Appendix 2	Update on the Council's Welsh Lang	uage Promotion Strategy	- Year 4 (2020-2021)
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Action	Policy Area	Aims	Activity	Target by 2021	Responsibility	Update
1.1	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 by 20%	Learn Welsh the Vale; Canolfan Dysgu Cymraeg Genedlaethol (National Welsh for Adults Centre)	The number of enrolments of adults learning Welsh increased by over 100% between 2016 and 2019, from 180 to 385 on mainstream courses. At the beginning of the 2019-2020 academic year the highest number yet had enrolled for courses with Learn Welsh the Vale. Numbers have been affected by the Pandemic. All courses moved to online delivery during lockdown. 44% of these learners completed the year.
1.2		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 by 20%	Learn Welsh the Vale; Canolfan Dysgu Cymraeg Genedlaethol (National Welsh for Adults Centre)	The number of learners on Higher and Fluency level courses increased to 58 in 2019 from 24 in 2016 and increased to 66 learners by 2020. Due to the lockdown the progression rate dropped to 54% (completion summer 2020-enrolment September 2021.)

1.3	Dravida mara languaga	Inorogoo workplass	Inorogoo workplace	Learn Walsh the Vale:	LWtV trained 64
1.3	Provide more language	Increase workplace	Increase workplace	Learn Welsh the Vale;	
	courses in the	provision in the public	provision by 100%	Canolfan Dysgu Cymraeg	employees of the VOG
	workplace at various	and voluntary sectors		Genedlaethol (National	Council on mainstream
	levels of proficiency to	for beginners and		Welsh for Adults Centre)	Welsh for Adults course
	enable more	tentative Welsh			in 2019-2020. Numbers
	employees to work	speakers			of staff in 2020-2021 are
	bilingually				41 enrolments across all
					levels. Work Welsh
					delivery was halted from
					the first lockdown for
					twelve months. Courses
					were delivered in
					workplaces in Cardiff by
					LWTV as part of the Work
					Welsh framework of the
					National Centre for
					Learning Welsh
					previously.
1.4	Provide informal	Organise social	Establish 4	Learn Welsh the Vale;	LWtV trained 64
	opportunities for Welsh	activities and	locations in the	Menter Bro Morgannwg	employees of the VOG
	learners to meet and	'sesiynau sgwrs'	area to hold weekly		Council on mainstream
	practise their language	(conversation	opportunities for		Welsh for Adults course in
	skills	sessions) to increase	informal use of		2019-2020. Numbers of
		confidence and	Welsh		staff in 2020-2021 are 41 enrolments across all
		fluency levels			levels. Work Welsh
					delivery was halted from
					the first lockdown for
					twelve months. Courses
					were delivered in
					workplaces in Cardiff by
					LWTV as part of the Work
					Welsh framework of the
					National Centre for
					Learning Welsh
					previously.

1.5	Provide opportunities	Plan a varied	Draw up an annual	Learn Welsh the Vale;	Learn Welsh the Vale
1.0	for Welsh learners to	programme of social	calendar of events	Menter Bro Morgannwg	organises regular events
				Menter Bro Morgannwg	for learners and fluent
	integrate into Welsh	activities to bring	and provide		Welsh speakers together,
	speaking networks and	Welsh speakers and	marketing support		including seasonal
	organisations	learners together			celebrations and Saturday
					Schools. During Autumn
					Term 2019 events were
					held in person, however
					after the Covid lockdown
					informal learning moved
					on line. Saturday courses
					went digital, and the
					summer programme of
					reading, revision and
					conversation as well as
					singing were held on
					Zoom. LWTV also
					participates in the Siarad scheme with the support of
					local partners including
					Menter Bro Morgannwg
					and Cymrodorion y Barri,
					which pairs learners of
					Intermediate of above with
					a local Welsh speaker to
					meet informally to speak
					Welsh.
					Over the last year Menter
					Bro Morgannwg has
					delivered a series of
					various digital clubs and
					sessions for adults – from
					ukulele and cookery to
					pilates, bootcamp, lectures
					and craft.

1.6	Provide opportunities for parents and children to learn Welsh together	Arrange courses for families whereby adults and children can enjoy activities that support their language learning	Organise family language courses during school holidays	Learn Welsh the Vale;	LWtV received a Family Support Grant by the NCLW to provide a Homework Club for families with children in Welsh schools (previously funded by the Innovation Grant). Parents, grandparents and carers attend with children of primary school age. Families from every Welsh school in the Vale have attended Clwb Ni. Activities provided by LWTV and Urdd enable parents to participate with the children, using the Welsh language. This grant was much smaller in 2019-2020 and was only £10,000 in 2020- 2021. Clwb Ni went online in April 2020 and has been meeting on Zoom .
1.7	Provide on-line opportunities for Welsh	Set up a designated on-line chat	To be established by September 2017	Learn Welsh the Vale; National Centre	LWtV Facebook and Twitter streams are in

		learners to practise	room/forum for Welsh			increasing use by
		their Welsh	learners in the area			learners and the
						organisation in order
						to share information
						about courses and
						events, opportunities
						to converse etc.
						LWtV shares
						information from
						partner organisations
						and other Welsh
						providers including
						Menter Bro
						Morgannwg and VOG
						Council. Partners matched on the
						Siarad Scheme have
						been meeting online
						during 2020.
						uuring 2020.
2.1	Children, Young	Provide opportunities	Arrange story time	Establish story time	Vale of Glamorgan	Menter Bro Morgannwg
	People and	for children and	sessions in Welsh in	sessions in all the	Council;	delivered a series of
	Families	parents to learn Welsh	various locations	major towns and	Menter Bro Morgannwg	Amser Stori sessions in
		together	across the Vale,	establish as part of		Barry and Llantwit Major
			particularly in libraries	mainstream		when restrictions allowed
				provision		but this was not possible
						for a large part of the
						year.
						Digital Story Time
						sessions were delivered
						early in the year as well
						as seasonal story, song

					and craft sessions. Fundays are also provided each term in partnership with other local providers.
2.2	Work with key partners to create opportunities for children and young people to use Welsh outside school to strengthen the link between the language of education and the community	Develop a joint strategy that enables Welsh to become the language of social and leisure activities	Publish joint strategy by October 2017	Vale Youth Service; Children and Young People's Programme Board; Menter Bro Morgannwg; Urdd Gobaith Cymru;	See below
2.3	Increase the number of social activities through the medium of Welsh for primary age children	Arrange a series of recreational activities to cater for a variety of different interests, e.g. sport, drama, dance, arts and crafts, computer games, outdoor pursuits etc	Programme to be agreed and implemented by September 2017	Menter Bro Morgannwg; Urdd Gobaith Cymru; Vale of Glamorgan Leisure Services	The Urdd's Sports Department in conjunction with Menter Bro Morgannwg continues to provide weekly clubs for primary aged children. These include swimming lessons in Penarth Leisure Centre and Hebron Hall and Drama in Penarth and Llantwit Major when restrictions allowed. A series of digital clubs were delivered during the year, from dance and drama to craft and cookery.

2.4	Provide support for parents with children in WM schools to alleviate concerns about helping with homework	Establish Homework Clubs in WM schools or Community Centres to support parents who are non- Welsh speaking	Discussions to be held during current academic year with a view of establishing Homework Clubs by September 2018.	WM Primary Schools; Ysgol Gymraeg Bro Morgannwg; Learn Welsh the Vale	LWtV continues to run Clwb Ni, a Homework Club for families with children in Welsh schools, during term times. Staff get to know the families and are supportive of parents and prepare additional materials or activities in response to identified needs.
2.5	Encourage greater social use of Welsh by pupils attending Ysgol Gymraeg Bro Morgannwg	The school to agree a Mission Statement and code of conduct and establish a Language Use Forum	Language Use Forum to include representatives of every school year and to be established by September 2017	Ysgol Gymraeg Bro Morgannwg;	Meetings have been set up with the Learning and Skills department to co- ordinate as part of the WESP work.
2.6	Provide opportunities for young people in Ysgol Gymraeg Bro Morgannwg to use Welsh in the community	Establish a Young People's Forum in Ysgol Gymraeg Bro Morgannwg and support it to arrange a series of social activities	Arrange at least 3 significant Welsh language activities during each school year	Ysgol Gymraeg Bro Morgannwg; Urdd Gobaith Cymru	Meetings have been set up with the Learning and Skills department to co- ordinate as part of the WESP work.
2.7	Provide opportunities for young people in Ysgol Gymraeg Bro Morgannwg to use Welsh outside the	Support current Welsh-medium youth club at the Palmerston Centre, Barry and consider	Extend current provision to include Penarth and Cowbridge	Vale of Glamorgan Council; Urdd Gobaith Cymru;	See 2.3

	classroom	possibility of setting up similar provision elsewhere			
2.8	Share information with young people about job opportunities and apprenticeships that require bilingual skills	Ensure that Careers Wales and careers officers in schools have the most up-to- date information about jobs requiring Welsh-language ability and proactively share this information with young people	Careers Wales, Ysgol Gymraeg Bro Morgannwg and Cardiff and Vale College to agree a plan of action by September 2017 and devise innovative ways of providing information via apps and social media	Careers Wales; Ysgol Gymraeg Bro Morgannwg; Cardiff and Vale College;	Further discussion to take place
2.9	Use communication technology to advertise employment opportunities requiring bilingual skills	Develop a designated website, app and directory to advertise jobs and apprenticeships that require Welsh language skills	Set up an information sharing Hub for major employers in the area which can be used to recruit bilingual staff and apprentices	Careers Wales; LEA; Ysgol Gymraeg Bro Morgannwg; Cardiff and Vale College;	As above
2.10	Support the development of childcare through the medium of Welsh	Carry out a review of the childcare needs of parents with children in WM education	Support the development of after-school or wrap-around childcare where needs are identified.	Menter Bro Morgannwg; CYPP; Vale of Glamorgan Council	Under discussion
2.11	Support the development of Welsh	Continue with Welsh- medium play	Increase numbers attending holiday	Menter Bro Morgannwg; CYPP;	The Holiday Care Scheme at Ysgol Gymraeg Bro

	opp	dium childcare portunities during nool holidays	schemes during school holidays	play schemes by 100%	Vale of Glamorgan Council	Morgannwg was not delivered during 20-21 due to the Covid-19 restrictions. Menter Bro Morgannwg
						delivered open access BWRLWM play schemes during the summer holidays when restrictions allowed and this was then delivered digitally during all other school holidays., the maximum number (30) attended each day during the face to face sessions.
2.12	pro	ovide day care ovision through the odium of Welsh	Carry out feasibility study to investigate viability of establishing WM day care provision in the Vale	Complete feasibility study by March 2017	Menter Bro Morgannwg; Vale of Glamorgan Council	Under discussion
2.13	We	rease number of elsh language ivities that cater for interest of families	Build on the success of Gŵyl Fach y Fro and arrange similar events to coincide with Christmas, Santes Dwynwen and St David's Day celebrations	Arrange 3 family fun days during the year in different parts of the county and increase attendance at Gŵyl Fach y Fro to 3,000	Menter Bro Morgannwg; Urdd Gobaith Cymru; Learn Welsh the Vale; Vale of Glamorgan Council;	Menter Bro Morgannwg partnered with Menter Caerdydd to deliver a digital festival in 2020 - Tafwyl in association with Gŵyl Fach y Fro was held on the AM platform in June 2020. The festival attracted more than 25,000 viewers and the feedback

						received was hugely positive and viewers welcomed the opportunity to engage with the cultural festival during such a challenging time.
2.14	mu	ich y Fro scheme	Continue with the Welsh language music and arts provision in different locations across the Vale and build on the success of Gigs Bach y Fro	Hold 6 events a year for adults around the Vale and ensure that at least 60 people attend each event	Menter Bro Morgannwg; Vale of Glamorgan Council	This was not delivered in 20-21 due to Covid-19 restrictions.
2.15	opp the for		Ensure that swimming lessons are available in Welsh for all WM schools	All WM schools to be offered swimming lessons through the medium of Welsh by September 2017	Leisure Services; Legacy Leisure (the Council's Leisure Management Contractor); Urdd Gobaith Cymru; Cardiff and Vale College	Welsh Medium Schools now have the opportunity to have swimming lessons delivered through the medium of Welsh by prior arrangement. This will continue once Centres reopen.
2.16	opt		Ensure that swimming lessons are available in after-school provision through the medium of Welsh up to at least Level 1	Swimming lessons up to Level 1 to be available through the medium of Welsh in all main leisure centres by September 2017	Leisure Services; Legacy Leisure (the Council's Leisure Management Contractor); Urdd Gobaith Cymru; Cardiff and Vale College	Efforts have been made to explore both demand and opportunities for after school provision to be delivered through the medium of Welsh and level 1 classes are now available at Barry Leisure Centre at certain times.

2.17	Increase leisure	Ensure that fitness	Establish at least 2	Leisure Services;	Virtual sessions have
	opportunities through	classes are available	WM fitness classes	Legacy Leisure (the	been offered to all pupils
	the medium of Welsh	through the medium	by September 2018	Council's Leisure	delivered at Ysgol Gyfun
		of Welsh	and increase	Management Contractor);	Bro Morgannwg during
			number over the	Menter Bro Morgannwg;	the pandemic. Funding
			next four years	Urdd Gobaith Cymru	has also been provided,
					via Sport Wales / VOGC
					partnership, to develop
					additional extra activities
					such as speedball and
					boxercise when schools
					were/are open.
					 Funding for all
					primaries was
					available where
					Ysgol Sant Baruc
					and Ysgol Sant
					Curig were
					succesful with
					their applications
					for multi-sport
					equipment to
					increase
					fundamental
					skills.
2.18	Increase leisure	Collaborate with	Agree a plan of	Sports Associations;	Unfortunately, this has not
	opportunities through	sports associations to	action by	Leisure Services;	been possible to continue
	the medium of Welsh	ensure that coaching	September 2018	Urdd Gobaith Cymru	in 2020/21 due to Covid
		is available through	with main sports		19.
		the medium of Welsh	associations to train		
		in activities like	Welsh speaking		However, in February

football etc medium leisure Morga clubs and activities to assi sessio	and nine of Ysgol Bro annwg were trained sist within sporting ons with their nunities. Due to Covid
football etc medium leisure Morga clubs and activities to assisted sessio sessio	annwg were trained sist within sporting ons with their
clubs and activities to assi sessio	sist within sporting ons with their
comm	nunities. Due to Covid
19, thi	nis has prevented
them f	from delivering. An
additic	ional course has also
been d	offered and will be
	ged for the summer
	in partnership with
Urdd (Gobaith Cymru.
	-
The S	Sports Development
	m have delivered
traini	ning to Welsh
	aking pupils who are
	lved in the delivery of
	vities in school and
comr	munity settings
	uding :
	J
• 5 Si	Silver Young
	nbassador's in Bro
	organnwg who are
	rrently helping
	velop social media
	jects with the Sports
	evelopment team.
• 5 C/	Coaches of the Future
	rrently being upskilled

	1	1		
				in preparation to be able
				to deliver once
				government guidance
				will allow these
				opportunities
				 Sports Leaders
				Playmaker training
				delivered to Year 6
				pupils at Ysgol Sant
				Baruc to assist in the
				delivery within curricular
				and non-curricular
				settings.
				 Sports Leaders
				Playmaker training
				offered to Ysgol Sant
				Curig but cancelled due
				to Covid 19, however
				this has been
				rescheduled for the
				summer term.
				Additional links forged
				with the Welsh medium
				cluster primary schools.
				Opportunities offered to
				take part in local
				competitions and
				festivals.
				The Sports Development
				The Sports Development Team are represented in
				the Welsh Education

						Strategic Plan meetings and relevant action included in the plan.
2.19		Ensure that Leisure Centres proactively promote the use of Welsh	Appoint 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 September 2017 with monitoring processes established to evaluate progress on language use	Leisure Services; Legacy Leisure (the Council's Leisure Management Contractor); Urdd Gobaith Cymru; Menter Bro Morgannwg	Welsh Language is now a permanent item on the Client / Contractor management meeting.
3.1	Community Activities	Use communication technology as an information and networking platform for Welsh speakers and learners	Further develop 'Echlysur' in the Vale as a communication network which provides information to Welsh speakers and learners about activities, events, job opportunities etc	Expand marketing of the networking platform and set a five year target of 3,000 subscribers	Menter Bro Morgannwg; Youth Service; Ysgol Gymraeg Bro Morgannwg; Urdd Gobaith Cymru	Menter Bro Morgannwg hold regular 'campaigns' to increase the user database. More than 1,500 residents subscribe to the Menter Bro Morgannwg e- newsletter – sharing information about Welsh medium events and activities in the Vale. This is an effective source of sharing information about Menter's activities, and this service also shares information/adverts from other Welsh partners in the area.

3.2		Use communication	Ensure that contact	Collect contact	Ysgol Gymraeg Bro	There are informal
		technology to keep in	details of as many	details on an	Morgannwg;	Facebook and Linked in
		touch with pupils after	school leavers as	annual basis	Menter Bro Morgannwg;	groups at the moment.
		they leave Ysgol	possible are added to		Youth Service	Discussions will take
		Gymraeg Bro	the networking			place on how these can
		Morgannwg	platform			be developed and
						expanded.
3.3		Ensure community and	Set up a Community	Establish a	Menter Bro Morgannwg;	Menter Bro Morgannwg
		volunteer involvement	Hub to promote social	Community Hub in	Urdd Gobaith Cymru;	use a range of digital
		in planning and	activities in Welsh	the Vale by	Vale of Glamorgan	social media platforms
		organising Welsh		September 2018	Council	to promote their services,
		language activities		and support them		including:
				to arrange an		Twitter (1,272), Instagram
				annual programme		(339) and Facebook
				of popular activities/		(851).
				events		
3.4	MBMs current	Raise awareness of	Continue to ensure	Develop provision	Menter Bro Morgannwg;	Due to a lack of funding,
	budget doesn't	Welsh language in	that Welsh language	to include articles in	Glamorgan Gem	Menter Bro Morgannwg
	allow for weekly	digital and print	content is included in	the Glamorgan		does not currently produce
	articles	networks	the Glamorgan Gem	Gem both in the		regular bilingual content for the Glamorgan GEM.
			which is a printed and	printed and on-line		However we will continue
			on-line community	versions		to share content and
			newspaper			advertise when possible
						e.g. Gŵyl Fach y Fro.
3.5		Consider the possibility	Undertake a feasibility	Seek funding and	Vale of Glamorgan	To be addressed.
		of establishing a Welsh	study to explore the	carry out a	Council;	
		Language Centre in the	potential of	feasibility study by	Welsh Government;	
		Vale	establishing a Welsh	September 2018	Menter Bro Morgannwg;	
			Language Centre in		Barry Town Council.	
			Barry			
4.1	Welsh in the	The Council to comply	Continue to	The Insight group	Vale of Glamorgan	An action plan has been
	Workplace	fully with the Welsh	implement the Welsh	receive regular	Council	developed and the
		Language Standards	Standards Action Plan	updates on		majority of the actions
	I					insjenty of the deterio

4.2	Assess linguistic skills of staff	Carry out a comprehensive analysis of the linguistic skills of staff and identify gaps in service areas that require bilingual skills and identify training needs	compliance developments and issues Complete language skills audit and analysis by December 2017	Vale of Glamorgan Council	have now been completed. A second linguistic skills audit took place in September 2018. Information was collected from all computer users. A further audit will take place in 2022.
4.3	Increase number of bilingual staff in order to provide services in accordance with requirements of the Welsh Language Standards	The Council to recruit sufficient Welsh speakers, invest in current Welsh speaking staff and support staff to increase their Welsh language skills across all levels of language learning	The Language Skills Strategy to be reviewed by September 2017 with the aim of ensuring by 2021 that the proportion of bilingual staff broadly reflects that of the County Council.	Vale of Glamorgan Council	The Council is taking positive action to train more staff and to recruit Welsh speaking staff. This discussion is currently taking place within the newly-reformed Mwy na Geiriau meetings.
4.4	Adopt a proactive recruitment policy which will enable the Council to provide more bilingual services in line with the requirements of the Welsh Language Standards	All posts to be designated as either Welsh 'essential' or 'desirable'. Posts to be deemed 'essential' if no Welsh-speaker is currently employed in a service team or if the need for more bilingual capacity has been identified by	A revised Language Skills Strategy outlining recruitment policy to be produced by March 2018	Vale of Glamorgan Council	All posts are designated as Welsh 'desirable' as a minimum. A pilot is planned in Social Services to trial Welsh as 'essential' in all posts. This would require non- Welsh speakers to complete the 10-hour

		managers.			courtesy Welsh course.
4.5	Provide opportunities	Draw up a	Agree a training	Vale of Glamorgan	Staff can attend any
	for staff to improve	programme of	programme by	Council	Learn Welsh course
	their language skills	language courses to	June 2017		during their work time
		develop skills and			and free of charge, This
		confidence of Welsh			is funded jointly by LWTV
		speakers and learners			and VOG Council. 41
					staff members are
					enrolled in courses in
					2020-21 – many of these
					are provided online.
4.6	Enable staff and	Arrange a programme	Agree a training	Vale of Glamorgan	A new Welsh Awareness
	elected members to be	of Welsh Language	programme by	Council	module will be rolled out
	aware of history and	Awareness and	June 2017		in Summer 2021.
	culture of Welsh	Compliance training			
	language including	and include in			
	compliance with Welsh	induction for new staff			
	language legislation				
4.7	Create an environment	Produce resources,	On-going	Vale of Glamorgan	Welsh badges on emails
	that encourages	promotional material		Council	have been developed for
	greater use of Welsh	and visual impacts			speakers and learners.
		that promote			Welsh speakers wear
		language use and			lanyards. Signs
		fosters respect and			throughout the building
		support for			indicate the use of welsh
		bilingualism			is welcome.
4.8	Provide intranet	Use intranet to sign-	Complete list of on-	Vale of Glamorgan	A page has been
	support for Welsh	post staff to useful	line resources by	Council	developed for learners
	speakers and learners	language resources	January 2017		with links to resources
		e.g. e-learning, on-			and also a page for
		line grammar and			speakers to explain their
		spell checkers, on-line			rights.
		dictionaries and			

		translation tools			
4.9	Provide intranet support for Welsh speakers and learners	Develop intranet to sign-post staff to Welsh language courses and Welsh language activities in the community	Complete by October 2016 and continuously update	Vale of Glamorgan Council; Learn Welsh the Vale;	See above. There is also an informal chat group for learners
4.10	Normalise the use of Welsh in the workplace	Assess language preferences of staff in relation to internal operations:- correspondence; forms; complaints; performance reviews; training needs; staff policies, internal meetings etc	Assessment to be completed by March 2017	Vale of Glamorgan Council	Was done as part of the audit exercise.eg Staff survey was provided in Welsh to Welsh speakers. Where possible all internal communication is bilingual.
4.11	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 <i>Cymraeg</i> logo on e-mail and intranet, e-mail signatures and out-of-office messages	On-going	Vale of Glamorgan Council	Email footers now indicate prominently if members of staff are Welsh speakers or learners.
4.12	Distribute Welsh language promotional material to staff on intranet	Distribute badges, lanyards, posters, create bilingual screen savers and promote	On-going	Vale of Glamorgan Council	This takes place regularly

		Welsh language courses			
4.13	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 December 2016	Vale of Glamorgan Council	This is installed on all computers A new grant received by the Adult Community Learning service has paid for a licence for all staff to be able to use the updated versions of this software.
4.14	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	Draw up a training programme by September 2017	Vale of Glamorgan Council	All communication from the Managing Director is bilingual. Some internal staff training sessions have been provided in Welsh, where multiple opportunities for attendance were available and one of these was in Welsh.