet	NPTC Group	Strategic Forum

Strategic Priority 2. Families					
Intervention	Aims	Proposed Activity	Target by 2023	Lead Partner	Partner
2.1 Language Transfer in the Home	Ensure that more parents use Welsh as the language of the home	Increase the number of activities organised by the 'Cymraeg i Blant' scheme which encourages parents to speak Welsh to their children	Increase the number of activities to raise awareness of language transmission in the home	Cymraeg i Blant scheme Menter Iaith CNPT	Strategic Forum
	Raise awareness of the importance of language transmission amongst young Welsh speaking adults	Include general language awareness programmes in Personal and Social Education courses in college	Arrange language awareness courses by March 2019	NPTC Group	Menter Iaith CNPT Education & Lifelong Learning
2.2 Welsh for Adults	Increase the number of adults learning Welsh	Increase marketing activity and extend number of courses available at all levels	Increase number of enrolments in line with recommendations made by Welsh for Adults Centre	Welsh for Adults Centre	
	Increase the number of learners progressing from Entry and Foundation levels to Higher level courses	Provide targeted support and guidance to encourage learners to progress to higher levels of fluency	Increase progression rates to higher levels in line with recommendations made by Welsh for Adults Centre	Welsh for Adults Centre	

Strategic Priority 2. Families					
Intervention	Aims	Proposed Activity	Target by 2023	Lead Partner	Partner
	Provide more language courses in the workplace at various levels of proficiency to enable more employees to work bilingually	Increase workplace provision in the public and voluntary sectors for beginners and tentative Welsh speakers	Increase workplace provision by a percentage to be agreed with Welsh for Adults	Welsh for Adults Centre	
	Provide informal opportunities for Welsh learners to meet and practice their language skills	Organise weekly social activities and 'sesiynau sgwrs' to increase confidence and fluency levels	Establish 5 weekly sessions to enable staff and members of the public to practice Welsh in a friendly environment	Welsh for Adults Centre	Menter Iaith CNPT
	Provide opportunities for Welsh learners to integrate into Welsh speaking networks and organisations	Plan a varied programme of social activities to bring Welsh speakers and learners together	Draw up an annual calendar of events and provide marketing support	Welsh for Adults Centre	Menter Iaith CNPT
	Provide on-line opportunities for Welsh learners to practice their Welsh	Set up a designated on-line chat room/forum for Welsh learners in the area	To be established by September 2019	Menter Iaith CNPT	Welsh for Adults Centre

Strategic Priority 3. Communities					
Intervention	Aims	Proposed Activity	Target by 2023	Lead Partner	Partner
	Ensure that the fall in the percentage of Welsh speakers in the Swansea Valley is limited, with an action plan specifically designed for the area and working alongside Ty'r Gwrhyd to strategically impact on the area	Develop Ty'r Gwrhyd Pontardawe as a thriving Welsh Language Centre for a range of partners to meet the needs of the higher percentage speakers of the Swansea Valley.	Collect contact details on an annual basis	Menter Iaith CNPT	Youth Engagement & Participation Service Welsh-medium schools
	Ensure that the populated areas of Neath and Port Talbot are targeted as areas of potential growth and develop action plans for each town and its people.	Develop clusters around Neath and Port Talbot to stimulate interest in the language.	Develop an action plan in partnership with Swansea University to develop a range of services for local people	Welsh for Adults Centre Menter Iaith CNPT NPTCBC Welsh Government	
	Ensure that sports clubs are supported to use Welsh as a natural language and encourage the use of Welsh in informal and formal club settings	Ensure that resources are shared with the clubs and clubs are supported to develop Welsh language services	Seek funding for football and rugby clubs to train up Welsh speaking coaches	Menter Iaith CNPT	Urdd

Strategic Priority 3. Communities					
Intervention	Aims	Proposed Activity	Target by 2023	Lead Partner	Partner
	Encourage the use of Welsh in Community and Town council meetings, as well as NPTCVS, Chamber of Trade and voluntary sector meetings and forums	Ensure that there are enough translations sets available for community groups and develop a training programme for Welsh language translators	Develop an action plan in partnership with Swansea University to develop a range of services for local people	Welsh for Adults Centre Menter Iaith CNPT NPTCBC Welsh Government	
	Ensure that sports clubs are supported to use Welsh as a natural language and encourage the use of Welsh in informal and formal club settings	Ensure that posters are translated and that Welsh speakers are trained in order to facilitate Welsh medium training sessions as and when needed	Seek funding for additional community translation programme to enable Welsh to be spoken free of charge.	Menter Iaith CNPT Welsh for Adults Centre	
	Ensure community and volunteer involvement in planning and organising Welsh language activities	Assist with the setting up and maintaining community groups to promote social activities in Welsh	Establish 2-3 community clusters and support them to arrange an annual programme of popular activities/events	Menter Iaith CNPT	

Monitoring

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

Section 1 - progress will be monitored by Cabinet and scrutinised by the relevant scrutiny committee.

Section 2 - progress will be provided by Strategic Forum members at Strategic Forum meetings and the Chair of Strategic Forum will provide feedback to the Council.

It is hoped that in this way the Council and Strategic Forum members will be able to work collaboratively to meet the objective of increasing the number of Welsh speakers in the county borough by 2023 and address any difficulties at the earliest opportunity.

Progress against all actions will be reported annually to Cabinet Scrutiny Committee.

Measures will be developed to ensure progress is measured appropriately.