



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

Welsh Language Promotion Strategy Progress Report 2021-2022

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

www.npt.gov.uk

Contents

Introduction	1
Section One – Council focused actions	2
Strategic Priority1: Children and Young People	2
1.1 Have a positive impact on Early Years provision	2
1.3 Education – secondary sector	8
Strategic Priority 2: Families	13
2.1 Language Transfer in the Home	13
Strategic Priority 3: Communities	16
3.1 Welsh in the Community	16
3.2 Welsh in the Workplace.....	17
3.3 Third party organisations associated with NPT CBC	24
3.4 Linking Economic Development with language	24
3.5 Strengthening links with the Council’s key policies and strategies I.....	25
Section 2 – Fforwm Iaith focused actions	27
Strategic Priority 1: Children and Young People	27
1.1 Education - Early Years provision	27
1.2 Further education sector	28
Strategic Priority 2: Families	30
2.1 Language Transfer in the Home	30
2.2 Welsh for Adults	31
Strategic Priority 3: Communities	34
3.1 Welsh in the Community	34

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Introduction

This Annual Report for 2021-2022 highlights our work in progressing the Welsh Language Promotion Strategy 2018-2023.

The outbreak of the pandemic in 2020 has had long lasting effects for both people and services; while 2021-2022 has seen a return to some form of normality - the repercussions of the disruption, enforced restrictions and subsequent impact on health and the working lives of residents and staff continue to be felt.

While progress has been made in many areas there are some actions that have not been progressed as much as anticipated; primarily due to the outbreak of the pandemic, the reprioritising of services as well as the ongoing changes that we as a council and our partner organisations have had to make during the intervening period.

With the review and next iteration of the Strategy to be developed in time for publication in April 2023 we have an opportunity to better align the Strategy with recent developments of the language and activities to support it locally as well as key strategic documents both locally and nationally.

Section One – Council focussed actions

Strategic Priority1: Children and Young People

1.1 Have a positive impact on Early Years provision

1.1.1 Provide appropriate Welsh language and childcare training for early years' practitioners in order to increase Welsh-medium provision

- A regular 'Welsh in Childcare – First steps' course is provided on the training program offered by the Early Years and Flying Start team.
- A CAMAU Welsh in Childcare course offered by Learn Welsh Cymru is available online and is promoted to all childcare providers by our Early Years Development Officer.
- Welsh Government funding has been made available to childcare providers for the purchase of Welsh resources with Early Years and Flying Start Development Officers providing ideas as to suitable products and activities for the settings.
- Clwb Cwtsh online sessions continued during the year. Clwb Cwtsh (aimed at parents to be, parents/carers and extended family members) is a taster programme focusing on speaking Welsh with young children.

1.1.2 Increase the number of children attending Welsh-medium early years provision

- New Welsh language childcare settings have been built, with funding from the Increasing Welsh Medium Provision Grant, at YGG Cwmllynfell and YGG Tyle'r Ynn.
- Cylch Meithrin Cwmllynfell has opened to children through Mudiad Meithrin's Set up & Go scheme.
- An additional 10 spaces have been created at the current childcare provider at YGG Pontardawe.

- During the year:
 - 70 childcare spaces in 9 Welsh or bilingual settings in Flying Start areas.
 - Of the 559 children newly eligible for childcare during the period – 54 requested and were offered a Welsh-medium setting.
 - 173 children across the year attended or were offered a place in a Welsh or bilingual setting.

1.1.3 Increase the use of Welsh in playgroups and day nurseries that are primarily English-medium

- Through the online ‘Welsh in Childcare – First Steps’ course, practitioners can learn how to incorporate Welsh easily into 7 key areas within the setting. From September 2022, this course will be delivered face to face, where interactive activities can be included to further enhance childcare workers knowledge and confidence to use Welsh.
- A Welsh in Childcare Award for English-medium providers has been developed during the year by one of our Flying Start Development Officer and Childcare Leads, with the aim to assist settings to become bilingual providers and will be launched in September 2022. This is a staged award which will be completed over a 3-year period. Each stage covers areas of daily routine, areas of play, nursery rhymes/songs, story time and Welsh culture. It is a whole setting approach so all staff will be able to embed Welsh within their everyday practice. When each stage is completed and awarded, the setting will have a celebration event, such as a Stay & Play to show their practice to parents. There will be a termly training course to accompany the award which a high percentage of staff will have to complete.
- Our Welsh speaking development officer has been providing fortnightly Welsh language sessions for the staff in the Flying Start and Early Years childcare team to raise their basic Welsh speaking ability. The focus is on progressing through the Welsh in Childcare Award outcomes, thereby increasing confidence and knowledge to support the English-medium settings.

1.2 Education – primary sector

1.2.1 Launch a county wide marketing campaign to promote the advantages of Welsh-medium education and the benefits of bilingualism

- A 'Being Bilingual' booklet continues to be shared with schools. There continues to be strong partnership work with Menter Iaith Castell-nedd Port Talbot (MICnPT) with most Welsh-medium schools engaging MICnPT to develop Welsh-medium activities within their schools for pupils and parents, for example the virtual Welsh Music Gig 'Tanio'r Ddraig'. However, these activities need to reach the wider communities to further promote the advantages of Welsh-medium education and the benefits of bilingualism.
- A working group to promote bilingualism across the county borough, created as part of the new Neath Port Talbot Welsh in Education Strategic Plan (WESP), will create and distribute an updated/revised bilingual booklet to highlight the benefits of bilingualism.
- Actions have been identified in the WESP to help increase the capacity of Welsh-medium pre-school provision as well as to provide information for parents/carers that promotes the benefits of a bilingual education.

1.2.2 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

- By the end of the academic year 2021-2022 an additional 58 Welsh-medium spaces (an increase of 14.6%) were created via Strategic School Improvement Plan (SSIP)/Welsh Medium Grant (WMG)/Child Care Offer (CCO) capital developments.
- Welsh Government grant funding has been awarded for projects on several Welsh-medium schools:

- YG Ystalyfera-Bro Dur - Ystalyfera campus – a further £9m new build accommodation for secondary aged pupils to include an astro turf pitch and sports facilities is continuing. Completion date September 2022.
 - YGG Rhosafan - Reducing Infant Class Size Grant (£1.34m) four classroom extensions, completion date July 2021.
 - YGG Tyle'r Ynn: (£1.14m) two classroom extensions plus new childcare, completion July 2021.
 - YGG Cwmllynfell: (£640K) one classroom, one new childcare facility completion December 2021.
 - YGG Pontardawe: (£1.62m) two classrooms plus childcare facility, hall refurbishment, completion March 2022.
 - YGG Blaendulais: (£1m) additional 16 place facility, scheme currently under development.
- Due to extra funding from the Welsh Government, an investment has been made to set up an immersion provision for latecomers to the Welsh language. The immersion provision will enable more learners to access Welsh-medium education at primary level. The latecomers' centre is currently under development at YGG Pontardawe and is due to open in September 2022.

1.2.3 Consider the effects of new housing developments on the growth of Welsh-medium education or the impact on Welsh speaking communities.

- Following a consultation (between January and March 2022), members approved the statutory publication of a proposal to establish a new Welsh–medium primary school at St John's Terrace, Neath Abbey, Neath.

1.2.4 Respond to Welsh Government's drive to create a million Welsh speakers by 2050 by targeting the key sector of Welsh-medium education

- The WESP Forum met in July 2021 to begin the development of a new 10-year WESP. Ambitious targets have been set to meet the Welsh Government's 10-year target for Neath Port Talbot to increase the number of Year 1 children taught through the medium of Welsh. The WESP, approved by members was submitted to Welsh Government in February 2022 and has since been approved.
- The overarching 10-year target in Neath Port Talbot is to increase the number of Year 1 children taught through the medium of Welsh from 16.8% (252 pupils) in 2020/21 (Pupil level annual school census (PLASC) 2021) to 27% (400 pupils) by 2032.
- PLASC 2021 reception and second year nursery pupil's number were 283 (18.7%) and 290 (21%) respectively, so over the short term, year 1 numbers and percentages are likely to increase.

1.2.5 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.

- Due to the recent pandemic, there has been limited progress in this area. However, when pupils were able to return to school there was an emphasis on improving pupils' oracy skills, especially in the Welsh-medium sector. The Welsh Medium Development Officer has focused on three areas to develop the training of Welsh oracy:
 - The 'Block Play' strategy
 - 'Drilio Disglair' Welsh oracy scheme
 - 'Sgleinio'n Sgwrsio' – to develop pupils' higher order oracy skills (debate and public speaking strategies)
- Seven Welsh-medium primary schools are 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' continue to work 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 language-learning continuum between current key stages that secures a better and a more ambitious language learning for pupils. We also work with curriculum leaders to promote a more meaningful relationship between the learner and the Welsh language that goes beyond the academic focus and aligns with the new Curriculum for Wales. Officers are currently working with schools and local agencies to develop resources and information about the local areas in and around NPT – the 'Cynefin' project, which aligns well with the new Curriculum for Wales' vision.
- The development officers have continued to work effectively with MICnPT, yr Urdd and other key agencies to ensure that informal opportunities to use Welsh are facilitated and promoted, even though most of this work has been carried out remotely.

1.2.6 Ensure that parents are informed and are supported should they wish to continue their child's Welsh-medium education

- The 'Welsh Homework Help' Facebook group, created by Menterau Iaith Castell-nedd Port Talbot and Abertawe, continues to offer parents in the Swansea/Neath Port Talbot area practical support on homework, and any issues about Welsh medium education. Teachers, support staff and professionals from organisations such as the Mentrau Iaith (Castell-nedd Port Talbot and Abertawe), Cymraeg I Blant, the Urdd and others on the Fforwm provide this support for parents. Parents can post questions and ask for help or explanation or ask for resources to help. In June 2022 there were 270 members of the group.

1.3 Education – secondary sector

1.3.1 Increase number of learners in Welsh-medium secondary schools

- There has been a slight fall in numbers and percentage in Y7, 248 (14.9%) in 2021 compared to 257 (15.2%) in 2020.
- The percentage of pupils who transfer to Ysgol Gymraeg Ystalyfera Bro-Dur is higher than it has been for many years (86%). Those who do not transfer are highest in Pontardawe, Trebannws and Ystalyfera. Although this remains a concern, the transfer percentages have improved significantly (+6%).
- Some of the transition activities held in the Ysgol Gymraeg Ystalyfera Bro Dur (YGYBD) cluster to maintain pupils in the sector includes:
 - Ystalyfera'n cyfri - teachers from YGYBD attend cluster schools for 1 hour weekly to deliver a specific series of lessons
 - Hawl i Holi - pupils and staff from YGYBD attend cluster schools and primary pupils have an opportunity to ask questions or voice any transition concerns/ anxieties
 - Transition website for pupils transferring to YGYBD
 - Additional transition days for pupils with Additional Learning Needs (ALN) or anxiety
 - Open days for pupils and open evenings for families
 - Gwyl Haf - 3-day summer camp for Year 5 pupils based on a specific theme and followed by a presentation to parents
 - Proms - vocal and instrumental. Y5 and Y6 pupils from cluster schools attend YGYBD and are taught by staff and pupils for the day. It is followed by an orchestral performance in the evening

(instrumental) or a performance by the YGYBD Cluster Choir (during half time at an Ospreys rugby game)

- Gig Tanio'r Ddraig - Y5, 6, 7 pupils attend a music festival in YGYBD playing fields annually with the best of current Welsh bands and talent performing
- Cluster sports day for KS2 pupils from feeder primaries on YGYBD playing fields

1.3.2 Increase opportunities in English medium schools to use Welsh as a medium of instruction

- This is still under consideration and will be discussed in the WESP forum termly meetings.

1.3.3 Enable learners to switch from English medium to Welsh medium education at the end of Key Stage 2

- An immersion provision for latecomers to the Welsh language is to be established with additional funding received from Welsh Government. The immersion provision will enable more learners to access Welsh-medium education at primary. The latecomers' centre is currently under development at YGG Pontardawe and is due to open in September 2022.

1.3.4 Ensure that Welsh Language Awareness programs are included in PSE curriculum in secondary schools to include traditional music, culture, and history/heritage

- A NPT schools' website created by learners, to promote modern Welsh culture, history and local area has been launched and added to on a regular basis in most of the Welsh-medium schools. It has also been rolled out to all English medium schools as the 'Cynefin' project, which aligns well with the new Curriculum for Wales' vision.

- We have begun to work with learners across all sectors and ages to obtain views and ideas on promoting the Welsh language, contemporary culture, history and a feeling of belonging. Pupil voice will be essential in reviewing and setting our annual action plan.
- A leading excellent practice English-medium school, Ysgol Gynradd Baglan Primary School will share resources and ideas as well as support other schools with their curriculum design, ensuring that Welsh culture, history and appreciation of the local area is embedded into their new curriculum.

1.3.5 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

- Our Welsh speaking youth workers continued to support the use of Welsh as our youth clubs reopened. The Welsh Language Youth Club continues to deliver weekly sessions to young people via Teams and activities include sessions around Welsh culture and heritage.
- Workers in our youth service were instrumental in engaging with young people in both Welsh and English as part of the Council's Let's Talk Campaign during the summer 2021. The campaign sought the views of people living and working in Neath Port Talbot on what matters to them 'now and in the future' with feedback used to inform the Council's Corporate Plan 2022-2027.
- Welsh language training has been offered once again to all part time community-based youth workers to help create opportunities to use Welsh outside of the school environment and increase the use of Welsh language in communities.

1.3.6 Increase the number of social activities through the medium of Welsh or including Welsh culture and heritage for primary age children

- We have visited Welsh language primary schools to raise awareness of the Welsh Language Youth Club resulting in a number of young people signing up to the Youth Club.

1.3.7 Increase the number of social activities through the medium of Welsh or including Welsh culture and heritage for secondary age children

- Clwb Ieuenctid Symudol, the new Welsh Language Youth Club, was launched in June 2021 to give young people the chance to develop their Welsh language skills and to tackle social isolation. As with our other youth clubs, during this period, activities were initially held virtually with materials and resources sent to young people in advance of meeting, so they were able to join in the planned activities. As restrictions were lifted, in-person activities have been re-established.
- Welsh remains a feature of our Youth Clubs Curriculum. During the pandemic, activities were delivered virtually which impacted on the range of sessions delivered. However, during 2021-2022 our community-based youth clubs have reopened and in person Welsh language and culture sessions have been held; one club has delivered 4 Welsh Language and Culture Sessions designed to engage with young people around the use of Welsh and on the heritage and culture of Wales.
- Activities held outside the youth club provided further opportunities for young people to increase their use of Welsh in heritage, sporting and other leisure settings.
- The Youth Council and new Deputy Youth Mayor continue to champion Welsh Language and Culture. This year the Deputy Youth Mayor has presented various messages to young people in Welsh and has featured on local radio.
- The Youth Council, two members of which are also members of the Welsh Youth Parliament, continue to work with the Senedd and Welsh Government on issues that affect young people in Wales.

1.3.8 Encourage greater social use of Welsh by pupils attending Ysgol Gymraeg Ystalyfera Bro Dur.

- In addition to the virtual weekly term time sessions the Welsh Language Youth Club continued to deliver sessions during the summer holidays and each half term.

1.3.9 Provide opportunities for young people in Ystalyfera and Bro Dur to use Welsh in the community

- Food Hygiene courses had been offered to Ystalyfera and Bro Dur pupils but unfortunately were postponed due to the pandemic. However, these courses have been rearranged for 2022-2023.
- Welsh language training for part time community-based youth workers were held to further opportunities for using Welsh in the community: four staff completed the Dysgu Cymraeg/Learn Welsh - Welsh Taster Course (Welcome: Part 1+2).
- The Youth Council continues to have a Welsh Language representative position while the new Deputy Youth Mayor is a champion of the Welsh Language and has mentioned this in her pledge of office.

Strategic Priority 2: Families

2.1 Language Transfer in the Home

2.1.1 Raise awareness of the importance of language transmission amongst young Welsh speaking adults

- The closure of youth clubs and other venues during the pandemic has had a significant impact on the use of Welsh in social settings.
- The development and delivery of language awareness programs in PSE courses at schools have not been able to be progressed during the year although it is anticipated that the new Curriculum for Wales will provide greater opportunity to meet this action in the future.

2.1.2 Raise awareness of the importance of language transmission amongst families

- Signalong and Welsh videos are shared on our Early Years and Flying Start Facebook pages for families to use at home.
- A number of online and face-to-face sessions have been provided by Cymraeg i Blant, 'Me & My Baby' 'Baby Welsh Story, Sign & Rhyme time' 'Cuppa and Chat Cymraeg'. They have also shared a recorded story and singing sessions.
- Online 'Clwb Cwtsh' sessions offered through Mudiad Meithrin for families to learn simple Welsh phrases to use with the family at home.
- MICnPT offer face to face events such as craft sessions for children, Bore Coffi for adults to practice their Welsh, and family 'Helfa Drysor' in Gnoll Park.

2.1.3 Organise a marketing campaign targeting young Welsh speaking adults

- While no formal marketing campaign has been progressed, social media content, leaflets/booklets, activities and groups have been developed/distributed/held to encourage young people and adults, particularly parents, to learn and use Welsh in a variety of settings, with MICnPT playing a key role in this work.

2.1.4 Provide support for parents with children in Welsh medium schools to alleviate concerns about helping with homework

- MICnPT, together with Menter Abertawe have created a resource for parents with children in Welsh-medium education, to help them with homework and education. The new Facebook group 'Welsh Homework Help' is available for parents, but also for teachers who are willing to offer help and support. The group enables members to post specific questions/homework tasks and receive help and advice from other members. This will also be discussed in the WESP sub-committees' meetings from April 2022.

2.1.5 Provide childcare through the medium of Welsh

- As at 30 August 2021 10.5% of the total 2199 available registered childcare spaces in Neath Port Talbot were Welsh-medium spaces. There were 452 Flying Start childcare places per annum (based on 2020-2021 data) across our settings of which 65 (14.4%) were category 3 Welsh language and category 2 English/Welsh language childcare settings.
- Ti a Fi sessions at YGG Tyle'r Ynn and in Skewen have restarted following the lifting of restrictions while a new session has started in YGG Cwmllynfell, located in the new childcare setting.

- The Childcare Sufficiency Assessment data was not required by Welsh Government to be refreshed as initially planned during 2020, due to the pandemic. An updated Childcare Sufficiency Audit has recently been completed and is awaiting Members' approval to go out for consultation.

2.1.6 Provide Welsh medium childcare opportunities during school holidays

- The review of childcare needs during school holidays has yet to be completed, however, this may now be covered off within the recently completed updated Childcare Sufficiency Audit mentioned above.

2.1.7 Increase the number of Welsh language activities that cater for the interest of families

- MICnPT has worked with Pontardawe Arts Centre since August 2021 on what has proved to be a successful varied programme of Welsh language events. Two hundred children and adults have attended events such as:
 - Bore o Hwyl i deuluoedd
 - Siani Sionc
 - Bore o Hwyl Calan Gaeaf
 - Gig Dydd Miwsig Cymru

2.1.8 Increase family focussed activities through the medium of Welsh

- Following a successful year in 2021-2022, it is anticipated more events will be held in Pontardawe Arts Centre during 2022-23, with the support of MICnPT.

Strategic Priority 3: Communities

3.1 Welsh in the Community

3.1.1 Use communication technology to advertise employment opportunities requiring bilingual skills

- We launched new jobs webpages to better promote employment opportunities within the Council with all vacancies continuing to indicate if Welsh language skills are required.
- Welsh essential/desirable posts are advertised on external Welsh job sites. MICnPT assist with circulating/advertising posts to their members and posting on their social media platforms.

3.1.2 Ensure that Leisure Centres proactively promote the use of Welsh, both in terms of provision and making it visible.

- While Celtic Leisure, who currently run our leisure and sports facilities have their own Welsh Language Scheme, there has been limited progress in linking with the actions in the Welsh Language Promotion Strategy (WLPS), a situation exacerbated by the pandemic.
- However, in February 2022 members took the decision to return the indoor leisure services, currently run by Celtic Leisure, to the Council, though it will take up to a year to complete the work needed to implement the decision. Appropriate and relevant actions for indoor leisure service will be considered as part of the review of the WLPS over the coming months.

3.1.3 Ensure access for adults to Welsh medium learning opportunities

- During 2021-2022 we updated our webpage to include links to language training opportunities in the county borough.

3.1.4 Consider a Sense of Place (to include Welsh language, culture and heritage) in the development of the Destination Management Plan

- We launched our [Dramatic Heart of Wales](#) campaign in September 2021 with a new website and promotional brochure showcasing the diverse landscape, beauty, arts and heritage of the county borough. Leisure activities also feature including a variety of walks in key heritage areas/sites.

3.1.5 Celebrate the culture and heritage of the county borough

- While we have always recognised the importance of our heritage and culture it is now more clearly recognised in our Corporate Plan 2022-2027, specifically with Wellbeing Objective 3 – Our local environment, culture and heritage can be enjoyed by future generations. Through our Let's Talk campaign, which informed the development of the Plan, local people told us that their local environment, the Welsh language and our heritage and culture matters to them; particularly the promotion of the Welsh language our traditions and culture.
- The proposed Culture and Heritage Strategy will help further this action; celebrating our area's traditions culture and heritage as well as promoting modern Welsh culture, history and our local area.

3.2 Welsh in the Workplace

3.2.1 The Council to comply fully with the Welsh Language Standards

- During the year the Welsh Language Officer Group has updated the information available and included some new material, for example employee guidance, a meeting checklist and a guide to Welsh translations.

- Further details on compliance with the Standards can be found in the [Welsh Language Standards Annual Report 2021-2022](#) which has been published on our website.

3.2.2 Ensure that numbers of staff are adequate for the level of Welsh being requested in order to comply with the Welsh Language Standards.

- The number of posts advertised during the year increased from 2020-2021 (637 compared to 291) although the percentage of posts advertised as Welsh essential/desirable remained the same (29.6% last year compared to 29.2% in 2020-2021).
- A language skills strategy is to be developed over the coming year to help us work towards achieving a bilingual workforce which reflects the language skill of the county borough.

3.2.3 Map current levels of Welsh language skills

- The number of staff who identified as having Welsh language skills during 2021-2022 remained relatively low overall. However, there was a small increase in the number of staff identifying as fluent speakers and writers (137 compared to 126 during 2020-2021).
- While it was originally anticipated to introduce a new language assessment as part of the implementation of a new HR/Payroll system in late autumn 2021, on further reflection it is now considered more appropriate to introduce this incrementally during 2022-2023. This language assessment framework will enable staff to assess their language skills, and then update their HR records, in line with widely recognised criteria.

3.2.4 Provide opportunities for staff to improve their language skills

- Opportunities to learn/improve Welsh language skills have continued during 2021-2022 with online courses being made available for all staff.
- However, there has been a significant decrease in the number of staff accessing e-learning Welsh language courses during 2021-2022 (a total of 37 compared to 248 in 2020-2021). While there doesn't appear to be a particular reason for this decrease it is likely that changes to working arrangements towards the latter part of 2020-2021 and throughout 2021-2022 (more schools fully reopening, new hybrid working arrangements for office-based staff, increased workloads/changing priorities and a reduction in the number of staff initially redeployed) as well as natural drop off have contributed to this decrease.

3.2.5 Enable staff and Elected Members to be aware of history and culture of Welsh language including compliance with Welsh language legislation

- Links between the Welsh Language, the proposed Heritage, Culture, Sport and Leisure Strategy and other initiatives going forward will be explored over the coming year.

3.2.6 Create an environment that encourages greater use of Welsh

- We continue to encourage the use of Welsh as well as raising awareness of the right to use Welsh. The following are examples of the activities undertaken during 2021-2022:
 - Welsh Language Rights Day - celebrated annually in December, reminding the public and staff of their rights to use Welsh in their dealings with us.
 - Welsh Microsoft Teams backgrounds have been produced and Welsh speaking staff and learners are encouraged to use these in their Teams meetings, to help promote discussions in Welsh.

- We have created a more visible section for the Welsh language on our website, signposting to Welsh language standards, Welsh language promotion and opportunities to learn and use Welsh. This will continue to be updated and improved during 2022-2023.
- Information concerning Welsh language events and promotional material are posted to staff Yammer groups bilingually; we have recently seen an increase in staff members using incidental Welsh via this platform.
- With the move to alternative work platforms the Welsh Language Officer Group has created two Yammer groups in March/April 2022; one to enable Welsh speakers to chat and provide peer support and the other for all staff to access information, help and support as well as promotional materials. These will be fully functioning during 2022-2023.

3.2.7 Provide intranet support for Welsh speakers and learners

- Resources to help and support all staff including Welsh speakers and learners continue to be developed by the WLOG and made available on our intranet; useful language resources e.g., e- learning, on-line grammar and spell checkers, on-line dictionaries and translation tools are accessible by all staff.

3.2.8 Normalise the use of Welsh in the workplace

- While policies relating to staff employment have been produced in Welsh and are available on our intranet, to date no member of staff has wished to receive information regarding their employment in Welsh.
- Promotional activities to be undertaken/coordinated by WLOG during 2022-2023 will continue to help raise the profile of Welsh within the workplace and so encourage its use.

3.2.9 Promote schemes that visually illustrate that Welsh is welcomed in the workplace

- We celebrated Welsh Language Rights Day (7 December 2021) with yet another small-scale publicity campaign due to the enforced restrictions at that time. The publicity campaign was limited to our social media platforms and information for staff members in our weekly Sway update, Intranet news section and staff Yammer channels.

Welsh Language Rights Day celebrates our rights to use Welsh in our everyday lives, including in the workplace.

Did you know you can...?

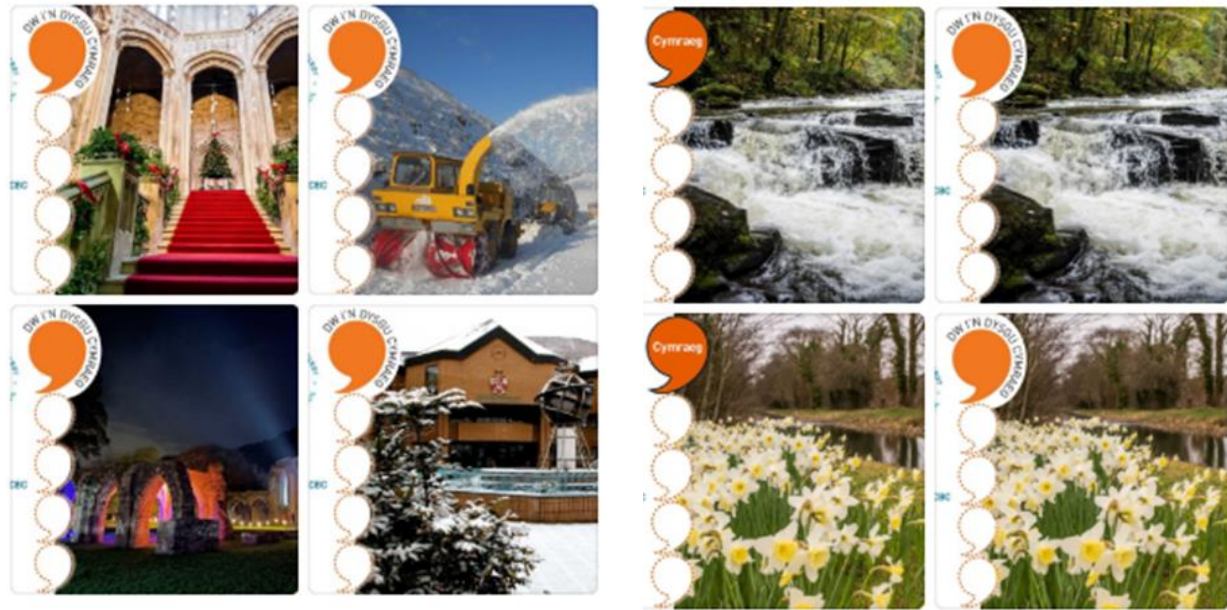
- Undertake Welsh language training
- Apply for jobs in Welsh
- Access HR policies in Welsh
- Make complaints in Welsh
- Access support materials such as software to assist you when writing Welsh
- Access Welsh email signatures and out of office messages
- Receive promotional material such as lanyards and 'Iaith Gwaith' badges.

For more information on your rights and support materials take a look at:

- Our [Welsh Language Standards](#) webpage
- Staff Intranet
- The Welsh Language Commissioner's [My Language Rights](#) webpage
- Welsh language training
- Welsh and bilingual services in Neath Port Talbot



- Welsh Microsoft Teams backgrounds were produced, and Welsh speaking staff and learners were encouraged to use these in their Teams meetings; examples include:



3.2.10 Distribute Welsh language promotional material to staff

- Active promotion of the Welsh language amongst staff has been limited during the last year but with the lifting of restrictions and new working arrangements in place the coming months will see lanyards, badges etc. reintroduced to the workforce.

3.2.11 Develop confidence in the use of written Welsh

- Cysill and Cysgair are available to all staff via our IT section. These tools combined with the online written Welsh course designed for those who have not used this skill for a long time or are new to writing in Welsh will help boost confidence amongst staff. Although no one accessed this course during 2021-2022 it is hoped that with the promotion drive over the coming months the situation will be reversed.

3.2.12 Develop bilingual intranet interface and menus and bilingual interface for web applications

- With our Planning Portal utilising Linguaskin for translation purposes its use with other web applications was being considered and continues to be explored.

3.2.13 Encourage staff and Elected Members to use Welsh in internal and external meetings and in presentations

- There has been an increase in the use of Welsh at meetings over recent years. The use of a small number of words and phrases by Welsh speaking elected members at meetings has helped spark confidence in others to use short phrases at meetings too.
- While bilingual council meetings were to commence during 2021-2022, the Members ICT Reference Group (a subgroup of the Democratic Services Committee) made the decision that purchase and administration of the licenses, virtual Zoom training for Members as well as the purchase of additional laptops (all required to use the system) should wait until the new administration of the Council.

Simultaneous translation of Council meetings will now commence in September 2022 when meetings will be held utilising the Public-I Hybrid/Webcasting equipment which effectively enables the translation elements of the digital system.

3.2.14 Encourage Elected Members to use Welsh in internal and external meetings and in presentations

- While it was proposed to produce a list of words/phrases for use at meetings by non-Welsh speakers to encourage the use of Welsh at meetings, the use of Welsh phrases, etc., has developed organically over time thereby reducing the immediate need for an 'official' list. However, the WLOG and Democratic Services Section will explore opportunities to and practicalities of encouraging further the use of Welsh at meetings etc.

3.3 Third party organisations associated with NPT CBC

3.3.1 Ensure that all groups or organisations receiving third party funding from the Council meet the Welsh language criteria of the grant

- Third sector grant funding application forms include a specific section on the Welsh language: the effect funding will have on opportunities to use the language and its equal treatment with English. All applications are assessed against Welsh language criteria.
- An Awarding Grants Policy (Welsh Language) was produced (published in May 2022) to help ensure the requirements of the relevant standards are an integrated aspect of the grant process in Neath Port Talbot. The policy was published in May 2022.

3.4 Linking Economic Development with language

3.4.1 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.

- Since the development of the strategy, progress on this action has been limited due to a couple of significant contributory factors; MICnPT's 'Cymraeg Byd Busnes' officer, who was to assist with this action, returned from maternity leave in time for the outbreak of the pandemic which resulted in all work

being suspended while we and others came to terms with new ways of working and reprioritising of resources.

- Although restrictions eased and new ways of working became embedded during 2021-2022 there was not sufficient capacity to progress this action during the year. However, with the implementation of the Corporate Plan 2022-2027, as well as the review of the WLPS, there will be opportunity to consider how we can better meet this action.

3.4.2 Encourage businesses to promote the Welsh language

- As with the above there has been little progress during 2021-2022, however, as part of the review of the Strategy consideration will be given to the viability of current actions as well as the development of more effective ones.

3.5 Strengthening links with the Council's key policies and strategies I

3.5.1 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.

- Work on the next iteration of the Local Development Plan is underway and consideration will be given to strengthening the Welsh language elements of it and associated policies across the county borough.

3.5.2 Ensure that the Welsh Language Promotion Strategy is integrated into the Valleys Action Plan developed by the task and Finish Group.

- The principles of the Welsh Language Promotion Strategy underpin the Valley Action Plan, for example, childcare provision includes Welsh language providers (see progress in relation to early years

action); all third sector grant applications include Welsh language elements with successful applications received from organisations based in valley areas and/or whose activities will benefit our valleys.

3.5.3 Encourage third party community organisations that that have taken on assets from the council to adopt Welsh language policies in line with NPTCBC.

- It has not been possible to progress this action at this time, however consideration will be given over the coming year as to how best we can meet this action.

Section 2 – Fforwm Iaith focused actions

Strategic Priority 1: Children and Young People

1.1 Education - Early Years provision

1.1.4 Increase number of Cylchoedd Ti a Fi and Cylchoedd Meithrin

- Mudiad Meithrin officers continue to work with the Early Years team to develop and expand Cylchoedd Meithrin across the borough especially through their Set up And Succeed programme (Cwmllynfell and Tyle'r Ynn).

1.1.5 Increase the number of parents who send their children to Welsh medium education

- Cymraeg i Blant continue to provide a range of support groups such as baby massage, baby yoga, Story Sign and Song sessions with the aim of introducing Welsh to parents and their babies at the earliest opportunity. However, with a lack of funding available for Cymraeg i Blant to increase the number of sessions provided the contribution to this action will be limited going forward.
- Our Early Years Team, continues to work closely with the Family Information Service to develop information for parents looking for Welsh medium groups, childcare and schools; continuing to highlight the benefits of bilingualism and the Welsh Language to parents including online presence, access to Welsh stories and rhymes, signposting to Welsh lessons for parents etc.
- MICnPT continue to provide information to parents about the benefits of Welsh medium education. Leaflets highlighting the key benefits to speaking Welsh have been distributed to those schools that have asked for extra support to provide information to parents. In addition, language promotion packs have been delivered to 156 houses in Rhos along with the aforementioned leaflet as part of the work to promote, encourage and enhance the use of the Welsh language in that local community.

1.1.6 Provide basic language training for workers in mainly English medium settings

- Our staff work with English medium settings to improve the Welsh they offer through an awards based Welsh Language quality assurance scheme which includes support, access to training and drop-in Welsh language acquisition sessions. The change in categories may mean over time a move from category 1 English language settings to category 2 English / Welsh language settings.
- Mudiad Meithrin members have continued to receive sessions run by Academi which have provided a range of development and learning opportunities.

1.1.7 Improve language progression from Cylchoedd Meithrin to Welsh medium education

- Projects at YGG Pontardawe, YGG Cwmllynfell and YGG Tyle'r Ynn have been completed or are nearing completion which will increase the number of Foundation Phase places available within primary schools by 150 F/T pupil places.

1.2 Further education sector

1.2.7 Increase Welsh medium provision in Neath Port Talbot College

- NPTC Group of Colleges has been active on this front with the following examples of the work undertaken:
 - Welsh speaking lecturers have been appointed in Childcare and Public Services to deliver Welsh medium/bilingual units. In addition to this, units in mathematics, construction, agriculture, sport and hairdressing have been translated and delivered in Welsh.

- An Outline Delivery Plan has been developed with the key focus to establish and embed Welsh-medium/bilingual vocational study options/modules in the three initial priority areas – Health & Social Care, Childcare and Public Services.
- Both AS and A Level first and second Welsh language courses are offered to students.
- Funding has been secured to recruit a Work Welsh tutor to solely deliver Learn Welsh courses to college staff. There are currently 26 staff enrolled on the scheme.

1.2.8 Provide social opportunities for college learners to meet and use the Welsh language

- NPTC Group of Colleges continues to work to the Coleg Cymraeg Cenedlaethol Towards Cymraeg 2050: A million Welsh speakers Further Education and Apprenticeship Welsh-medium Action Plan. A number of actions to ‘improve and develop the support available for social and informal activities in Welsh in all institutions.’ are included in the action plan, including:
 - Increase awareness of the opportunities provided by partner organisations and develop stronger relationships with e.g. Mentrau Iaith, Young Farmers Clubs and Yr Urdd for young people between the ages of 16 and 25.
 - Encourage college membership of Welsh Language Forums in order to share best practice of activities currently underway in institutions, and increase the awareness of available opportunities to use Welsh in a social context.
 - Encourage Welsh language centres to promote their opportunities for learners to use Welsh in a social context.
 - Supporting Further Education Institutions to pilot and learn from existing pilot activities, such as “Seren Iaith” and “Gwobr Iaith” to increase the use of Welsh by learners outside of the classroom.
 - Developing opportunities to use Welsh in sport activities in and outside of their learning.

- Improving communication and engagement with Welsh Government promotional activities, such as Dydd Miwsig Cymru with the post-16 cohort.

Strategic Priority 2: Families

2.1 Language Transfer in the Home

2.1.9 Ensure that more parents use Welsh as the language of the home

- MICnPT undertook a social media campaign 'Trosglwyddo Cymraeg yn y Cartref' in January 2022 which reached 5129 people with 141 people engaging with the posts.
- Dysgu Cymraeg has received funding to provide a 'Cymraeg yn y Cartref' language course which has been designed with parents in mind: MICnPT/Cymraeg i Blant staff will provide a childminding service with Welsh-medium activities at monthly face-to-face sessions for those parents who have signed up for the course. It is anticipated that this will start in May 2022.

2.1.10 Raise awareness of the importance of language transmission amongst young Welsh speaking adults

- NPTC Group of Colleges have identified local actions to help meet those in the Coleg Cymraeg Cenedlaethol Towards Cymraeg 2050: A million Welsh speakers Further Education and Apprenticeship Welsh-medium Action Plan. These local actions also support and complement what we wish to achieve in the wider Neath Port Talbot area. Actions to celebrate, promote and encourage the use of Welsh in all aspects of daily life are included in the action plan, for example:
 - Deliver an annual programme of varied social and informal events and activities to coincide with key dates in the Welsh cultural calendar.

- Encourage sports students to participate in the Urdd Sport Apprenticeship scheme and act as stewards at Urdd sports events in local Welsh-medium primary schools.
- Develop student award initiatives to acknowledge the use of the Welsh language outside of the classroom.

2.2 Welsh for Adults

2.2.1 Increase the number of adults learning Welsh

- NPTC Group of Colleges has re-established staff Bilingual Champions as well as designating two student ambassadors to promote and celebrate Welsh language and culture at NPT and Powys campuses.
- In addition, the provision of Welsh language courses for staff at NPTC Group of Colleges has been expanded to include Welsh Work, Learn Welsh and Sgiliaith (bilingual teaching methodology).

2.2.2 Increase the number of learners progressing from Entry and Foundation levels to Higher level courses

- While it has not been possible to obtain an overview of the numbers accessing/progressing through courses within the Learn Welsh Swansea Bay Region, numbers accessing/progressing through various course levels is available for both NPTC Group of Colleges and NPTCBC:
 - NPTBC - nine staff accessed/progressed through to higher levels of Welsh language courses during the year; four completed their courses with another member of staff nearing completion.
 - NPTC – 26 staff (including 20 academic staff) accessed/progressed through to higher levels of Welsh language courses during the year.

2.2.3 Provide more language courses in the workplace at various levels of proficiency to enable more employees to work bilingually

- A range of levels and courses, virtual and in person, continue to be available through the Learn Welsh Swansea Bay Region. Council and NPTC Group of Colleges staff have taken up opportunities available at all proficiency levels.
- NPTC Group of Colleges have successfully accessed Work Welsh courses to such an extent that they have been held as an example of good practice, even awarded Work Welsh Employer of the Year 2020. Online Work Welsh courses have been built into the College induction scheme for all new staff and are also offered as Continuing Professional Development (CPD) targets for all staff, therefore ensuring that staff at NPTC Group of Colleges continue to develop their Welsh language skills.

2.2.4 Provide informal opportunities for Welsh learners to meet and practice their language skills

- MICnPT facilitate/support a number of groups across Neath Port Talbot which provide opportunities for learners of the language to meet in an informal environment. Examples include:
 - Bore Coffi / Caffi Cymraeg
 - Caffi Cymraeg Pontardawe – started in March 2022 and meets fortnightly in Pontardawe Library
 - Caffi Cymraeg Creunant – a community grown group held weekly in Crynant Community Hall
 - Bore Coffi Aberafan – the group meets every Friday in Aberavon Beach Hotel
 - Sesh Sŵn - monthly virtual music sessions learning Welsh songs/tunes
 - Gweithdy Gwerin – started in April 2022, similar to Sesh Sŵn but more of an informal face to face lesson in Pontardawe.

2.2.5 Provide opportunities for Welsh learners to integrate into Welsh speaking networks and organisations

- MICnPT worked with Pontardawe Arts Centre during the year to create a programme of varied Welsh events for 2021-2022. The programme offered something for everyone and for all levels of proficiency. The programme included children's shows, Shwmae Su'mae coffee morning, music events and a comedy night, all were greatly appreciated by the audiences.

MICnPT are looking to work with the Arts Centre again on a programme for 2022-2023.

2.2.6 Provide on-line opportunities for Welsh learners to practice their Welsh

- MICnPT have continued to create and share online content, to provide social opportunities and activities to support parents whose children are in Welsh-medium education, resources for children of all ages, and for learners, while offering information on Welsh heritage and history, local issues and more.

Strategic Priority 3: Communities

3.1 Welsh in the Community

3.1.6 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

- To date there has been little significant progress on this action and consideration will need to be given as to whether it remains relevant or if a more appropriate action should be developed to stem the decline.

3.1.7 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

- Work on realising this action has not yet commenced and with the outbreak of the pandemic it may not be possible to fully address this during the life of this strategy.

3.1.8 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

- To date there has been little significant progress on this action and consideration will need to be given as to whether it remains relevant or if more appropriate action should be developed to stem the decline.

3.1.9 Encourage the use of Welsh in Community and Town council meetings, as well as NPTCVS, Chamber of Trade and voluntary sector meetings and forums

- To date there has been no significant progress on this action and consideration will need to be given as to whether it remains relevant or if more appropriate action should be developed.

3.1.10 Ensure community and volunteer involvement in planning and organising Welsh language activities

- MICnPT continues to play a significant role in establishing and facilitating groups and events to promote activities in Welsh; from working with Pontardawe Arts Centre to Bore Coffi groups, online activities children and families to 'Welsh Homework Help'.