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## CONTACT

If you have any comments or would like to know more about the work the council is doing to promote the Welsh language, please contact:

Anwen Cullinane, Senior Policy Officer - Equalities, Welsh Language and Consultation  
 Telephone: 01443 864404 / email: [cullima@caerphilly.gov.uk](mailto:cullima@caerphilly.gov.uk)

## ACCESSIBLE FORMATS

This strategy is also available in other languages and formats on request via the contact details above.

**Prepared in line with the requirements of Welsh Language Standard 145  
 under the Welsh Language Standards (No.1) Regulations 2015**

**This strategy is available in Welsh**  
**Mae'r ddogfen hon ar gael yn Gymraeg**

DRAFT

# 1. Introduction

This is Caerphilly County Borough Council's second Five Year Welsh Language Strategy. It sets out actions on how we will promote the Welsh language, facilitate the use of the Welsh language and increase the number of Welsh speakers in the county borough by working in partnership. Please see Section 6 for the detailed actions on how we will achieve this.

To deliver on this strategy relies heavily on key partnership working. The current economic climate is challenging and will impact on the delivery of this strategy, and the strategy cannot be delivered by one organisation alone. Therefore working in partnership with existing partners and forging new opportunities to work in partnership with new organisations from all sectors is vital. It is recognised by all existing partners that the success of the strategy relies very much on working together with all sectors of the community. For reference, all existing partners are listed in the Action Plan in Section 6.

Developing a long-term language strategy is not an easy task, as many factors such as social circumstances and population movement can make the relevant information outdated very quickly.

Menter Iaith Caerffili has prepared a 2021 Language Profile of the county borough (see Section 2 and Annexe B) and by working in partnership with them and using this as a starting point, we are confident that the data about the Welsh language is the best that is available in order for us to develop this five year strategy.

## 2. Welsh Language Strategy

The Welsh Language Standards, specifically Standard 145 under the first set of Welsh Language Regulations, places the following requirement on the council:

**Standard 145:**

You must produce, and publish on your website, a five year strategy that sets out how you propose to promote the Welsh language and to facilitate the use of the Welsh language more widely in your area; and the strategy must include (amongst other matters) –

- a) a target (in terms of the percentage of speakers in your area) for increasing or maintaining the number of Welsh speakers in your area by the end of the 5 year period concerned, and
- b) a statement setting out how you intend to reach that target; and you must review the strategy and publish a revised version on your website within 5 years of publishing a strategy (or of publishing a revised strategy).

The task is therefore to develop a strategy that builds on our past successes, meets the needs of the Welsh speakers and learners in the county borough, meets the legislative requirements and most importantly, is meaningful, appropriate and achievable for everyone involved.

### **3. Legislative Context**

#### **The Welsh Language (Wales) Measure 2011**

Its aim is to:

Provide greater clarity and consistency for Welsh speakers about the services they can expect to receive in Welsh.

Key to this measure was the creation of an independent Commissioner's role. The principal aims of the Commissioner, is to promote and facilitate the use of the Welsh language, which are underpinned by 2 principles:

- In Wales, the Welsh language should be treated no less favourably than the English language
- Persons in Wales should be able to live their lives through the medium of the Welsh language if they choose to do so

#### **Welsh Language Standards**

As part of the measure, the Commissioner's role is to develop, implement and monitor a set of Welsh Language Standards which in turn will:

- Improve the services Welsh speakers can expect to receive from organisations in Welsh
- Increase the use people make of Welsh language services
- Make it clear to organisations what they need to do in terms of the Welsh language
- Ensure that there is an appropriate degree of consistency in terms of the duties placed on bodies in the same sectors
- Require the need for a strategy to promote the use of the Welsh Language, known as the Five Year Welsh Language Strategy

#### **Cymraeg 2050: A million Welsh speakers**

This ambitious strategy calls for a million Welsh speakers by 2050. In order to realise the vision, Cymraeg 2050 is based on three strategic themes:

1. Increasing the number of Welsh speakers
2. Increasing the use of Welsh
3. Creating favourable conditions – infrastructure and context

The delivery of our five year Welsh Language Strategy will contribute towards achieving this target.

#### **The Well-being of Future Generations (Wales) Act 2015**

The aim of the Act is to improve the social, economic, environmental and cultural well-being of the people of Wales. As a result of the Act, a total of 44 public bodies across Wales, Caerphilly County Borough Council included, must in future think more about the long-term, work better with local people and communities and each other, look to prevent problems and take a more joined up approach. One of the seven Well-being goals listed in the Act is "A Wales of vibrant culture and thriving Welsh language".

Each of the seven well-being goals forms a key part of how Wales should look, and although the seven goals are important in their own right, they should not be looked at individually because they are all interlinked with each other. If we look at the seven goals from a Welsh language perspective we can see how the Welsh language forms a part of, and plays a part in all aspects of education, health and social care, community cohesion, the economy and more.

Guidance issued by the Welsh Language Commissioner in 2018 called **Standards relating to promoting the Welsh Language**, included the following illustration which shows how the seven well-being goals relates to the Welsh language.



### More than Just Words

'More than Just Words' is the Welsh Government's strategic framework for improving and promoting Welsh language services in health, social services and social care. The aim of the framework is to ensure that organisations recognise that language is an intrinsic part of people's care and the offer of Welsh language services to people is so important.

Ensuring positive well-being outcomes for individuals, is something which underpins the Social Services and Well Being (Wales) Act 2014. The Codes of Practice under the Act require local authorities to ensure Welsh language services are built into service planning and delivery and that services are offered in Welsh, to Welsh speakers, without them having to request it as required by the 'Active Offer'.

### Regional

#### **Gwent Public Services Board**

The Gwent Public Services Board brings public bodies together to work to improve the economic, social, environmental and cultural well-being of Gwent. They are responsible, under the Wellbeing of Future Generations (Wales) Act, for overseeing the development of the new Local Wellbeing Plan.

Caerphilly County Borough Council hosted the first meeting of the Gwent PSB on 1st October 2021 and will provide the coordination role for the first 2-years when another partner of the Gwent PSB will take over.

We have developed a new Gwent PSB website and you can access this [here](#)

## **Local**

### **Caerphilly County Borough Council's Corporate Plan 2018 - 2023**

Our Corporate Plan includes our six Well-being Objectives. They are:

- **Objective 1** - Improve education opportunities for all
- **Objective 2** - Enabling employment
- **Objective 3** - Address the availability, condition and sustainability of homes throughout the county borough and provide advice, assistance or support to help improve people's well-being
- **Objective 4** - Promote a modern, integrated and sustainable transport system that increases opportunity, promotes prosperity and minimises the adverse impacts on the environment
- **Objective 5** - Creating a county borough that supports a healthy lifestyle in accordance with the Sustainable Development Principle within the Well-being of Future Generations (Wales) Act 2015,
- **Objective 6** - Support citizens to remain independent and improve their well-being

We have a statutory duty to set Well-being Objectives using the five sustainable development principles under the Well-being of Future Generations (Wales) Act 2015. Setting objectives is not new, we have set priorities in a range of ways for a long time; however **now we are setting objectives over a longer** five year planning period.

### **Transformation Strategy #TeamCaerphilly, Better Together**

Caerphilly county borough is on a journey of transformation. We need to transform the way we do things in order to respond to the changing needs and priorities of our community and to meet the significant financial challenges facing us.

A major new strategy called '**#TeamCaerphilly – Better Together**' has been approved by the council's cabinet and sets out the way we are going to deliver these changes over the coming months and years. Its aim is to transform the way in which we have previously delivered services. It will examine how services are prioritised. How they can become more efficient. Explore new opportunities for greater customer focus and digital delivery, consider alternative delivery models and seek commercial opportunities.

The outcomes we aim to achieve:

- To have strong working relationships with our communities and partners to maximise the use of our collective resources to ensure a resilient county borough for the future.
- To embed a new operating model that will encourage innovative approaches to service delivery and ensure that we are making the best use of our resources.
- To help close the gap between poverty and prosperity through improving educational attainment and stimulating the local economy to create high quality jobs

## **Caerphilly County Borough Council Welsh in Education Strategic Plan (WESP) 10 Year Plan September 2022 – September 2032**

The vision of our plan is to continue to 'Raise standards and ensure our learners are healthy, confident, proud, and ambitious and can benefit from high quality learning opportunities, settings, and experiences.'

### **Strategic Equality Plan**

To strengthen the way the council meets the requirements of the Welsh Language Standards and to meet the needs of the Welsh speaking population of the county borough, Welsh language has also been included within the council's 3<sup>rd</sup> **Strategic Equality Plan - Strategic Equality Objective 5 - Welsh Language.**

## **4. The Welsh Language in Caerphilly county borough**

- In the 2011 census, the number of Welsh speakers in Caerphilly county borough was 19,251 or 11.2%, this data is subject to change following the 2021 census
- On 31<sup>st</sup> December 2020, according to the annual population survey, the number of people who could speak Welsh in the County Borough was 42,700 or 24.3%<sup>1</sup>
- On 31<sup>st</sup> December 2020, according to the annual population survey, 19.9% of the population could read Welsh, 18.4% could write Welsh, and 27.2% could understand spoken Welsh.<sup>2</sup>
- On 31<sup>st</sup> December 2020, the frequency of the number of people speaking Welsh in Caerphilly county borough on a daily basis was 10.2%<sup>3</sup>
- Over the past five years the number of children transferring from Welsh medium early years settings has varied from 72.29% to 99.43%<sup>4</sup>
- Of the whole primary school population 17.22% attend Welsh medium education with approximately 97.75% of these transferring to Welsh medium secondary education<sup>5</sup>
- There were 1,602 people in Caerphilly county borough who registered on Welsh language courses during 2017-2021 through Learn Welsh Gwent<sup>6</sup>

The baseline for the strategy has to be a current language profile, in order to be able to determine an achievable target increase in Welsh speakers that is required by Welsh Language Standard 145. Menter Iaith Caerffili's Language Profile from January 2021 is the

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<sup>1</sup> Annual Population Survey - Ability to speak Welsh by local authority and year (Welsh Government)

<sup>2</sup> Annual Population Survey - Ability to read, write and understand spoken Welsh by local authority and year (Welsh Government)

<sup>3</sup> Annual Population Survey - Frequency of Welsh spoken by local authority and year (Welsh Government)

<sup>4</sup> Source: Internal (WESP)

<sup>5</sup> Source: Internal (WESP)

<sup>6</sup> Source: Learn Welsh Gwent

most up-to-date information regarding the county's situation and includes the national legislative context as well as links to existing plans and strategies.

According to the 2011 Census, Caerphilly county borough had 19,251 Welsh speakers (11.2% of the population) and according to the Pupil Level Annual School Census figures from January 2016, 17.1% of the primary school population and 15.9% of the secondary school population were in Welsh medium education.

There has been a significant increase in Welsh Medium provision within CCBC since its inception in 1996.

For the academic year 2021-2022, the number of pupils attending Welsh medium primary schools was 2,781, which includes nursery. During this 20 year period, 3 additional schools were established, with 7 of the 8 original schools either being replaced or receiving adaptations / extensions to increase capacity.

The pupil numbers at Ysgol Gyfun Cwm Rhymni have increased by circa 75% from 900 to 1600 pupils. The school moved to a new site in 2002 and further developed onto a 2<sup>nd</sup> site (Y Gwyndy) in 2013. The potential capacity of both sites in combination is 2,348 which is expected to be reached around 2025.

CCBC's Welsh in Education Strategic Plan (WESP) 2017-2020 proposes the following 7 key outcomes:

- Outcome 1: More seven-year-old children being taught through the medium of Welsh
- Outcome 2: More learners continuing to improve their language skills on transfer from primary school to secondary school
- Outcome 3: More learners aged 14-16 studying for qualifications through the medium of Welsh
- Outcome 4: More learners aged 16-19 studying subjects through the medium of Welsh in schools, colleges and work-based learning
- Outcome 5: More learners with higher skills in Welsh
- Outcome 6: Welsh-medium provision for learners with Additional Learning Needs
- Outcome 7: Workforce planning and Continuous Professional Development

The National Centre for Learning Welsh is responsible for all aspects of the Learn Welsh sector - from curriculum and course development to resources for tutors, research, marketing and e-learning.

The Centre was established in response to the report, *Raising our sights: review of Welsh for Adults*. The Centre operates at arm's length from Welsh Government, which funds it, and is part of the University of Wales Trinity Saint David group.

Putting learners first is the Centre's key priority and the following brand values are at the heart of all its activities.

The core outcomes set for the Centre by the Welsh Government are to:

- Be a visible institution setting a national strategic direction for the Learn Welsh sector.
- Provide leadership for the Centre's course providers.
- Raise standards in teaching and learning in the Learn Welsh sector.
- Develop a high quality, appropriate and engaging national curriculum and produce resources suitable for a range of learners.



The Centre's Strategic Plan includes five key objectives:

1. Develop an innovative programme of attractive and suitable courses for learners, making full use of the latest technology.
2. Develop innovative schemes to secure opportunities and contexts where learners can use their Welsh with confidence.
3. Establish a network of course providers to offer a service of excellence.
4. Raise the sector's profile and increase the numbers who start courses and continue to learn Welsh.
5. Establish and maintain service support procedures.

The council's current Welsh Language Strategy aimed at increasing the number of Welsh speakers by 3%. When the current strategy ends, it will be reviewed, and from using data available to us we will be able to determine if this target has been met or not.

Caerphilly County Borough Council has a positive approach to assisting to meet the aim; however, we have chosen to select a realistic target which we aim to achieve over the next 5 years. This will be based on what we expect the Welsh language capabilities of our population will be and the number of Welsh speakers leaving Welsh medium education.

**This strategy therefore proposes a minimum 4% target increase in the number of Welsh speakers between 2022 and 2027.**

**This target will be reviewed once the 2021 Census data has been published.**

## **5. Partner Organisations**

In order to achieve the aims and objectives of this strategy it is essential that we work closely with our existing partners and new partners across the county. Through collaborative working we will be better placed to ensure that our vision within this strategy is achieved.

The following key partners are essential to fulfilling the county's vision.

### **Menter Iaith Sir Caerffili**

Menter Iaith Sir Caerffili is a leading community and voluntary organisation aimed at promoting the Welsh language across communities in Caerphilly county borough.

The main aim of Menter Iaith Sir Caerffili is to increase the use of the Welsh language across communities in Caerphilly county borough. To achieve this, we develop and provide a variety of services and opportunities for local Welsh speakers and learners to use the Welsh language. We consult regularly with local residents in order to develop accessible, relevant, first-rate Welsh-medium services. Our aim is to increase the use of the Welsh language across communities in the county borough within a variety of fields. At the heart of our core aim is the commitment to working in partnership with a number of organisations, locally, regionally and nationally.

The main objectives of our work are as follows:

- Lead joint planning for the Welsh language at county level
- Develop and deliver high-standard and high-quality services and opportunities

- Advocate in favour of the Welsh language at county level and represent the voice of Welsh speakers and learners in Caerphilly county borough
- Investigate new opportunities to provide self-sustaining services
- Maintain and develop an organisation that operates effectively, has strong governance, and that reflects and protects the welfare of its staff and volunteers

The Menter has been in operation for over 21 years and employs approximately 70 staff across its services.

Menter Iaith Sir Caerffili is managed by an experienced and ambitious Management Board of volunteers. Its members are drawn from communities across Caerphilly county borough and their leadership and input is a key factor in the effective development and management of our work.

This significant contribution by volunteers ensures that our work is informed by the needs of local people. In addition, we recruit and support volunteers across our services and activities so that volunteers make a significant contribution in all aspects of our work. We recruit and support volunteers continuously throughout the year in order to ensure their input in the planning and delivery of services and also to offer meaningful opportunities through the medium of Welsh for local people.

### **Urdd Gobaith Cymru**

The aim of the Urdd is to ensure an opportunity, through the medium of Welsh, for the young people of Wales to develop as rounded individuals; to also support them to play a constructive role in society by developing personal and social skills. The Urdd achieves this in a variety of ways.

Within Caerphilly County Borough the Urdd works closely with Welsh medium schools and Second Language schools, offering a range of activities for pupils throughout the year. The Urdd organises sports competitions, residential activities in their centres, Jamborees and the annual Eisteddfod.

In addition to this, the Urdd jointly employs a Youth Officer in Caerphilly with Menter Iaith Caerffili and Caerphilly County Borough Council. The officer develops social opportunities for young people in the county through the medium of Welsh. The officer develops these opportunities in a variety of ways, including youth clubs, community groups, one-day trips, trips abroad, volunteering opportunities and accreditation opportunities for young people.

The Urdd also employs a sports officer who helps to create opportunities for young people and their families to participate in physical activities through the medium of Welsh. These opportunities include after-school clubs, community clubs and one off events. To aid the development of coaches, sports courses are delivered throughout the year. In addition, the Urdd provides a year-long apprenticeship every September for one person aged 18 to 24. The apprentice works with the officer whilst also completing an NVQ in Activity Leadership.

These various activities provide opportunities for children and young people within Caerphilly to use the Welsh language outside of education and within their communities.

### **Cymraeg i Blant/Cymraeg for Kids**

The Cymraeg i Blant/Cymraeg for Kids scheme is run by Mudiad Meithrin and its main aim is to increase the number of nursery age children who are able to speak Welsh.

It provides information, advice and support for new parents on the benefits of being bilingual and the importance of introducing Welsh at home as early as possible, and it also provides local information about Welsh-medium childcare and education.

A local Cymraeg for Kids officer runs weekly baby massage, baby yoga, and rhymetime and sign sessions through the medium of Welsh for parents and babies across Caerphilly county borough. There are also online courses such as Me and My Baby, targeted at pregnant mothers and their partners, and Practice your Welsh sessions to increase the confidence of new Welsh speakers or parents who have not used the Welsh language since their school days.

The officer works closely with local Midwifery and Health Visitor teams to ensure that they are aware of the bilingual journey available to parents and can signpost parents to Cymraeg for Kids, Ti a Fi and Cylchoedd Meithrin groups.

### **Welsh Language Forum**

Menter Iaith Caerffili coordinates and leads a Forum of organisations and individuals who work through the medium of Welsh or bilingually. The Forum aims to provide an opportunity to work in partnership, share good practice and to develop a strong local voice on behalf of the Welsh language. The Forum meets quarterly and a range of topics and issues are discussed during meetings including the importance of services for children and young people. It is hoped that the Forum will continue to develop and provide an opportunity to convey a strong and influential voice in support for the Welsh language locally in addition to working on a strategic level to support the delivery of this strategy.

### **Coleg y Cymoedd**

Coleg y Cymoedd is a further education college with four campuses. One of these campuses is located in Caerphilly county borough (in Ystrad Mynach). Over 10,000 learners study at Coleg y Cymoedd each year. The College offers a wide range of full-time and part-time courses from Entry to Degree level in over 15 curriculum areas. As a college based in Wales, Coleg y Cymoedd believes it is important to celebrate our proud heritage and to be proactive in helping its learners to use their Welsh language skills – whether they are fluent Welsh speakers or have just a little knowledge of the Welsh language.

Under the Welsh Language (Wales) Measure 2011, Coleg y Cymoedd has a legal obligation to provide Welsh language services. The College promotes the fact that students have a right to access services and support through the medium of Welsh and encourages students to take advantage of these rights during their time at the College.

Coleg y Cymoedd's Welsh Language Strategic Plan 2018-2021 informs its Welsh language activities. In line with this Strategic Plan, it offers a Welsh-medium GCSE Mathematics resit class; bilingual Welsh Baccalaureate groups at AS-Level and A-Level through the A-Level Centre; A-Level and AS-Level qualification in Welsh (Second language); 'Cymraeg Gwaith' Welsh language customer care units across all occupational areas. These are available for both Welsh speakers and non-Welsh speakers. We also work closely with Coleg Cymraeg

Cenedlaethol to increase our Welsh-medium and bilingual provision in Welsh Government priority areas. The College aims to develop its offer over the coming years.

College staff are also offered the opportunity to develop and maintain their Welsh language skills in line with the College's Language Skills Strategy. The College co-operates with ColegauCymru; the National Centre for Learning Welsh and Coleg Cymraeg Cenedlaethol to provide opportunities for staff to learn Welsh and there are internal networks to encourage staff to converse and to practice their Welsh and to apply their skills in their work.

In relation to this Strategic Plan, the College is committed to supporting students outside the classroom in retaining and developing their Welsh language skills. There are opportunities for Welsh learners to use and develop their language skills informally by attending a Welsh-medium activity club, 'Clwb Dreigiau'r Cymoedd', and there are opportunities for those who wish to learn to speak some basic Welsh to attend online 'Dragon Bites' sessions. Welsh speakers also have the opportunity to be employed as Coleg Cymraeg Cenedlaethol Ambassadors. The College offers a full calendar of events celebrating Wales and the Welsh language throughout the year.

Coleg y Cymoedd is keen to continue its co-operation with partners such as the Caerphilly county Welsh Language Forum; Menter Iaith Caerffili; the county's Welsh schools; the Urdd; Coleg Cymraeg Cenedlaethol; the National Centre for Learning Welsh; and the Welsh Language Commissioner; with the aim of continuing to maintain and develop its Welsh language provision and services for the future.

### **Coleg Gwent**

The five local authorities in the College's catchment area are among those with the fewest Welsh speakers in Wales. According to the 2011 Census, 11% of the population of Caerphilly could speak Welsh, and the percentages were 10% in Torfaen, 9% in Newport, 8% in Blaenau Gwent and 10% in Monmouthshire. Against this backdrop of low levels of Welsh speakers, the College seeks to develop its Welsh language provision.

In September 2020, 79 (6.8%) of Coleg Gwent staff felt they had advanced or fluent Welsh language skills (figures include Welsh for Adults staff). All new staff are asked to assess their Welsh language skills and all staff are offered free Welsh for Adults courses during working hours. Increasingly, the college appoints new staff on the basis that they can commit to the Cymraeg Gwaith programme within 6 weeks of commencing their employment.

Data from registration forms for 2020/21 show that 312 learners considered themselves to be Welsh speakers and/or they had attended a Welsh-medium school. Only 0.4% of learners indicated that Welsh was their preferred language for correspondence. The number of learners from Welsh-medium secondary schools will be measured and the number going on to study Welsh-medium courses will be recorded as part of a survey to improve our understanding of the level of Welsh language skills among learners.

Coleg Gwent's Bilingualism Strategy (2019-2024) is a meaningful and integrated response that describes how Coleg Gwent will respond to its responsibilities as set out in the Welsh Government's Welsh-medium Education Strategy, ColegauCymru's Normalising Bilingualism: A Strategy for Further Education 2016-2021, and the Welsh Government's strategy Cymraeg 2050: A million Welsh speakers.

The Estyn Inspection Framework will continue to focus on bilingualism. Estyn is committed to the view that learners should be entitled to vocational opportunities through the medium of Welsh at the age of 16 and will pay close attention to Welsh-medium learning opportunities and progress rates in terms of the Welsh language. There is also an expectation that all learners, regardless of their ability to speak Welsh, will experience the incorporation of elements of Welsh culture and the Welsh language in their programmes of study.

Coleg Gwent has been operating under the Welsh Language Standards since 1 April 2018. The purpose of the Welsh Language Standards is to:

- ensure clarity for organisations in relation to the Welsh language
- ensure clarity for Welsh speakers as to what services they can expect to receive in Welsh
- ensure greater consistency in Welsh language services and the improvement of quality for users

The Welsh Language Standards are a comprehensive set of regulations that cover everything we do and the services we offer to the public, with the aim of ensuring that the Welsh language is not treated less favourably than the English language. The College is committed to complying fully with the Welsh Language Standards and ensuring that bilingualism is one of its top priorities.

### **Vision:**

Coleg Gwent will continue to be a full and proactive partner in designing and delivering a post-14 education and training system that provides learners with appropriate opportunities to study and learn in their preferred language, thereby preparing them for work and life in a bilingual country.

### **Strategic Aims:**

The Strategic Aims of this strategy are informed by those set out in the Welsh Government's Welsh-medium Education Strategy, ColegauCymru's Normalising Bilingualism: A Strategy for Further Education 2016-2021, the Welsh Language Standards and the Welsh Government's strategy Cymraeg 2050: A million Welsh speakers.

The strategic aims are as follows:

1. Focus on the priority areas identified by the Welsh Government for the development of bilingual provision and contribute to the Welsh in Education Strategic Plans of all local authorities served by the College.
2. Contribute to the Welsh Government's goal of a million Welsh speakers by 2050: working with schools, other providers and employers.
3. Increase the number of Welsh-medium learning opportunities as part of the 14-19 Learning Pathways.
4. Continue to support and respond to the learning requirements of our bilingual learners and increase opportunities for all learners to improve or develop their Welsh language skills.
5. Ensure linguistic continuity from statutory education to post-16 and post-18 courses/options for HE courses that maintain and reinforce linguistic skills in Welsh; enable learners to access provision that best suits their needs.
6. Recruit Welsh speaking staff, especially in priority occupational areas and areas where there are significant numbers of Welsh speaking learners.
7. Deliver a staff development programme; incorporate the Welsh dimension and Welsh language skills.

8. Continue to embed the Welsh language and bilingualism in the College's infrastructure and policies.

The process of achieving these strategic aims will be augmented and monitored by the College's Welsh Language Steering Group.

### **Mudiad Meithrin**

Mudiad Meithrin is a voluntary organisation and the leading provider of Welsh-medium early years care and education in the voluntary sector in Wales. Our aim is to give every child in Wales the opportunity to benefit from early years care and education experiences through the medium of Welsh. We employ 200 staff nationally and 1,500 staff work in Cylchoedd Meithrin across Wales. In Caerphilly, Mudiad Meithrin has 10 Cylchoedd Meithrin and 2 Cylchoedd Ti a Fi (Welsh-medium groups for parents and young children). A new Cylch Meithrin under the Set Up and Succeed scheme opens in January 2022. Mudiad Meithrin believes that the ability to speak Welsh is an advantage for all children and that transferring from our groups to Welsh-medium schools is key. The cylchoedd in Caerphilly receive practical guidance and advice for their staff, volunteers and parents from our dedicated Support Officers. Mudiad Meithrin works closely with the Welsh Government and in partnership with the local authority and other stakeholders including Menter Iaith Caerffili.

The Croesi'r Bont language immersion method is used to introduce the Welsh language to young children attending our Cylchoedd Meithrin. All play activities are conducted in Welsh, encouraging children to communicate with adults and their peers in this medium. Within this environment, children are able to develop their language skills through a well-rounded curriculum that includes opportunities for free and structured play, alongside an immersive language scheme.

Mudiad Meithrin's Clwb Cwtsh scheme offers a free Welsh language taster course aimed at new learners, and it focuses on children's language in the home.  
[clwbcwtsh@meithrin.cymru](mailto:clwbcwtsh@meithrin.cymru).

Mudiad Meithrin also delivers the Cam wrth Gam scheme, providing childcare courses through the medium of Welsh. In addition, Mudiad Meithrin offers Apprenticeships, jointly with Urdd Gobaith Cymru, enabling individuals to gain a Level 3 qualification in Child Care, Learning and Development.

### **Dysgu Cymraeg Gwent**

*Dysgu Cymraeg Gwent* works across Caerphilly county borough providing Welsh for Adults classes.

### **Strategic Themes**

**Work by *Dysgu Cymraeg Gwent* to increase the number of Welsh speakers:**

- Transferring the language within the family
- Early years
- Statutory education
- Post-compulsory education
- The education workforce

**Work by *Dysgu Cymraeg Gwent* to increase use of the Welsh language:**

- The workforce
- Services
- Social use of the Welsh language

How does work by *Dysgu Cymraeg Gwent* support these strategic themes?

**Attract – open doors to learning the Welsh language:**

- Marketing and promotion
- Strategic partnerships
- Meeting learners' needs

**Learn – the provision of excellent services for Learning Welsh:**

- Development of resources and provision
- Workforce development
- Learning opportunities for all

**Use – help learners to use the language:**

- At home
- In the community
- In the workplace

*Dysgu Cymraeg Gwent* specialise in intensive courses – 4 hours (3 hours within the class and 1 hour completing activities through the internet to reinforce class learning). A further intensive course is offered – 9 hours a week to those who wish to learn Welsh quickly.

In addition to the regular classes provided by *Dysgu Cymraeg Gwent*, a number of informal learning activities are provided which offer opportunities for learners of all levels to use and practice their Welsh in a social situation outside the classroom. This is an increasing development which is essential to those learning Welsh. *Dysgu Cymraeg Gwent* work closely with Menter Iaith Caerffili to ensure that the learners within Caerphilly county borough are able to access opportunities to practice the Welsh they have learnt within the class and use their Welsh with other speakers.

**Aneurin Bevan University Health Board**

The Health Board was established on 1 October 2009 and covers the areas of Blaenau Gwent, Caerphilly, Monmouthshire, Newport, Torfaen and South Powys.

The Health Board employs over 14,000 staff, two-thirds of whom are directly involved in patient care. There are more than 250 consultants in a total of over 1,000 hospital and general practice doctors, and 6,000 nurses, midwives, allied professionals and community workers.

Under the Welsh Language Act 1993, the NHS in Wales has a statutory duty to provide its services to the public in both Welsh and English in accordance with the requirements placed on the Health Board under the Welsh Language Standards, Section 26 of the Welsh Language (Wales) Measure 2011.

The Health Board's Welsh Language Unit includes staff working at strategic, managerial and practical levels in the fields of policy, training and language development.

We are working towards offering services in the patient's preferred language wherever possible, without any need for the patient to make a specific request. This is called making an 'active offer' of provision in Welsh and is a key part of the Welsh Government's Strategic Framework: More than Just Words.

### **Gwent Police**

Heddlu Gwent Police serves an area of 600 square miles, including approximately 182,000 people in the local authority area of Caerphilly.

The Chief Constable has three strategic objectives for Welsh between 2021 and 2024:

- to improve the range of Welsh language services we currently offer to make it easier for members of the public to receive a service in Welsh
- to increase the number of Welsh speakers and learners we employ to reflect the percentage of Welsh speakers in the communities we serve in the Gwent area
- to use the information we obtain from monitoring and other sources to help us to identify areas where we can improve the quality of our Welsh language services and the Welsh language skills of our officers and staff.

Heddlu Gwent Police works in partnership with Caerphilly County Borough Council in order to improve the availability and use of Welsh language services in the area, e.g. through engaging with the area's Welsh medium schools in Welsh and raising awareness amongst young people of the value of Welsh language skills in policing work.

## **6. How the Action Plan was developed**

The action plan was developed in two distinct stages:

**Stage 1** – informal engagement with stakeholders to review the draft actions and suggest amendments

**Stage 2** – a formal consultation to seek the views of residents, elected members, staff and other stakeholders in relation to the draft actions.

To view the full Engagement Report, associated annexes and the Welsh Language Profile for Caerphilly county borough, please see:

**ANNEXE A – Engagement Report WL Strategy 2022-2027**

**ANNEXE B – Menter Iaith Caerffili - Welsh Language Profile Of Caerphilly County Borough 2021**



## 7. Monitoring the Strategy

The Strategy will be monitored in line with Standard 146.

### **Standard 146**

*Five years after publishing a strategy in accordance with standard 145 you must –*

- (a) assess to what extent you have followed that strategy and have reached the target set by it, and*
- (b) publish that assessment on your website, ensuring that it contains the following information –*
  - (i) the number of Welsh speakers in your area, and the age of those speakers;*
  - (ii) a list of the activities that you have arranged or funded during the previous 5 years in order to promote the use of the Welsh language.*

The delivery of the actions within the Strategy's Action Plan will be monitored by Caerphilly Welsh Language Forum at every meeting. Where relevant, partners will collaborate to ensure the actions are delivered. A report will be published at the end of the Strategy in line with Standard 146 above.

## 8. Action Plan

### Strategic Area 1 – The Family

#### Vision

More Welsh spoken at home.

#### Outcome

Increase in the number of families where the Welsh language is spoken with and among children.

#### Indicators

- % of children in primary school reception classes who are learning Welsh.
- Number of events run by the council and partner organisations for the family, where Welsh can be used as part of a family activity.

#### Links to Strategy

- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Welsh in Education Strategic Plan
- More than Just Words Strategy
- Caerphilly Council's Strategic Equality Plan 2020-2024

#### Strategic Priorities

- Extend regular informal opportunities for parents to develop their Welsh Language Skills so as to assist their children.
- Create a consistent message across the sector, in order to promote the benefits of transferring the Welsh language within the family, allowing children to acquire the Welsh language.
- Raise awareness about the importance and availability of providing Welsh medium activities for families.

#### Partner Organisations

- |                                   |                                 |
|-----------------------------------|---------------------------------|
| 1. All CCBC Schools               | 15. Education Service           |
| 2. All CCBC Service Areas         | 16. Gwernt Police               |
| 3. Aneurin Bevan U Health Board   | 17. Gwent Welsh for Adults      |
| 4. Caerphilly Business Club       | 18. Helo Blod                   |
| 5. Caerphilly Youth Service       | 19. Leisure and Parks Services  |
| 6. Careers Wales                  | 20. Menter Iaith Caerffili      |
| 7. Coleg Cymraeg Cenedlaethol     | 21. Mudiad Meithrin             |
| 8. Coleg Gwent                    | 22. Parent Network              |
| 9. Coleg y Cymoedd                | 23. Public Services Board       |
| 10. Councillors                   | 24. Supporting People           |
| 11. Cymraeg i Blant               | 25. Town and Community Councils |
| 12. Destination Services          | 26. University of South Wales   |
| 13. Early Years                   | 27. Voluntary Sector - GAVO     |
| 14. Education Achievement Service | 28. Yr Urdd                     |

Action		Partners	Status
1.1 (2.2 & 2.7)	Develop a webpage on the council's website with links to all partner organisations, DEWIS and all the available resources.	1-28	1-2 years
1.2	Ensure every opportunity is taken to ensure language preference when communicating	1-28	1-2 years
1.3	Review, update and promote the 'Becoming Bilingual' booklet and make it available in alternative formats including video clips, podcasts, promote in Newslines etc. Develop in line with actions in the Welsh in Education Strategic Plan.	1-28	2-3 years
1.4	Work in partnership with organisations such as the Welsh in Education Forum, ABUHB and the Registration Service to promote the Becoming Bilingual booklet to new parents in an (digital) information pack.	2, 3, 11, 13, 14, 15, 20, 21, 22, 28	2-3 years
1.5	Newslines to include a Welsh medium service article in every edition promoting the Welsh medium activities and services available locally.	1-28	1-2 years
1.6	Regional partnership with council's and Welsh in Education Forums working together to plan Welsh medium activities and promote Welsh medium education.	1-28	3-5 years
1.7 (2.8, 2.9, 2.12, 2.13, 3.8)	Link in with Language Champions and Ambassadors across partner organisations to ensure a consistent message regarding Welsh medium education across the board and to promote Welsh medium activities.	1-28	2-3 years
1.8 (2.10)	Help and support schools to meet the requirements of the 'Siarter Iaith' and 'Cymraeg Campus' schemes, especially using Welsh outside of school. Link with the delivery of the Welsh in Education Strategic Plan and the 'Siarter Iaith' and 'Cymraeg Campus' school leaders.	1-28	3-5 years
1.9	Improve communication between the council and partner organisations of the work and activities that are taking place locally and share widely.	1-28	1-2 years
1.10 (3.7)	Promote Welsh medium education and Welsh language activities with people from protected groups, such as ethnic minority communities and disability. Promote Welsh courses for refugees.	1-28	1-2 years

## Strategic Area 2 – Children and Young People

### Vision

Children and Young People use Welsh outside of education settings and understand its value as a skill in future life. Children and Young People have better access to social events and services in Welsh.

### Outcome

Children and young people increasingly speak Welsh as part of their everyday routine, improve potential career prospects and realise the value of the language.

### Indicators

- % of Year 6 pupils showing an increase in their use of Welsh at the end of their time in primary school.
- % of Year 11 pupils who are studying for five or more qualifications through the medium of Welsh.
- % of 16-19 year olds who are studying courses through the medium of Welsh.
- Number of pupils studying Welsh at A Level
- Attendance numbers of children and young people at Welsh language activities, such as events organised by partner organisations.

### Links to Strategy

- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Welsh in Education Strategic Plan
- More than Just Words Strategy
- Caerphilly Council's Strategic Equality Plan 2020-2024
- Shared Ambitions Strategy 2019-2022

### Strategic Priorities

- Support educators to allow them to promote the extra-curricular activities available through medium of Welsh.
- Work with young people to raise awareness of Welsh as a valuable skills for training and employment.
- Raise awareness amongst staff that come into contact with children and young people of the need to foster positive attitudes towards the Welsh language.
- Increase the number of children accessing Welsh medium education and studying Welsh in secondary school.
- Develop bilingual leadership skills amongst young people to help them develop to become champions of the language within their communities.

### Partner Organisations

- |                                   |                                 |
|-----------------------------------|---------------------------------|
| 1. All CCBC Schools               | 15. Education Service           |
| 2. All CCBC Service Areas         | 16. Gwernt Police               |
| 3. Aneurin Bevan U Health Board   | 17. Gwent Welsh for Adults      |
| 4. Caerphilly Business Club       | 18. Helo Blod                   |
| 5. Caerphilly Youth Service       | 19. Leisure and Parks Services  |
| 6. Careers Wales                  | 20. Menter Iaith Caerffili      |
| 7. Coleg Cymraeg Cenedlaethol     | 21. Mudiad Meithrin             |
| 8. Coleg Gwent                    | 22. Parent Network              |
| 9. Coleg y Cymoedd                | 23. Public Services Board       |
| 10. Councillors                   | 24. Supporting People           |
| 11. Cymraeg i Blant               | 25. Town and Community Councils |
| 12. Destination Services          | 26. University of South Wales   |
| 13. Early Years                   | 27. Voluntary Sector - GAVO     |
| 14. Education Achievement Service | 28. Yr Urdd                     |

Action		Partners	Status
2.1	Audit current Welsh medium opportunities and services for children and young people to identify gaps and areas of demand looking across all partner organisations.	1-28	1-2 years
2.2 (1.1, 2.7)	Promote Welsh language organisations in particular their services for children and young people.	1-28	1-2 years
2.3 (5.12)	Work with partners to run a jobs fair and follow it up with mock interview sessions and raise awareness of job vacancy websites, to include the development of a video positively promoting careers through the medium of Welsh.	1-28	2-3 years
2.4 (2.5, 2.12, 5.8)	Link up with local further education colleges and universities to communicate positive messages to students to consider the Welsh language as part of their courses and within careers.	6, 7, 8, 9, 15, 26	2-3 years
2.5 (2.4, 2.12, 5.8)	Consult and create a campaign to attract young people to be involved in youth work, sport and art activities as leaders, volunteering etc. Work with Youth Service, Sport and Leisure Service, Caerphilly Cares and GAVO etc.	1-28	2-3 years
2.6	Develop Welsh language awareness training, especially for staff working with children and young people, including a resource pack to support provisions to promote language and local heritage e.g. Youth Forum, youth clubs, libraries etc	1-28	2-3 years
2.7 (1.1, 2.2)	Develop a webpage on the council's website with links to all the partner organisations and DEWIS and all the available resources.	1-28	1-2 years
2.8 (1.7, 2.9, 2.12, 2.13, 3.8)	Work regionally to develop a book and digital stories which can be used as resources to positively promote Welsh medium education.	1-28	2-3 years
2.9 (1.7, 2.8, 2.12, 2.13, 3.8)	Link in with Language Champions and Ambassadors across partner organisations to ensure a consistent message regarding Welsh medium education across the board and to promote Welsh medium activities.	1-28	1-2 years
2.10 (1.8)	Help and support schools to meet the requirements of the 'Siarter Iaith' and 'Cymraeg Campus' schemes especially using Welsh outside of school. Link with the delivery of the Welsh in Education Strategic Plan and the 'Siarter Iaith' and 'Cymraeg Campus' school leaders.	1-28	1-2 years
2.11	Ensure teachers from the primary and secondary schools are represented on the Welsh Language Forum and the Welsh in Education Forum.	1, 13, 20,	1-2 years
2.12 (1.7, 2.8, 2.9, 2.13, 3.8)	Work regionally to develop different methods of communicating information to young people, including podcasts, video clips, social media etc. to promote key positive messages, especially for school years 5, 6, 7, 8, 9, 10, 11 and further education.	1-28	1-2 years
2.13 (1.7, 2.8, 2.9, 2.12, 3.8, 5.8)	Work regionally to develop case studies to be used to promote careers and opportunities through the medium of Welsh, including ones for non-Welsh speaking parents who have put their children in Welsh medium education.	1-28	1-2 years

## Strategic Area 3 – Communities

### Vision

Community groups and businesses increase and support the use of Welsh within their localities.

### Outcome

Support community groups and businesses and help them to increase the use of the Welsh language within their communities.

### Indicators

- The number of Welsh language activities which are arranged and held within communities across the county borough.
- The number of people who attend those Welsh medium events.

### Links to Strategy

- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Welsh in Education Strategic Plan
- More than Just Words Strategy
- Caerphilly Council's Strategic Equality Plan 2020-2024
- Shared Ambitions Strategy 2019-2022

### Strategic Priorities

- Support existing Welsh language community activities and share good practise.
- Support community groups to mainstream the use of the Welsh language and offer learners the opportunity to practice it.
- Provide specific support to community initiatives in order to enable them to realise their plans to promote the Welsh Language.
- Empower residents and young people to access services in Welsh when the service is available.

### Partner Organisations

- |                                   |                                 |
|-----------------------------------|---------------------------------|
| 1. All CCBC Schools               | 15. Education Service           |
| 2. All CCBC Service Areas         | 16. Gwernt Police               |
| 3. Aneurin Bevan U Health Board   | 17. Gwent Welsh for Adults      |
| 4. Caerphilly Business Club       | 18. Helo Blod                   |
| 5. Caerphilly Youth Service       | 19. Leisure and Parks Services  |
| 6. Careers Wales                  | 20. Menter Iaith Caerffili      |
| 7. Coleg Cymraeg Cenedlaethol     | 21. Mudiad Meithrin             |
| 8. Coleg Gwent                    | 22. Parent Network              |
| 9. Coleg y Cymoedd                | 23. Public Services Board       |
| 10. Councillors                   | 24. Supporting People           |
| 11. Cymraeg i Blant               | 25. Town and Community Councils |
| 12. Destination Services          | 26. University of South Wales   |
| 13. Early Years                   | 27. Voluntary Sector - GAVO     |
| 14. Education Achievement Service | 28. Yr Urdd                     |

Action		Partners	Status
3.1 (3.2, 4.1, 4.6, 4.9, 5.1)	Promote the availability of bilingual services by ensuring Welsh speakers and learners within service areas and across partner organisations wear appropriate lanyards and or badges showing their skill and to encourage the public to speak Welsh when accessing services.	1-28	1-2 years
3.2 (3.1, 4.1, 4.6, 4.9, 5.1)	Encourage and support local businesses to use more Welsh when delivering services, including the distribution and promotion of displaying the Iaith Gwaith signage, badges or lanyards to encourage Welsh speakers and learners to actively access services through the Welsh language.	1-28	1-2 years
3.3 (4.11)	Create a resource and App that lists all the businesses and services available locally through the medium of Welsh in order to highlight opportunities to use the language across community life, including council services.	1-28	2-3 years
3.4	The council and partner organisations to support and promote the development of Ffiliffest, Menter Iaith Caerffili's annual festival which celebrates the Welsh language and local heritage.	1-28	1-2 years
3.5 (4.3, 4.4)	Ensure Caerphilly Council's community event programmes include provision of activities through the medium of Welsh and develop opportunities where there are gaps.	1-28	1-2 years
3.6	Develop Bilingual Friendly Communities – link in with local schools, libraries, businesses and Helo Blod.	1-28	3-5 years
3.7 (1.10)	Promote Welsh medium education and Welsh language activities with people from protected groups, such as ethnic minority communities and disability. Promote Welsh courses for refugees.	1-28	1-2 years
3.8 (1.7, 2.9, 2.12, 2.13)	Work regionally to raise parent's awareness of opportunities to learn Welsh and partner organisations to support their progress with opportunities to use Welsh every day. Develop a 'Freshers' Event and information pack for parents sending their children to Welsh school for the first time.	1-28	1-2 years
3.9	Work on a regional basis to actively raise awareness of the general public of the Welsh language, including why we are doing so, the rights of Welsh speakers to receive goods and services through then medium of Welsh, and live their daily life through the medium of Welsh.	1-28	1-2 years
3.10	Work with Caerphilly Business Club to raise local businesses' awareness of opportunities and resources available for them to provide a Welsh language service.	2, 3, 4, 7, 8, 9, 18, 20, 26, 28	1-2 years
3.11	The Council, its commissioned services and relevant partner organisations to promote the use of the active offer.	2, 3, 5, 12, 13, 15, 19, 24	1-2 years

## Strategic Area 4 – Welsh Language Services

### Vision

Promote and improve availability of Welsh medium services in Caerphilly county borough.

### Outcome

- More Welsh medium services available to the public.
- More use made of the services that are available through the Welsh language.
- Welsh language support groups are included in directories of community and voluntary groups.
- The Welsh language is integrated into impact assessments and collaboration arrangements.

### Indicators

- The number of Welsh language activities which are arranged and held within communities across the county borough.
- The number of people who attend those Welsh medium events.
- The number of staff able to provide Welsh language services to the public in accordance with Standards 127 and 151.
- The number and outcome of complaints received regarding the availability of Welsh language services in accordance with Standard 147.

### Links to Strategy

- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Welsh in Education Strategic Plan
- More than Just Words Strategy
- Caerphilly Council's Strategic Equality Plan 2020-2024
- Shared Ambitions Strategy 2019-2022

### Strategic Priorities

- The relevant language standards are being operated.
- Senior council managers show a strong commitment to the Welsh language and understand their skills gaps.
- Welsh is used in collaboration arrangements, and 3<sup>rd</sup> party contract and commissioning documents.
- Welsh language classes made available to council staff and partner organisations.

### Partner Organisations

- |                                   |                                 |
|-----------------------------------|---------------------------------|
| 1. All CCBC Schools               | 15. Education Service           |
| 2. All CCBC Service Areas         | 16. Gwernt Police               |
| 3. Aneurin Bevan U Health Board   | 17. Gwent Welsh for Adults      |
| 4. Caerphilly Business Club       | 18. Helo Blod                   |
| 5. Caerphilly Youth Service       | 19. Leisure and Parks Services  |
| 6. Careers Wales                  | 20. Menter Iaith Caerffili      |
| 7. Coleg Cymraeg Cenedlaethol     | 21. Mudiad Meithrin             |
| 8. Coleg Gwent                    | 22. Parent Network              |
| 9. Coleg y Cymoedd                | 23. Public Services Board       |
| 10. Councillors                   | 24. Supporting People           |
| 11. Cymraeg i Blant               | 25. Town and Community Councils |
| 12. Destination Services          | 26. University of South Wales   |
| 13. Early Years                   | 27. Voluntary Sector - GAVO     |
| 14. Education Achievement Service | 28. Yr Urdd                     |



Action		Partners	Status
4.1 (3.1, 3.2, 4.6, 4.9, 5.1)	Encourage all council service areas to use the Iaith Gwaith badges and lanyards (Standard 68) so that service users know there is a Welsh language service available.	1-28	1-2 years
4.2	Improve provision of services following feedback or complaints received.	2	2-3 years
4.3 (3.5 & 4.4)	The council to map all funding received from Welsh Government and external partners to deliver activities (Holiday Hunger Club, Summer of Fun etc.) and map provision through the medium of Welsh.	2, 5, 12, 13, 19,	1-2 years
4.4 (3.5 & 4.3)	When planning provision of activities, consideration must be given to provision of activities through the medium of Welsh and working in partnership where required.	1-28	1-2 years
4.5	All council service areas to log/record details when a member of the public indicates that they wish for all their telephone calls to be conducted through the medium of Welsh (Standard 21).	2	1-2 years
4.6 (3.1, 3.2, 4.1, 4.9, 5.1)	Raise awareness of Welsh Language services in order to meet the requirements of a positive offer and raise awareness of the ability to contact the local authority in Welsh by telephone, face to face or via written communication.	1-28	1-2 years
4.7	Improve regional partnership working between council service areas and partner organisations to deliver bilingual services.	1-28	1-2 years
4.8	Partner organisations and the council to work together to promote the value of the Welsh language.	1-28	1-2 years
4.9 (3.1, 3.2, 4.1, 4.6, 5.1)	Encourage businesses and the voluntary sector to use the Iaith Gwaith badges and lanyards and to develop a bilingual image.	1-28	1-2 years
4.10	Work regionally to develop a joint campaign raising awareness of all partner organisations' existing Welsh language services e.g. phone lines, self-service machines etc.	1-28	1-2 years
4.11 (3.3)	Create a resource and App that lists all the businesses and services available locally through the medium of Welsh in order to highlight opportunities to use the language across community life, including council services.	1-28	2-3 years
4.12 (5.9)	The council and partner organisations to undertake a linguistic skills audit of their staff to understand what capacity there is using the ALTE levels. Opportunities to work in partnership should any gaps be identified.	1-28	2-3 years
4.13	Embed actions within the Council's Corporate Performance Assessment (CPA) and Directorate Performance Assessments (DPAs).	2	1-2 years

## Strategic Area 5 – The Workplace

### Vision

Increase Opportunities for people to use the Welsh Language in the workplace.

### Outcome

An increasing number/percentage of the workforce uses the Welsh language in the workplace.

### Indicators

- The number of staff employed by partner organisations who use the Welsh language in the workplace.
- The number of staff learning Welsh.

### Links to Strategy

- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Welsh in Education Strategic Plan
- Caerphilly Council's Strategic Equality Plan 2020-2024

### Strategic Priorities

- Increase Welsh language skills and awareness amongst local managers.
- Increase knowledge about the linguistic skills of staff who work within the council and partner organisations.
- Increase recognition that the Welsh language is a valuable skill in the workplace.
- Increase awareness of the importance of the Welsh language as a skill when recruiting, amongst those who are responsible for jobs and employment.
- Enable and support fluent staff and staff who are learning to use the Welsh language in the workplace.

### Partner Organisations

- |                                   |                                 |
|-----------------------------------|---------------------------------|
| 1. All CCBC Schools               | 15. Education Service           |
| 2. All CCBC Service Areas         | 16. Gwernt Police               |
| 3. Aneurin Bevan U Health Board   | 17. Gwent Welsh for Adults      |
| 4. Caerphilly Business Club       | 18. Helo Blod                   |
| 5. Caerphilly Youth Service       | 19. Leisure and Parks Services  |
| 6. Careers Wales                  | 20. Menter Iaith Caerffili      |
| 7. Coleg Cymraeg Cenedlaethol     | 21. Mudiad Meithrin             |
| 8. Coleg Gwent                    | 22. Parent Network              |
| 9. Coleg y Cymoedd                | 23. Public Services Board       |
| 10. Councillors                   | 24. Supporting People           |
| 11. Cymraeg i Blant               | 25. Town and Community Councils |
| 12. Destination Services          | 26. University of South Wales   |
| 13. Early Years                   | 27. Voluntary Sector - GAVO     |
| 14. Education Achievement Service | 28. Yr Urdd                     |

Action		Partners	Status
5.1 (3.1, 3.2, 4.6, 4.9, 5.1)	Support and encourage the council's Welsh speaking staff and learners to use their skills in the workplace. Develop a Welsh language staff group to support this, working in partnership.	2	1-2 years
5.2	Ensure there are Welsh language categories in the council's Staff Recognition Scheme.	2	1-2 years
5.3	Work to change the internal culture and acceptance of the Welsh language in delivering services. Support with awareness raising and training opportunities.	2	1-2 years
5.4	Establish promoting Welsh as a recognised objective for managers so that they are able to provide evidence of work undertaken to increase Welsh speaking staff and promote Welsh medium services.	2	1-2 years
5.5	Ensure appropriate Welsh language training is available to staff to learn Welsh from basic to advanced/proficient. Target front-line services.	1-28	1-2 years
5.6	Ensure the Welsh language is considered and included as part of any induction process for new starters.	1-28	1-2 years
5.7	Develop a Linguistic Skills Strategy to support the council's commitment to the Welsh language and the implementation of the Welsh Language Standards.	2	2-3 years
5.8 (2.4, 2.5, 2.13)	Promote the opportunities to follow a career through the medium of Welsh as a partnership of organisations.	1-28	1-2 years
5.9 (4.12)	The council and partner organisations to undertake a linguistic skills audit of their staff to understand what capacity there is using the ALTE levels. Opportunities to work in partnership should any gaps be identified.	1-28	1-2 years
5.10	Partner organisations to monitor how many Welsh Essential posts they have, the nature of the posts and how they are currently filled.	1-28	1-2 years
5.11	Partner organisations to monitor how many of them currently provide Welsh Language Awareness Training to staff and how that training is provided.	1-28	1-2 years
5.12 (2.3)	Using the data collated from actions 5.10 & 5.11, work with partner organisations to run a jobs fair and follow it up with mock interview sessions and raise awareness of job vacancy websites.	1-28	2-3 years
5.13	Work regionally to develop a good practice guide on how to use Welsh effectively e.g. bilingual greetings at the start of meetings etc.	1-28	1-2 years
5.14	Work regionally to develop opportunities for Welsh speakers and learners to have use their Welsh language skills in an informal setting, such as lunchtime café, coffee mornings etc.	1-28	2-3 years

## Strategic Area 6 – Infrastructure (Policies and Practices)

### Vision

Organisations and services integrate the Welsh language into all policies and activities.

### Outcome

The Welsh language integrated appropriately into strategies, policies and practices of the council and partner organisations.

### Indicators

- % and number of policies that have been impact assessed in line with the requirements of Welsh Language Standards 88-90.

### Links to Strategy

- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Welsh in Education Strategic Plan
- Caerphilly Council's Strategic Equality Plan 2020-2024
- Welsh Government Technical Advice Note 20: Planning and the Welsh Language 2013

### Strategic Priorities

- Ensure that the impact assessment processes consider Welsh language issues in line with Welsh Language Standards 88-90.
- Ensure that the council's policy development practices comply with the relevant Policy Making Standards.
- Ensure that the review of this Strategy is undertaken in 5 years as required by Welsh Language Standard 146.

### Partner Organisations

- |                                   |                                 |
|-----------------------------------|---------------------------------|
| 1. All CCBC Schools               | 15. Education Service           |
| 2. All CCBC Service Areas         | 16. Gwernt Police               |
| 3. Aneurin Bevan U Health Board   | 17. Gwent Welsh for Adults      |
| 4. Caerphilly Business Club       | 18. Helo Blod                   |
| 5. Caerphilly Youth Service       | 19. Leisure and Parks Services  |
| 6. Careers Wales                  | 20. Menter Iaith Caerffili      |
| 7. Coleg Cymraeg Cenedlaethol     | 21. Mudiad Meithrin             |
| 8. Coleg Gwent                    | 22. Parent Network              |
| 9. Coleg y Cymoedd                | 23. Public Services Board       |
| 10. Councillors                   | 24. Supporting People           |
| 11. Cymraeg i Blant               | 25. Town and Community Councils |
| 12. Destination Services          | 26. University of South Wales   |
| 13. Early Years                   | 27. Voluntary Sector - GAVO     |
| 14. Education Achievement Service | 28. Yr Urdd                     |

Action		Partners	Status
6.1	Welsh language to be further embedded in consultation practices/exercises (as an element for consideration in addition to the organisations that are consultees).	2	1-2 years
6.2	Ensure all Integrated Impact Assessments (IIA) consider the impact of a proposal on the Welsh language (IIA Section 7).	2	1-2 years
6.3	Ensure proposals have been developed so that there are positive effects, or increased positive effects on (a) opportunities for persons to use the Welsh language, and b) treating the Welsh language no less favourably than the English language (IIA Section 7a).	2	1-2 years
6.4	Establish Welsh language implications as an integral part of planning developments in terms of housing and education expansion, particularly in terms of Welsh medium school places.	2	1-2 years
6.5	Encourage wider partners to have the Welsh language as an integral part of developing and impact assessing proposed policies and practices.	1-28	1-2 years