



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

Welsh Language Promotion Strategy

Progress Report - October 2019-March 2020

Mae'r ddogfen hon hefyd ar gael yn Cymra
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The Welsh Language Promotion Strategy action plan set out what we plan to achieve over the life of the strategy, 2018-2023. As a result some actions span the whole period while others have specific target dates – some of which were reported on last year in the progress report covering the period – October 2018-September 2019.

Some actions, particularly those with more immediate target dates, have been completed or are ongoing in nature. As a result consideration will need to be given to amending the action plan – which will be considered as part of the next annual report for the period 2020-2021 due to be published in the autumn 2021

In light of the short reporting period there is limited progress to report which has been compounded by the outbreak of the COVID-19 outbreak toward the end of the reporting period that affected, and continues to affect, service provision and data collection.

Any further information that becomes available for the period 2019-2020 will be included in the annual report 2020-2021.

Strategic Priority 1. Children and Young People

1.1 Early Years provision

- We provided and promoted courses, such as PACEY FUN with Welsh: Next Steps and CAMAU Welsh in Childcare to childcare providers.
- We developed an 'Everyday Welsh in Childcare' course which was to be included in the Early Years Training Programme for 2020-2021, unfortunately with the outbreak of COVID-19 this has been delayed.
- We have continued to complete the 'Use of Welsh in Settings' evaluations with childcare settings. All childcare staff are encouraged to complete the CWLWM Welsh Level Checker online. CMLWM is a partnership of five childcare organisations, Mudiad Meithrin, Early Years Wales, Clybiau Plant Cymru, National Day Nurseries Association and Pacey, which work closely together to ensure that families across Wales have access to affordable, quality and flexible childcare and play opportunities that meet their needs.
- Number of children accessing Welsh language in Flying Start has increased year on year as has the number of Welsh Flying Start childcare places: from 104 in 2017-2018 to 130 in 2019-2020 and 76 in 2017-2018 to 90 in 2019-2020 respectively.
- We are working to ensure a consistent message and service is being offered in both childcare setting and schools. The Early Years Development Officer planned to attend 'Fflic a Fflac' training provided by schools for further ideas and support in childcare however due to COVID-19 restrictions the session was cancelled. We continue to provide bilingual story books, to encourage Welsh story sessions, and encourage and train staff on how to use incidental Welsh within the settings. More resources are being planned to aid the promotion of Welsh.

1.2 Education – primary sector

- The 'Being Bilingual' booklet has been created and shared with schools. Partnership work with Menter Iaith Castell-nedd Port Talbot (MICNPT), is strong and most Welsh Medium schools engage well with MICNPT to develop Welsh medium activities within their schools for pupils and parents. However, we need to turn attention to reaching the wider community to further promote the advantages of Welsh medium education and the benefits of bilingualism.
- Welsh Government grant funding was awarded for improvement/extension of facilities at three Welsh medium schools, YGG Pontardawe, YGG Cwmllynfell and YGG Tyle'r Ynn. Works have been commenced with completion dates during 2021-2022. Improvement works have been completed at YGG Castell-nedd with further works currently being undertaken at YGG Rhosafan.
- Seven Welsh medium primary schools are currently following the silver award targets for the Welsh Charter, with three following the Gold award. Nearly all, English medium schools are currently engaged in the Welsh Charter scheme. 'Athrawon Bro' work very effectively with the English Medium schools to promote and develop the 'Cymraeg Campus' Welsh Charter scheme and continually encourage more schools to get involved.
- Our development officers continue to work closely with schools to secure a better and more ambitious language learning continuum between current key stages. We work with curriculum leaders to promote a more meaningful relationship between the learner and the Welsh language that goes beyond the academic focus as well as working effectively with MICNPT, yr Urdd and other key agencies to ensure that informal opportunities to use Welsh are facilitated and promoted.
- Work is progressing on identifying areas in the borough for Welsh Medium education development, however, this work has been affected in the last quarter of 2019-20 due to COVID-19.

1.3 Education – secondary sector

- A sub group of the WESP forum continues to work on reviewing and improving our website provide appropriate information on and to promote the advantages of Welsh-medium education.
- Transfer rates between Welsh medium primary schools located in the south east of the county borough (YGG Castell-nedd, YGG Tyle'r Ynn and YGG Rhosafan) to Ysgol Gymraeg Ystalyfera Bro Dur were very high for the academic year 2019-2020. It is expected that it will have a positive impact on transfer rates over a 6 year period and beyond.
- Transfer rates between Welsh medium schools located in the north west of the county borough, traditionally viewed as the Welsh speaking heartland, to Ysgol Gymraeg Ystalyfera Bro Dur increased for the academic year 2019-2020. This was mainly due to the effective cluster and continuous transition work between primary schools and Ysgol Gymraeg Ystalyfera.
- Welsh speaking youth workers delivered Young Carers Awareness raising sessions to pupils at YGG Gwaun Cae Guerwen, YGG Pontardawe and YGG Trebannws. These sessions help schools and young people to identify any young carers so that they can receive additional support.
- The Youth Service was instrumental in delivering Welsh language social activities and Welsh culture and heritage to secondary age children. Its work has included:
 - A variety of activities around Welsh culture were delivered in youth clubs across the county including: Welsh quizzes in Crynant, Seven Sisters and Taibach, Welsh Bingo in Bryncoch and Glynneath and making Welsh cakes in Taibach
 - Welsh Scrabble was purchased for use at Cwmllynfell Youth Club and Six Nations Rugby Activities were run in Bryn Youth Club

- Dydd Gŵyl Dewi - all youth clubs were provided with packs containing daffodil bulbs, hessian bags and gift tags. The idea was that young people would draw a national symbol on the hessian bag, place the daffodil bulb inside, write a note on the gift tag and give the bulb as a gift to someone for St David's Day: some young people chose to write their message in Welsh. The rationale behind the packs was to provide young people with an opportunity to make something while discussing the traditions and customs of Wales. It also gave young people the opportunity to plant daffodils which can be enjoyed every year around St David's Day.
- Dydd Santes Dwynwen - youth clubs were provided with candle making packs and an information sheet on the story of Santes Dwynwen. The young people were supported in making red candles which they placed in a presentation box along with the information sheet on the Santes Dwynwen story, again providing opportunities to discuss the traditions and customs of Wales.
- Several youth clubs delivered the Agroed Cymru course on the Traditions and Customs of Wales. Unfortunately as youth clubs had to close several weeks early as a result of the pandemic the young people were unable to complete the course.
- A Welsh Language residential course was delivered to Welsh speaking young people and held at Llangrannog. Young people took part in the Traditions and Customs of Wales Agored Course. The course was delivered in Welsh by Welsh speaking Youth Workers. The young people were given the opportunity to use Welsh in a social setting throughout the residential course.
- A Welsh speaking activity worker was appointed to work primarily in Cwmllynfell Youth Club but also covers sessions at Seven Sisters and Crynant Youth Clubs. All activities are held bilingually along with conversations held in Welsh between Welsh speakers.
- As part of their Welsh Baccalaureate young people from Ysgol Gyfyn Ystalyfera were supported by and had volunteer placements with Cwmllynfell Youth Club. They were encouraged to use Welsh on their placement

and delivered a range of activities to club members, served in the tuck shop and helped make bilingual posters promoting activities amongst others activities.

- Year 12 pupils who were currently employed by the youth service held an assembly at Ysgol Gyfyn Ystalyfera for year 11 pupils, to promote youth clubs, youth work posts and also to show pupils that the Welsh language was valued in the workplace.
- The Youth Council now has a Welsh Language representative whose role is to think of ways to help promote Welsh language and culture and help identify any issues young people are experiencing in relation to these areas.

Strategic Priority 2. Families

2.1 Language Transmission in the Home

- Open access courses continue to be promoted to all childcare settings
- Croesi'r Bont continue to operate in all cylchoedd meithrin and Georgie Peorgie's Tir Morfa.
- Work to identify and secure venues and volunteers for Ti a Fi groups have been put on hold following the outbreak of the pandemic, although work has continued with the Family Information Service to promote Welsh.

Strategic Priority 3. Communities

3.1 Welsh in the Community

- We continue to advertise vacancies in accordance with our Welsh Language Standards on our dedicated jobs page which is available via the intranet and the internet.

3.2 Welsh in the Workplace

- We continue to update our Equality and Community Cohesion Group on progress in relation to compliance with the Standards. Compliance is monitored internally, via mystery shopper exercises and service reviews, as well as by the Welsh Language Commissioner as part of his regulatory duties. To address issues identified via compliance testing exercises training sessions to address language awareness and reinforce compliance requirements were developed and delivered by MICNPT in January/ February 2020. In addition Equality and Community Cohesion Group received updates on complaints received in relation to non-compliance and the actions undertaken to ensure this is not repeated.
- Our Welsh Language Officer Group continues to work to promote and support Welsh language compliance amongst staff. Articles providing guidance and support were published in the internal online newsletter, In the Loop with help and support available on the performance hub section of the intranet.
- HR is able to report on the number of employees who have Welsh language skills via the employee portal. This is a self-service tool, which enables staff to update data re their Welsh language skills. While not all staff have registered for the employee portal currently 4,000 have done so: with 3,377 active users as at March 2020.
- We held a short-term campaign for the first Welsh Rights Day on 6 December 2019 to promote the rights of staff to use Welsh in the workplace.

- We continue to comply with the Welsh Language Standards with our HR processes and procedures; providing Welsh employment documentation where required and ensuring staff are able to access policies and procedures in Welsh.
- Our Training Section provided opportunities, e-learning and face to face sessions, for staff to improve both spoken and written language skills. Courses included:
 - Welcome- Parts 1 and 2
 - Welcome Back- Parts 1 and 2
 - Teachers -Parts 1 and 2
 - Headteachers - Parts 1 and 2
 - Improving Your Written Welsh (Gloywi Iaith)
- The new HR/Payroll system, which will be implemented in 2021, will provide an opportunity to align its capabilities with a language skills strategy to enable us to plan and manage staff language skills.

Mid-term review of the action Plan

As some actions have been completed or are ongoing, along with the impact of the outbreak of the COVID-19 pandemic on service delivery and which will inevitably affect progress during 2020-2021 it is an appropriate time to undertake a mid-term review of the action plan.

This review will help ensure the action plan remains relevant, that completed actions are deleted as well as ensure that information collection and reporting arrangements are appropriate going forward.