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The following reports are Information Items for the Policy and Resources Scrutiny Committee.

- 1 Corporate Services and Miscellaneous Finance 2021/22 Budget Monitoring Report (Period 9).
- 2 2021/22 Capital Expenditure Monitoring Report (Period 9).
- 3 Treasury Management and Capital Financing Prudential Indicators Quarter 3 Monitoring Report (1st April 2021 to 31st December 2021).
- 4 Five Year Welsh Language Strategy 2022-2027.



POLICY AND RESOURCES SCRUTINY COMMITTEE – INFORMATION ITEM

**SUBJECT: CORPORATE SERVICES AND MISCELLANEOUS FINANCE 2021/22
BUDGET MONITORING REPORT (PERIOD 9)**

**REPORT BY: CORPORATE DIRECTOR OF EDUCATION AND CORPORATE
SERVICES**

1. PURPOSE OF REPORT

- 1.1 To inform members of projected revenue expenditure for the Directorate of Corporate Services and Miscellaneous Finance for the 2021/22 financial year.

2. SUMMARY

- 2.1 The report projects the anticipated final outturn for the Directorate of Corporate Services and Miscellaneous Finance based upon expenditure and income trends for the first nine months of the financial year.

3. RECOMMENDATIONS

- 3.1 Members are requested to note the contents of the report.

4. REASONS FOR THE RECOMMENDATIONS

- 4.1 To ensure that Members are informed of the projected financial position for the Directorate of Corporate Services and Miscellaneous Finance.

5. THE REPORT

5.1 Corporate Services

- 5.1.1 The Directorate of Corporate Services is currently forecasting an underspend of £1,314k for the 2021/22 financial year, full details of which are provided in Appendix 1.
- 5.1.2 Members are advised that the projected outturn for Education & Lifelong Learning is a net underspend of £1,337k, consequently overall the projected outturn position for Education and Corporate Services is an underspend of £2,651k.
- 5.1.3 There is an anticipated net underspend on Chief Executive and Director of Education & Corporate Services of £23k after the use of agreed reserves to fund the leadership programme.
- 5.1.4 The anticipated net underspend of £449k in Corporate Finance relates in the main to in-year

vacancies, some of which are in the process of being filled, additional one-off grant income, together with the use of reserves to fund an apprentice post and a Finance Officer (Cashless Catering). It has been agreed via a delegated decision that £45k is earmarked to establish a reserve for a Fixed Term IR35 Officer, this has been factored into the net underspend position.

- 5.1.5 There is an anticipated net underspend of £207k in Digital Services, after taking into account the agreed used of reserves. The underspends will be monitored during the year and may reduce depending on agreed project work. The underspends consist of: -
- A projected overspend of £221k for IT Services which is due in the main to estimated costs of the IT contracts, additional leased Telephone lines, external consultants, agency staff and a reduction in income delays offset by delays in filling vacancies.
 - A projected net underspend of £209k on Procurement which relates in the main to delays in filling vacant posts.
 - An underspend of £220k for Customer First. This is due in the main to vacant posts still to be filled and secondments to the Track and Trace programme.
- 5.1.6 Legal & Governance is projecting a net underspend of £51k after allowing for the following to be ring-fenced and transferred to earmarked reserves: -
- Projected underspend on Members related expenditure of £88k. This is due in the main to underspends on Members' Allowances and associated budgets which is partly offset by increased costs on Members' superannuation costs.
 - Projected overspend of £21k on Electoral Services, due in the main to additional equipment being purchased in preparation for the local elections. The Electoral Services overspends will be funded from the ring-fenced Election reserve.
- 5.1.7 The net underspend of £51k for Legal & Governance is due in the main to reduced income levels offset by staff not reaching the top of their pay scales, some temporary reduced hours and savings associated with working from home. These income levels will be monitored closely during the year. The net underspend is after taking into account the agreed use of reserves for an additional Committee Services Officer.
- 5.1.8 There is a projected net underspend of £164k for People Services mainly consisting of: -
- Human Resources projected net underspend of £89k due in the main to staff being on maternity leave and some temporary reductions in working hours, partially offset by reduced income levels. The net underspend is after taking account of the agreed use of reserves.
 - Health & Safety underspend of £174k due in the main to salary savings arising from delays in recruitment after taking account of the agreed use of reserves for an SLA Support Officer. The underspend is partially offset by reduced internal training income due to Covid-19. There are also small forecast savings on vehicle hire.
 - Occupational Health underspend of £51k due in the main to salary savings due to delays in recruitment. It has been agreed via a delegated decision that the projected £51k underspend is earmarked to establish a reserve to enable additional clinics as Covid restrictions are lifted, this has been factored into the net underspend position.
 - The Communications Unit is projecting a net overspend of £70k, due in the main to reduced levels of internal income arising from Covid-19. Income levels will be closely monitored in year. It is anticipated the lost internal income in this budget has resulted in savings in other service division's printing budgets.
 - CMT Support overspend of £30k due to the addition of a new "Support Officer".
- 5.1.9 There is an anticipated £189k net underspend in Business Improvement Services after taking account of the following: -

- Management – Projected net underspend of £109k due to a vacant Head of Service post, which is partially offset by additional temporary costs for an existing Head of Service to cover duties.
- Projected net underspend of £37k in the Policy Team due to main to a delay in filing a vacant post, various one-off savings on budgets.
- Projected underspend of £32k in the Equalities and Welsh Language Team due in the main to some staff not reaching the top of pay scales in the current year.
- Projected small overspend of £5k in the Performance Management Unit.
- Projected net underspend of £15k in the Transformation Team after taking account of the agreed transfer of reserves.
- The transfer of the Community Empowerment Fund has been agreed, this fund is being managed by Business Improvement Services section.

5.1.10 Although Property Services sits within the Economy & Environment Directorate, budget monitoring has traditionally been considered by the Policy and Resources Scrutiny Committee. For Property Services there is a net projected overspend of £25k, consisting of the following: -

- Management - £31k underspend in the main due to staff on temporary reduced hours offset by the estimated appointment of a new post starting in February 2022.
- Energy - £7k underspend, due to a temporary reduction in hours of a member of staff.
- Estates - £4k overspend due mainly to a reduction in the anticipated level of fee income offset by staff vacancies/reduced hours. The income levels will be monitored closely in-year.
- Non – Operational Properties - £6k underspend mainly due to reduced utility costs being incurred.
- Corporate Facilities – a net £61k overspend mainly due to increased electricity costs for Ty Penallta to comply with the Covid-19 guidance, offset by savings in salaries due to some temporary reductions in hours. The net overspend is after the agreed use of reserves of £80k for Ty Penallta Café.
- Maintenance – Projected £38k underspend due in the main to delays in filling vacant posts and increased fee income.
- Building Consultancy – Projected £43k overspend due in the main to reduced fee income arising from the pausing of the Trinity Fields extension project. The creation of a new Project Manager post is partially offset by delays in filling existing posts.

5.1.11 There is a projected underspend of £256k on Housing Services (excluding HRA) which consists of the following: -

- General Fund Housing is expected to show a £200k underspend at this stage, although there are some offsetting over and underspends contributing to this position. This service area includes a statutory duty for Temporary Accommodation which is demand led and difficult to predict, but trends show an annual increase in the need for this service evidenced by the increase in B&B accommodation over the past few years and in particular placements made during the pandemic. The government embargo on evictions, which ended in June 2021, plus the requirement for landlords to provide an extended 6 months written notice (remaining in place until March 2022) has restricted the normal flow of homeless activity, but activity for Covid related placements still remains high. We therefore anticipate referrals requiring emergency housing to increase.
- The demand for B&B placements as a result of Covid-19 has been significant with on average 70 cases per month, together with accompanying security costs for the relevant establishments. Welsh Government have funded these costs (net of any housing benefits) from the Covid Hardship Grant and have confirmed this funding will remain in place for the remainder of this financial year. However, once this funding has ceased, the funding commitment will fall on the General Fund. In the long term, however, Welsh Government has set out an ambitious Programme for Government with the aim of making our community a better place to live and work, which will be achieved in part, by reforming

homelessness services to focus on prevention and rapid rehousing, which should in theory eradicate the need for B&B placements. Emergency Accommodation will still be required but on a smaller scale and officers are currently undertaking a review with regard what this provision will look like for CCBC in the longer term. In the meantime, the Council are looking to maximise its Caerphilly Keys Private Rented Sector project and recently launched its own website whilst running a heightened media campaign in December in an attempt to attract more landlords to the project, so that the Housing Solutions Team can maximise move on within that sector.

- Supporting People have also confirmed additional funding in year for the Homeless Prevention Officers which has contributed to the underspend.
- Private Sector Housing is expected to show a £56k underspend at this stage. In previous reports there was concern regarding the under recovery of the Agency Income Fee which has historically been generated from the private housing capital programme. This budget relies on its fee income to be able to fund the service. Unfortunately, due to the Covid-19 restrictions, officers were unable to progress with any works, (other than emergencies) and as such have not been able to receive any significant fee income. The reduced activity during the pandemic has created a backlog of work which officers are now trying to manage, together with a significant disruption on staffing levels due to long term sickness.
- Welsh Government have offered up a lost income financial assistance grant as a consequence of Covid-19, and claims made for the lost agency fee were fully successful last financial year and continue to be claimed this financial year. During the year there has been an increase in claims in respect of the Post Asset Management programme which is commissioned from the HRA. This is due to the delay in progressing with this work whilst committing to achieve the WHQS deadline. This financial assistance by WG has supported the budget to remain in a relatively manageable position for this financial year, but officers are reviewing the budget for long term sustainability.

5.2 Miscellaneous Finance

5.2.1 There is an overall projected underspend of £1,108k in Miscellaneous Finance.

5.2.2 There is a projected net underspend of £478k on Capital Financing budgets which is due to the following: -

- £827k underspend on Debt Charges due to delays in borrowing requirements.
- Investment income being £349k less than the budgeted level due to the timing of new medium to long term investments due to Covid-19.

5.2.3 There is a projected overspend of £63k on the Trade Union budget. We are currently still in discussions with Trade Union colleagues to review and update our Facilities Agreement to ensure that equitable support arrangements are in place.

5.2.4 The Counsel Fees budget is projected to be breakeven at present, but this is a volatile budget that will be monitored closely in year.

5.2.5 The remaining projected overspends in Miscellaneous Finance consist of the following: -

- £16k on the Class 1A NI savings, this is due in the main to a reduced take-up of the Tusker GASS car scheme.
- £47k on Bank Charges due to the increased costs of processing “faster payments” and increased transaction fees due to the move to “cashless payments”.
- £13k for the Authority contribution to the Coroner service.

5.2.6 The remaining projected underspends for Miscellaneous Finance consists of the following: -

- Subscriptions - £7k
- Carbon Energy Tax - £247k (scheme ended in 2019-20).

- £12k Community Schemes budget due to the cancellation of events.
- £306k -City Deal debt charges due to delays in the borrowing requirement.
- £272k due to delays in recruitment to Head of Service posts.

5.2.7 It has been agreed to establish the following earmarked reserves: -

- £75k via a delegated decision for a Fixed Term Committee Services Officer, this has been factored into the net underspend position.
- £503k from the CERA budget for various approved projects.

5.2.8 Management of the Community Empowerment Fund has been agreed, this has resulted in the transfer of this budget to Business Improvement Services.

6. ASSUMPTIONS

6.1 The projected outturn position is based on actual income and expenditure details to the end of December 2021.

6.2 Forecasts have been made following discussions with Managers based on current information available.

7. SUMMARY OF INTEGRATED IMPACT ASSESSMENT

7.1 This report is for information only so an IIA is not required.

8. FINANCIAL IMPLICATIONS

8.1 As detailed throughout the report.

9. PERSONNEL IMPLICATIONS

9.1 There are no direct personnel implications arising from this report.

10. CONSULTATIONS

10.1 There are no consultation responses that have not been reflected in this report.

11. STATUTORY POWER.

11.1 Local Government Acts 1972 and 2003 and the Council's Financial Regulations.

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M. Williams, Interim Head of Property
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A. Southcombe, Finance Manager, Corporate Services
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Cllr B. Miles, Vice Chair of P&R Scrutiny

Appendices:

Appendix 1 Corporate Services & Miscellaneous Finance 2021/22 Budget Monitoring Report
(Period 9).

Background Papers:

[Council \(24/02/21\) – Budget Proposals for 2021/22 and Medium-Term Financial Outlook](#)

CORPORATE SERVICES DIRECTORATE	Original Estimate 2021-22	Revised Estimate 2021-22	Anticipated Outturn 2021-22	Anticipated Variance 2021-22
SUMMARY				
CHIEF EXECUTIVE	207,906	207,906	197,051	10,855
DEPUTY CHIEF EXECUTIVE/DIRECTOR CORPORATE SERVICES & EDUCATION	153,816	153,816	191,290	(37,474)
Approved Use of Reserves - Leadership	0	0	(49,501)	49,501
CHIEF EXECUTIVE & DIRECTOR OF EDUCATION & CORPORATE SERVICES	361,722	361,722	338,841	22,881
CORPORATE FINANCE				
Financial services & Internal Audit	1,948,948	1,948,948	1,389,550	559,398
Approved Use of Reserves - Apprentice	(28,490)	(28,490)	(6,791)	(21,699)
Approved Use of Reserves - Finance Officer - Cashless Catering	(32,083)	(32,083)	(28,605)	(3,478)
Approved Use of Reserves	0	0	(12,263)	12,263
Establish an earmarked Reserve for PCI data Security Standard	0	0	52,000	(52,000)
Establish an earmarked Reserve for IR35 Officer - Fixed Term	0	0	45,000	(45,000)
	1,888,375	1,888,375	1,438,891	449,484
DIGITAL SERVICES				
IT Services	4,590,957	4,590,957	5,017,573	(426,616)
Approved Use of Reserves - (£500k Underspend Reserve)	0	0	(63,600)	63,600
Approved Use of Reserves - (£500k IT Transition Reserve)	0	0	0	0
Approved Use of Reserves - (£1.4m Strategy Reserve)	0	0	(132,500)	132,500
Approved Use of Reserves -IT Underspends 2020-21	0	0	(9,085)	9,085
Procurement	1,269,449	1,269,449	1,105,651	163,798
Approved Use of Reserves - Brexit Funding for Information Governance Po	(36,341)	(36,341)	(34,001)	(2,340)
Approved Use of Reserves - Brexit Funding for Procurement Post	(28,490)	(28,490)	(16,832)	(11,658)
Approved Use of Reserves - EdTech	0	0	(25,980)	25,980
Approved Use of Reserves -IT Underspends 2020-21	0	0	(5,263)	5,263
Approved Use of Reserves - Waste Officer	0	0	(27,729)	27,729
Customer First	1,228,649	1,228,649	1,116,874	111,775
Approved Use of Reserves -IT Underspends 2020-21	0	0	(108,225)	108,225
	7,024,224	7,024,224	6,816,882	207,342
LEGAL & GOVERNANCE SUPPORT				
Legal & Democratic Services	1,113,660	1,113,660	1,082,141	31,519
Approved Use of Reserves - Committee Services Officer	0	0	(19,548)	19,548
Members Allowances	1,768,338	1,768,338	1,679,903	88,435
Ringfenced to Earmarked Reserves	0	0	88,435	(88,435)
Electoral Services	342,613	342,613	363,713	(21,100)
Ringfenced to Earmarked Reserves	0	0	(21,100)	21,100
	3,224,611	3,224,611	3,173,544	51,067
PEOPLES SERVICES				
Human Resources	1,549,450	1,549,450	1,511,147	38,303
Approved Use of Reserves - Workforce Development	0	0	(50,629)	50,629
Approved Use of Reserves - Managing Attendance Officer	(32,083)	(32,083)	(32,083)	0
Health & Safety	799,700	799,700	618,391	181,309
Approved Use of Reserves - SLA Support Officer	(39,124)	(39,124)	(31,778)	(7,346)
Occupational Health	218,972	218,972	168,266	50,706
Agreed Ringfencing of Underspend for Additional Clinic's	0	0	50,706	(50,706)
Communications Unit	370,033	370,033	416,456	(46,423)
Proposed Use of Reserves Regrade	(23,395)	(23,395)	0	(23,395)
CMT Support	141,499	141,499	164,474	(22,975)
Proposed Use of Reserves for additional Support Officer for 2 Months	(6,057)	(6,057)	0	(6,057)
	2,978,995	2,978,995	2,814,950	164,045
BUSINESS IMPROVEMENT SERVICES				
Management	131,121	131,121	21,657	109,464
Policy	615,931	615,931	597,577	18,354
Approved Use of Reserves - Fleet Review Officer	(45,495)	(45,495)	(43,415)	(2,080)
Approved Use of Reserves - Asylum Dispersal Officer	0	0	(20,540)	20,540
Community Empowerment Fund	0	328,000	328,000	0
Transformation Team	383,877	383,877	309,462	74,415
Approved Use of Reserves - 4 Project Managers	(181,980)	(181,980)	(112,985)	(68,995)
Approved use of "licence to Innovate" Fund	0	0	(9,636)	9,636
Equalities	409,081	409,081	376,764	32,317
PMU	227,166	227,166	231,975	(4,809)
	1,539,701	1,867,701	1,678,859	188,842
TOTAL CORPORATE SERVICES	17,017,628	17,345,628	16,261,966	1,083,662
PROPERTY SERVICES				
Management	363,633	363,633	332,511	31,122
Energy	144,217	144,217	136,846	7,371
Estates	158,255	158,255	162,152	(3,897)
Non Operational Properties	100,136	100,136	94,092	6,044
Facilities	2,208,921	2,208,921	2,350,506	(141,585)
Approved Use of Reserves - Ty Penallta Café	0	0	(80,104)	80,104

CORPORATE SERVICES & MISCELLANEOUS FINANCE 2021-22 BUDGET MONITORING REPORT (PERIOD 9)

APPENDIX 1

Maintenance	2,145,690	2,145,690	2,107,083	38,607
Building Consultancy	(172,134)	(172,134)	(129,035)	(43,099)
	4,948,718	4,948,718	4,974,052	(25,334)
HOUSING SERVICES				
General Fund Housing	1,353,825	1,323,825	1,124,101	199,724
Private Housing	302,937	362,937	306,914	56,023
	1,656,762	1,686,762	1,431,015	255,747
TOTAL NON- CORPORATE SERVICES	6,605,480	6,635,480	6,405,067	230,413
TOTAL SERVICES	23,623,108	23,981,108	22,667,033	1,314,075

MISCELLANEOUS FINANCE	Original Estimate 2021-22	Revised Estimate 2021-22	Anticipated Outturn 2021-22	Anticipated Variance 2021-22
MISCELLANEOUS FINANCE				
Staff Related Costs				
Pension Contribution - Former Authorities Ongoing	1,155,689	1,125,689	1,125,689	0
Recharge to Education - Former Authorities	(179,629)	(179,629)	(179,629)	0
	976,060	946,060	946,060	0
Statutory Benefit Schemes				
Council Tax RS	16,041,850	16,041,850	15,497,340	544,510
Ringfenced to Earmarked Reserves	0	0	544,510	(544,510)
DHP Rent allowances	34,183	34,183	34,183	0
DHP Rent Rebates	307,649	307,649	307,649	0
DHP Income	(341,832)	(341,832)	(341,832)	0
General Rent Allowances	19,897,202	19,897,202	19,897,202	0
Rent Rebates	25,496,064	25,496,064	25,496,064	0
Rent Allowance War Widow Concessions	25,000	25,000	25,000	0
Housing Benefit Subsidy	(45,393,266)	(45,393,266)	(45,393,266)	0
	16,066,850	16,066,850	16,066,850	0
Levies Upon the Council				
Coroner	289,933	289,933	303,349	(13,416)
Archives	220,603	220,603	220,603	0
Fire Service Authority	9,099,329	9,099,329	9,099,329	0
	9,609,865	9,609,865	9,623,281	(13,416)
Capital Financing				
Debt Charges (Principal Repaid)	2,736,375	2,736,375	2,613,000	123,375
Debt Charges (Interest Payments)	8,453,374	8,453,374	7,749,737	703,637
Debt Charges (Debt Management Exp's)	41,792	41,792	41,792	0
Income from External Investments:	(1,443,333)	(1,443,333)	(1,094,000)	(349,333)
Earmarked for specific funds/balances	812,500	812,500	812,500	0
CERA (Capital Expenditure funded from Revenue Account)	2,867,891	2,867,891	2,364,874	503,017
Establish Earmarked Reserves for approved projects	0	0	503,017	(503,017)
	13,468,599	13,468,599	12,990,920	477,679
Corporate and Democratic Core Costs				
Bank Charges	199,035	199,035	246,000	(46,965)
Income from HRA	(33,477)	(33,477)	(33,477)	0
Income from DLO/DSO	(14,290)	(14,290)	(14,290)	0
External Audit Fees	438,645	438,645	438,645	0
Actuarial Fees	1,846	1,846	1,846	0
Income from HRA	(74,089)	(74,089)	(74,089)	0
Income from DLO/DSO	(31,626)	(31,626)	(31,626)	0
Subscriptions	129,779	129,779	122,911	6,868
	615,823	615,823	655,920	(40,097)
Grants to Voluntary sector				
Assistance to Voluntary sector	188,160	188,160	188,160	0
	188,160	188,160	188,160	0
Private Finance Initiative				
PFI Schools	2,127,887	2,127,887	2,127,887	0
PFI SEW	3,568,084	3,568,084	3,568,084	0
	5,695,971	5,695,971	5,695,971	0
Other				
Free School Meal Grant	309,857	309,857	309,857	0
Counsel Fees	272,096	272,096	272,096	0
Careline	16,290	16,290	16,290	0
Carbon Management Scheme	3,939	3,939	3,939	0
Carbon Energy Tax	246,839	246,839	0	246,839
IT Replacement Strategy	136,121	136,121	136,121	0
PV Panel Maintenance	2,099	2,099	2,099	0
PV Panels Income	(59,018)	(59,018)	(59,018)	0
Risk Management Contribution	(456,511)	(456,511)	(456,511)	0
Class 1A NI	(100,750)	(100,750)	(85,000)	(15,750)
City Deal	443,845	443,845	137,845	306,000
Matched Funding for Community Schemes	15,369	15,369	3,000	12,369
Targeted Rate Relief Scheme	226,878	226,878	226,878	0
Miscellaneous Items	1,813,715	3,010,302	3,010,302	0
Trade Union Facilities	28,684	28,684	91,303	(62,619)
PFI Review	851,944	851,944	851,944	0
Community Empowerment Fund	328,000	0	0	0
Transformation Posts	272,158	272,158	0	272,158
Establish an Earmarked reserve for a Fixed Term Post in Committee Service	0	0	75,000	(75,000)
	4,351,555	5,220,142	4,536,145	683,997
TOTAL MISCELLANEOUS FINANCE	50,972,883	51,811,470	50,703,308	1,108,163
EXPENDITURE TO DIRECTORATE SUMMARY	74,595,991	75,792,578	73,370,340	2,422,238



POLICY AND RESOURCES SCRUTINY COMMITTEE – INFORMATION ITEM

**SUBJECT: 2021/22 CAPITAL EXPENDITURE MONITORING REPORT
(PERIOD 9)**

**REPORT BY: CORPORATE DIRECTOR FOR EDUCATION AND CORPORATE
SERVICES**

1. PURPOSE OF REPORT

1.1 To inform members of the projected capital expenditure for the 2021/22 financial year.

2. SUMMARY

2.1 The report provides details of actual and projected capital expenditure based on information available as at month 9 of the 2021/22 financial year.

3. RECOMMENDATIONS

3.1 Members are asked to note the contents of this report.

4. REASONS FOR THE RECOMMENDATIONS

4.1 To ensure that members are advised of projected spend for the 2021/22 Capital Programme.

5. THE REPORT

5.1 The approved Capital Programme for the 2021/22 financial year totals £44.23m, consisting of £11.35m for the General Fund and £32.89m for the Housing Revenue Account (HRA). Appendix 1 provides details of the 2021/22 approved budget, the 2020/21 slippage carried forward and additional in-year funding for 2021/22 as at period 9.

5.2 Actual expenditure as at period 9 has been reviewed and budget holders have provided updates on anticipated spend for the remainder of the financial year. Schemes totalling £78.1m have been identified that are unlikely to be delivered in 2021/22. Consequently, these schemes will be carried forward as slippage into the 2022/23 financial year. Members will note from the table below that the majority of the slippage relates to Corporate Projects (35%); Education (18%); Private Housing (9%); Social Services (7%); and the HRA programme (21%).

Service Area	Scheme	£'000
Corporate Services	Various Corporate Services	56
Corporate Services	Funding to be allocated	1,601
Corporate Services	Place Shaping Agenda	27,018
Education	Education Capital Maintenance Grant	7,196
Education	21 st Century Schools	4,716
Education	Health and Safety Works	630
Education	Trinity Fields	794
Education	Various Schemes	424
Economy and Environment - Community & Leisure Services	Ty Duffryn Waste Transfer Station	769
Economy and Environment - Community & Leisure Services	Playground Reinstatement (S106)	343
Economy and Environment - Community & Leisure Services	Cemeteries	309
Economy and Environment-Community & Leisure Services	Various Schemes	325
Economy and Environment-Economic Regeneration	Cwm Ifor Solar Farm	455
Economy and Environment-Economic Regeneration	Pentrebane Street Redevelopment	191
Economy and Environment-Economic Regeneration	Various Economic Regeneration Schemes	525
Economy and Environment-Infrastructure	Caerphilly Basin Strategic Highway (S106)	477
Economy and Environment-Infrastructure	Various Historic Highways Liabilities	789
Economy and Environment-Infrastructure	Corporate Maintenance Tips, Mines & Spoils	1,062
Economy and Environment-Infrastructure	Various Infrastructure Schemes	429
Economy and Environment- Public Protection	Kitchen Refurbishments	152
Economy and Environment- Public Protection	Various Public Protection Schemes	116
Private Housing	Disabled Facility Grants	2,082
Private Housing	Home Improvement Loans	1,374
Private Housing	Miscellaneous & Renewal Area	464
Private Housing	Home Repair Grant	2,385
Private Housing	Various Private Housing Schemes	406
Property Services	Demolition Pontllanfraith School	833
Property Services	Penallta House Car Park Extension	20
Property Services	Former Meals On Wheels Pengam	140
Property Services	Other Property Schemes	38
Social Services	New Respite Facility	4,635
Social Services	ICF Grant	980

Social Services	Other Social Services Schemes	199
HRA	HRA	16,155
Total: -		78,088

5.3 Members are asked to note the following reasons for the cause of large capital budgets that are forecasted to slip into 2022/23 financial year:

- The £27.018m within Corporate Services is the balance available on the Council's 'Placeshaping Agenda' capital earmarked reserve.
- £4.716m of the Education slippage is in relation to the 21st Century Schools Band B projects. The first of these projects for a new Primary school at Cwm Gwyddon is currently at the tender award stage.
- £7.196m Education capital maintenance grant is in relation to additional Welsh Government (WG) grant monies that were awarded to the Council late in the financial year. Works have been identified but not undertaken in 2021/22 due to the impact of the works on school operational times and these works are likely to be undertaken in Summer 2022. An additional grant of £3.093m has been received in December 2021 which is included in the above slippage figure.
- £769k held against Ty Duffryn relates to funding that was initially set aside for a potential Waste Transfer Station. However, the capital scheme is no longer progressing and alternative use of this funding is being considered as part of the Waste Transfer Strategy for approval.
- £789k is held in relation to Historic Highways Liabilities and Outstanding Claims.
- £1.062m is held against Corporate Maintenance Tips, Mines & Spoils. A scheme at Fochriw Tip is currently awaiting approval from WG.
- £1.3m slippage in relation to Private Housing is ringfenced to make Home Improvement Loans. £4.5m slippage of Private Housing Grants has been due to the fact that applications to the funds were put on hold in 2020-21 due to Covid-19. These funds are expected to be carried forward to deal with the backlog of applications in 2022-23. Other schemes within Private Housing have also been identified in order to utilise these slippage figures.
- £833k held against the demolition Pontllanfraith School – This budget is currently earmarked in the event of demolition being approved.
- £4.635m has been earmarked to provide a new respite facility.

5.4 The £16.155 m slippage on HRA is due to the delay in progressing the Post Asset Management Strategy (PAMS) programme. The HRA team have been focussed on completing the WHQS work which has taken longer to complete due to Covid-19 restrictions.

6. ASSUMPTIONS

6.1 The details set out in the report are based on actual expenditure between 1st April 2021 and 31st December 2021 and projected expenditure to 31st March 2022.

7. SUMMARY OF INTEGRATED IMPACT ASSESSMENT

7.1 This report is for information purposes, so the Council's Integrated Impact Assessment (IIA) process does not need to be applied.

8. FINANCIAL IMPLICATIONS

8.1 As detailed throughout the report.

9. PERSONNEL IMPLICATIONS

9.1 There are no personnel implications arising from this report.

10. CONSULTATIONS

10.1 There are no consultation responses that have not been reflected in this report.

11. STATUTORY POWER

11.1 Local Government Acts 1972 and 2003.

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Cllr E. Stenner – Cabinet Member for Performance, Economy & Enterprise

Appendices:

Appendix 1 – Period 9 2021/22 Financial Summary

Appendix 1

Capital Monitoring 2021/22 P9

APPENDIX 1

Service Area	B/f Funding	Core Capital Budget 21-22	Additional In Year Funding	Service Transfers	Total Available Capital Budget	Expenditure to 31.12.2021	Projected Expenditure to 31.03.2022	Slippage
Corporate Services-General	1,089	1,821			2,910	46	1,253	1,657
Corporate Services-Placeshaping	30,231	1,503		(4,716)	27,018	-		27,018
Education & Lifelong Learning	7,431	1,422	5,046	5,363	19,262	2,902	5,502	13,760
Community and Leisure Services	1,862	230	975		3,067	896	1,321	1,746
Economic Regeneration	243	128	4,998	110	5,479	3,047	4,308	1,171
Infrastructure	5,444	2,572	2,392		10,408	3,567	7,651	2,757
Public Protection	370	493	822		1,685	904	1,417	268
Property Services	1,414	690	105	(110)	2,099	543	1,068	1,031
Social Services	3,262	340	4,414	(647)	7,369	797	1,555	5,814
Private Housing	5,530	2,150	386		8,066	656	1,355	6,711
General Fund Total	56,876	11,349	19,138	-	87,363	13,358	25,430	61,933
HRA	-	32,885	144		33,029	8,847	16,874	16,155
Total	56,876	44,234	19,282	-	120,392	22,205	42,304	78,088



POLICY AND RESOURCES SCRUTINY COMMITTEE – INFORMATION ITEM

**SUBJECT: TREASURY MANAGEMENT AND CAPITAL FINANCING
PRUDENTIAL INDICATORS QUARTER 3 MONITORING
REPORT (1ST APRIL 2021 TO 31ST DECEMBER 2021)**

**REPORT BY: CORPORATE DIRECTOR FOR EDUCATION AND
CORPORATE SERVICES**

1. PURPOSE OF REPORT

- 1.1 To present Members with details of Treasury Management activities and Capital Financing, together with the related Prudential Indicators for the period 1st April 2021 to 31st December 2021.
- 1.2 To review the Treasury Management Strategy for 2021/22 as set out in the Annual Investment Strategy and Capital Financing Prudential Indicators Report.

2. SUMMARY

- 2.1 The Code of Practice on Treasury Management in the Public Services 2009, which was adopted by the Council on 12th October 2010, sets out a framework of operating procedures, which is encompassed in the Treasury Management Practices (TMPs). TMP6 (Reporting Requirements and Management Information Arrangements) which requires the Authority to approve treasury management semi-annual and annual reports.
- 2.2 Under the provisions of the Local Government Act 2003, The Local Authorities (Capital Finance and Accounting) (Wales) Regulations 2003 [The Capital Regulations], and the CIPFA's "The Prudential Code for Capital Finance in Local Authorities" [the Code], the Authority is obliged to approve and publish a number of indicators relevant to Capital Finance and Treasury Management.
- 2.3 The updated Prudential Code includes a new requirement for local authorities to provide a Capital Strategy, which is to be a summary document approved by full Council covering capital expenditure and financing, treasury management and non-treasury investments. The capital strategy for 2021/22 was submitted to Full Council on the 24th February 2021.
- 2.4 The Authority's Annual Treasury Strategy and Capital Financing Prudential Indicators for 2021/22 were also approved by Council on the 24th February 2021.

3. RECOMMENDATIONS

3.1 Members are asked to note the contents of this report.

4. REASONS FOR THE RECOMMENDATIONS

4.1 Compliance with the CIPFA “Code of Practice for Treasury Management in the Public Services”.

5. THE REPORT

5.1 Treasury Management

5.1.1 Borrowing Activity

The current policy of internal borrowing is not sustainable in the long-term, but where prudent the policy of internal borrowing will be utilised. As at the 31st March 2021 the internal borrowing position was £72m.

The Annual Treasury Management Strategy was approved by Council in February 2021. As part of the strategy approval was given to borrow £37.2m in 2021/22 to part fund the General Fund capital programme if required. A further £52.0m was approved for the HRA to fund the WHQS and Affordable Housing capital programme. The only external borrowing during the reporting period was a further drawdown of £827k from the Salix Loan Facility. Total Salix drawn down to date is £4.1m.

During the period covered by this report, PWLB loans to the value of £3.7m were repaid on maturity. Such loans had an average interest rate of 4.42%. £30k of the WRU Loan and £258k of the Salix Loan was repaid. Total debt outstanding as at 31st December 2021 was £314.4m and comprised of £250.5m PWLB loans; £30m market loans (LOBOs); £10m Bank loan; £20m WG loan, £60k WRU loan; and a £3.9m Salix Energy Finance loan.

With respect to LOBO loans the lender has the option to propose an increase in the interest rate at set dates, following which the Authority has the option to either accept the new rate or to repay the loan at no additional cost. During the reporting period our total LOBO portfolio with a value of £30m had a rate option reviewed, and the lenders chose not to exercise the option. LOBO loans will be further reviewed again later in 2021/22 by lenders, with our total LOBO portfolio of £30m exposed to variable interest rate movement. This represents 9.5% of the Authority's debt portfolio, which is exposed to interest rate risk. The Authority acknowledges there is an element of refinancing risk.

5.1.2 Rescheduling

The Annual Strategy allows for the utilisation of debt rescheduling providing for both in year and future year savings and additional revenue resources. No rescheduling opportunities were utilised during the period covered by this report.

5.1.3 Investments

During the reported period the Authority was holding £36.5m of long-term investments

where the maturity date is greater than 365 days. These investments are in accordance with the approved Investment Strategy. The long-term investments comprise of UK Gilts, Loans to Registered Providers, Real Estate Investment Trusts (REITS) and pooled funds. The value of short-term deposits as at 31st December 2021 was £121.2m.

The total investments held as at 31st December 2021 were £157.7m and had a total average income rate of return equating to 0.69% which is a significant improvement over placing deposits with the Debt Management Office (DMO) whose rates were typically 0.01% during the reporting period. The rate of return is above the target rate, as detailed in the Annual Treasury Management Strategy report to Council, of 0.10%. Investment rates continued to remain low during the reporting period on our traditional style investments e.g. Covered Bonds and Inter-LA lending. As a result of additional monies being received due to Covid-19 most Local Authorities held surplus cash balances and the inter-LA market was virtually non-existent.

During the reporting period, the Authority made a total investment of £10.5m into their pooled funds. These funds allow the Authority to generate enhanced returns and the intention is to hold them for a minimum of five years as per the Treasury Strategy 2021-22. These investments generated an income return of 4.42% during the reporting period.

Due to the low rates on offer it proved more beneficial to the Authority to maintain our cash surpluses to subsidise our capital programme and delay any borrowing during this time of uncertainty. Our overall income return of 0.69% compared to a rate of 0.48% for 9 other Welsh Authorities as per the quarterly figures provided by our Treasury Advisors.

The portfolio as at 31st December 2021 comprised of the following types of investments:

Counterparty	Investment Product	Sector	£m
Banks & Building Societies	Covered bonds	Financial	4.0
Banks	Instant Access	Financial	24.2
Money Market Fund	Cash Pooled Fund	Financial	40.0
UK Government	Gilts	UK Government	10.0
UK Government	Fixed-Term Cash Deposit	UK Government	50.0
Local Authorities and Housing Associations	Fixed-term cash deposits	Local Government	11.0
External Fund Managers	Property Pooled Fund	Property	10.0
External Fund Managers	Bond Pooled Fund	Mixed	2.5
External Manager	Equity Pooled Fund	Mixed	2.5
External Fund Manager	Multi Asset Pooled Fund	Mixed	2.5
REIT	Pooled Fund	Property	1.0
Total Investments	as at 31st December	2021	157.7

5.1.4 Economic Outlook

The economic recovery from coronavirus pandemic, together with higher inflation and higher interest rates were major issues over the period.

The Bank of England (BoE) increased Bank Rate to 0.25% in December 2021 but maintained its Quantitative Easing programme at £895 billion. The Monetary Policy Committee (MPC) voted 8-1 in favour of raising rates, and unanimously to maintain the asset purchase programme.

Within the announcement the MPC noted that the pace of the global recovery was broadly in line with its November Monetary Policy Report. Prior to the emergence of the Omicron coronavirus variant, the Bank also considered the UK economy to be evolving in line with expectations, however the increased uncertainty and risk to activity the new variant presents, the Bank revised down its estimates for Q4 GDP growth to 0.6% from 1.0%. Inflation was projected to be higher than previously forecast, with CPI likely to remain above 5% throughout the winter and peak at 6% in April 2022. The labour market was generally performing better than previously forecast and the BoE now expects the unemployment rate to fall to 4% compared to 4.5% forecast previously, but notes that Omicron could weaken the demand for labour.

UK CPI for November 2021 registered 5.1% year on year, up from 4.2% in the previous month. Core inflation, which excludes the more volatile components, rose to 4.0% y/y from 3.4%. The most recent labour market data for the three months to October 2021 showed the unemployment rate fell to 4.2% while the employment rate rose to 75.5%.

Government support in the form of the furlough scheme ended on 30th September 2021 but the subsequent impact on jobs appears to have been more muted than previously been feared. In October 2021, the headline 3-month average annual growth rate for wages were 4.9% for total pay and 4.3% for regular pay. In real terms, after adjusting for inflation, total pay growth was up 1.7% while regular pay was up 1.0%. The change in pay growth has been affected by a change in composition of employee jobs, where there has been a fall in the number and proportion of lower paid jobs.

Gross domestic product (GDP) grew by 1.1% in the third calendar quarter of 2021 according to the final estimate (initial estimate 1.3%), compared to a gain of 5.4% q/q in the previous quarter, with the annual rate slowing to 6.8% from 23.6%. The data however predates the escalation in virus infections caused by the Omicron variant in December which will very likely result in a slowdown in activity in Q4.

GDP growth in the euro zone increased by 2.2% in calendar Q3 2021 following an upwardly revised gain of 2.2% in the second quarter and decline of -0.2% in the first. Headline inflation has been strong, with CPI registering 5.0% year-on-year in December, the sixth successive month of inflation. Core CPI inflation was 2.6% y/y in December, unchanged from November but well up from July's recent low of 0.7% y/y. At these levels, inflation is above the European Central Bank's target of 'below, but close to 2%', putting some pressure on its long-term stance of holding its main interest rate of 0%.

The US economy expanded at an upwardly revised annualised rate of 2.3% in Q3 2021, slowing sharply from gains of 6.7% and 6.3% respectively in the previous two

quarters. In its December 2021 interest rate announcement, the Federal Reserve continue to maintain the Fed Funds rate at between 0% and 0.25% but outlined its plan to reduce its asset purchase programme earlier than previously stated and signalled they are in favour of tightening interest rates at a faster pace in 2022, with three 0.25% movements now expected.

Ongoing monetary and fiscal stimulus together with rising economic growth supported equity markets over the period, but higher inflation and the prospect of higher interest rates mixed with a new coronavirus variant ensured it was a bumpy period. The Dow Jones hit another record high during the quarter while the UK-focused FTSE 250 index continued making gains over pre-pandemic levels. The more internationally focused FTSE 100 saw more modest gains over the period and remains below its pre-crisis peak.

Inflation worries dominated bond yield movements over the period as initial expectations for transitory price increases turned into worries higher inflation was likely to persist for longer meaning central bank action was likely to start sooner and rates increase at a faster pace than previously thought.

The 5-year UK benchmark gilt yield began the quarter at 0.62% before rising to 0.82%. Over the same period the 10-year gilt yield fell from 1.00% to 0.97% and the 20-year yield declined from 1.35% to 1.20%.

The Sterling Overnight Rate (SONIA) averaged 0.07% over the quarter.

Arlingclose expects Bank Rates to rise further during 2022 as per table below.

Official Bank Rate	Upside Risk	Arlingclose (Central case)	Downside Risk
2022 Q1	0.00	0.75%	-0.25
2022 Q2	0.25	1.00%	-0.25
2022 Q3	0.50	1.00%	-0.25
2022 Q4	0.50	1.00%	-0.25
2023	0.50	1.00%	-0.50
2024	0.50	1.00%	-0.50

5.1.5 Borrowing Update

Local Authorities can borrow from the PWLB provided they can confirm they are not planning to purchase 'investment assets primarily for yield' in the current or next two financial years with confirmation of the purpose of capital expenditure from the Section 151 Officer. Authorities that are purchasing or intending to purchase investment assets primarily for yield will not be able to access the PWLB except to refinance existing loans or to externalise internal borrowing. Acceptable use of PWLB borrowing includes service delivery, housing, regeneration, preventative action, refinancing and treasury management.

HM Treasury published further guidance on PWLB borrowing in August 2021 providing additional detail and clarification predominantly around the definition of 'investment asset primarily for yield'.

Competitive market alternatives may be available for authorities with or without access to the PWLB. However, the financial strength of the individual authority and borrowing purpose will be scrutinised by commercial lenders.

The authority is not planning to purchase any investment assets primarily for yield within the next 3 years and so is able to take advantage of the reduction in the PWLB borrowing rate.

The UK Infrastructure Bank, which is wholly owned and backed by HM Treasury, has been set up with £4bn of funding earmarked to lending to Local Authorities. Loans will be available for qualifying projects at gilt yield plus 0.6%, which is 0.2% lower than the PWLB certainty rate.

5.1.6 Counterparty Update

Relatively benign credit conditions caused credit default swap (CDS) prices for the larger UK banks to remain low and had steadily edged down throughout the year up until mid-November when the emergence of Omicron has caused them to rise modestly but have since continued their downward trajectory.

The pronounced gap in spreads between UK ringfenced and non-ringfenced entities continued to narrow and has now all but disappeared. At the end of the period Barclays Bank Plc was trading the highest at 53bps and Santander UK Plc the lowest at 26bps. The other ringfenced banks were trading between 34-37bps and Nationwide Building Society was 44bps.

There were a small number of credit rating and outlook changes over the period with Moody's downgrading DZ Bank to Aa2 and upgrading Co-operative Bank to Ba3 while Fitch revised the outlook on Australia and Rabobank to stable and S&P upgraded Nationwide BS, Standard Chartered Bank and Danske Bank to A+.

The ongoing vaccine rollout programme is credit positive for the financial services sector in general but there remains uncertainty around the full extent of the losses banks and building societies will suffer due to the pandemic-related economic slowdown, but the sector is in a generally better position now compared to earlier this year and 2020.

At the end of the period Arlingclose had completed its full review of its credit advice on unsecured deposits for UK and non-UK institutions whereby the maximum duration for all recommended counterparties were extended to 100 days.

As ever, the institutions and durations on the Authority's counterparty list recommended by treasury management advisors Arlingclose remain under constant review.

Credit Default Swap (CDS) spreads were flat over the period and are broadly in line with their pre-pandemic levels. The gap in spreads between UK ringfenced and non-ringfenced entities continued to narrow. Over the period Fitch and Moody's upwardly

revised to stable the outlook on a number of UK banks and building societies on our counterparty list, recognising their improved capital positions compared to last year and better economic growth prospects in the UK.

The successful vaccine rollout programme is credit positive for the financial services sector in general. While there is still uncertainty around the full extent of the losses banks and building societies will suffer due to the pandemic-related economic slowdown, the sector is in a generally better position compared to earlier this year and 2020.

At the end of this period Arlingclose had completed its full review of its credit advice on unsecured deposits. The maximum duration limit for UK bank entities was extended to 100 days whilst Nationwide BS and non-UK institutions remain on 35 days.

5.1.7 Non-Treasury Investments

The definition of investments in CIPFA's revised Treasury Management Code now covers all the financial assets of the Authority as well as other non-financial assets which the Authority holds primarily for financial return. Such investments can comprise of property; shared ownership housing; loans to local businesses/ subsidiaries; and shareholdings. During the reported period the Authority did not hold any non-treasury related investments.

5.2 Prudential Indicators

5.2.1 Capital Financing Requirement

The Capital Financing Requirement (CFR) measures the Authority's underlying need to borrow for a capital purpose. In accordance with best professional practice, the Authority does not associate borrowing with particular items or types of expenditure. In practice, the raising and repaying of loans is determined primarily by professional / expert advice and may not necessarily take place in the relevant year. In order to create an operating environment within which the Treasury Manager can legitimately react to appropriate advice, the various authorised limits as identified in Appendix 1 are set at a level in excess of the CFR. In the financial year to date, the Authority has been operating within the approved limits.

Appendix 1 shows a projected CFR value of £390.9m as at 31st March 2022. The actual CFR as at 31st March 2021 was £375.7m. Due to the pandemic certain capital schemes have been delayed or the scheme extended which has resulted in a lower funding requirement than budgeted.

5.2.2 Prudential Indicators – “Prudence”

The Prudential Indicators for Treasury Management are shown in Appendix 1, and the Authority is currently operating within the approved limits.

5.2.3 Prudential Indicators – “Affordability”

There is a requirement to analyse and report the capital financing costs and express those costs as a percentage of the net revenue streams of the Authority. These are identified in Appendix 2 and currently show a projected reduction from the original budget as a consequence of deferred borrowing for the General Fund.

5.2.4 Capital Expenditure and Funding

A summary of capital expenditure and funding is attached at Appendix 3 and shows that there will be an underspend on the core capital budget for HRA due to delays as a result of Covid-19.

6. ASSUMPTIONS

- 6.1 The details set out in the report are based on actuals that have occurred between 1st April 2021 and 31st December 2021 (period 9).

7. SUMMARY OF INTEGRATED IMPACT ASSESSMENT

- 7.1 This report is for information only and no Integrated Impact Assessment is required.

8. FINANCIAL IMPLICATIONS

- 8.1 As detailed throughout the report.

9. PERSONNEL IMPLICATIONS

- 9.1 There are no personnel implications arising from this report.

10. CONSULTATIONS

- 10.1 There are no consultation responses that have not been reflected in this report.

11. STATUTORY POWER

- 11.1 Local Government Acts 1972 and 2003.

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Consultees:

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A. Southcombe – Finance Manager, Corporate Finance
R. Edmunds – Corporate Director for Education and Corporate Services
Cllr E. Stenner – Cabinet Member for Performance, Economy & Enterprise

Appendices:

Appendix 1 – Treasury Management Prudential Indicators – Prudence
Appendix 2 – Capital Finance Prudential Indicators – Affordability
Appendix 3 – Capital Expenditure and Funding

Appendix 1 - Treasury Management Prudential Indicators
P9 report (Quarters 1, 2 and 3)

	Budget 2021-22	Estimated 2021-22
	£000	£000
Authorised limit for external debt -		
Borrowing	441,284	441,284
Other long term liabilities	26,274	26,274
Total	467,558	467,558
Operational boundary for external debt -		
Borrowing	353,027	331,872
Other long term liabilities	26,274	26,274
Total	379,301	358,147
Capital Financing Requirement	431,942	390,924
Upper limits for interest rate exposure		
Principal outstanding on borrowing	353,027	331,872
Principal outstanding on investments	100,000	100,000
Net principal outstanding	253,027	231,872
Fixed rate limit – 100%	253,027	231,872
Variable rate limit – 30%	75,908	69,562
Upper limit for total invested for over 364 days	60,000	39,000

Maturity structure of fixed rate borrowing	Upper Limit	Lower Limit
Under 12 months	35%	0%
Over 12 months and within 24 months	40%	0%
Over 2 years and within 5 years	50%	0%
Over 5 years and within 10 years	75%	0%
Over 10 years	100%	0%

	Budget 2021-22	Estimated 2021-22
Gross Debt and Net Debt		

	£000	£000
Outstanding Borrowing	353,027	331,872
Other long term liabilities	26,274	26,274
Gross Debt	379,301	358,147
Less investments	100,000	154,000
Net Debt	279,301	204,147

**Appendix 2 - Treasury Management Prudential
P9 report (Quarters 1, 2 and 3)**

Indicators

Ratio of Financing costs to net revenue stream	Budget 2021-22	Estimated 2021-22
General Fund	£000	£000
Principal repayments	2,736	2,613
Interest costs	8,453	7,749
Debt Management costs	42	42
Rescheduling discount		
Investment income	(1,443)	(1,094)
Interest applied to internal balances	812	812
Total General Fund	10,600	10,122
Net revenue stream	367,178	367,178
Total as percentage of net revenue stream	2.89%	2.76%
Housing Revenue Account		
Principal repayments	1,951	1,951
Interest costs	5,509	5,509
Rescheduling discount		
Debt Management costs	34	34
Total HRA	7,494	7,494
Net revenue stream	51,273	51,273
Total as percentage of net revenue stream	14.62%	14.62%

Capital financing requirement [end of year position]	Budget 2021-22	Estimated 2021-22
	£000	£000
Council Fund	290,419	272,554
Housing Revenue Account	141,523	118,370
Total Authority	431,942	390,924

Appendix 3 - Treasury Management Prudential Indicators
P9 report (Quarters 1, 2 and 3)

	Budget 2021-22	Estimated 2021-22
Expenditure	£000	£000
Council Fund	11,349	11,349
Housing Revenue Account	35,200	16,377
Total	46,549	27,726
Funding		
Surplus/ (Deficit) Balance b/f	454	454
Borrowings - Supported (GF)	4,842	4,842
General Capital Grant - WG	4,856	4,856
Internal Borrowing		
RCCO Budget	128	128
Capital underspends frm previous years		
General Fund working balances		
One off funding- MRP Review	1,578	1,578
RCCO- (HRA)	23,850	9,027
Borrowings - Unsupported (HRA)	4,000	
Major Repairs Allowance (HRA)	7,350	7,350
Total	47,058	28,235
Surplus C/f	509	509



POLICY AND RESOURCES SCRUTINY COMMITTEE – INFORMATION ITEM

SUBJECT: FIVE YEAR WELSH LANGUAGE STRATEGY 2022-2027

REPORT BY: CORPORATE DIRECTOR – EDUCATION AND CORPORATE SERVICES

1. PURPOSE OF REPORT

- 1.1 To seek the views of the Policy and Resources Scrutiny Committee on the updated Five Year Welsh Language Strategy 2022-2027 as required by Standards 145 and 146 Welsh Language Standards (No1) Regulations 2015, prior to presentation to Cabinet for approval.

2. SUMMARY

- 2.1 The Authority is required to develop a 5-year strategy that sets out how it proposes to promote the Welsh language and facilitate the use of the Welsh language in the county borough.
- 2.2 The strategy must include a target for increasing or maintaining the numbers of Welsh speakers and a statement setting out how the target is intended to be reached.
- 2.3 The strategy must be reviewed and revised on a 5-yearly cycle and progress must be reported at the end of each 5 year period. Cabinet determined that they would like an annual update on progress against the strategy and this has been part of each Welsh Language Standards Annual Report to Cabinet since 2017. However it has not been possible to provide an update during the pandemic because we and partner organisations have been focussed on dealing with the pandemic and adapting service delivery which has made collating this information and delivering on the actions very difficult. Progress against the current strategy will be part of the Welsh Language Standards Annual Report 2021-2022 later this year.

3. RECOMMENDATIONS

- 3.1 For Policy and Resources Scrutiny Committee to provide any comment on the draft Five Year Promotional Strategy prior to its consideration by Cabinet for approval and publication on the Council's website.

4. REASONS FOR THE RECOMMENDATIONS

- 4.1 The authority is required under the Welsh Language Standards (No1) Regulations 2015 to produce and publish a Five Year Welsh Language Strategy for the county borough in compliance with Standards 145 and 146.

5. THE REPORT

- 5.1 The Welsh Language Standards require the authority to develop a 5-year Welsh Language Strategy that sets out how it intends to promote the use of the Welsh language, and facilitate the use of the Welsh language more widely in the area. The strategy must include a target (in percentage terms) for increasing or maintaining the number of Welsh speakers in the area by the end of the 5-year period. In addition, the strategy must include a statement setting out how the target will be met. The strategy must be reviewed and renewed at the end of each 5-year period (Standard 145).
- 5.2 At the end of each 5-year period the authority must assess the extent to which the strategy has been followed and the target met. The assessment, which must be published, must include the number of Welsh speakers in the area and the list of activities that have been undertaken to meet the aims of the strategy (Standard 146). Progress against the current strategy will be appended to the Welsh Language Standards Annual Report 2021-2022 later this year.
- 5.3 The appended draft strategy (Appendix A) and associated actions have been developed in conjunction with members of the Caerphilly Welsh Language Forum, key stakeholders and council service areas and schools. The strategy can only be effectively delivered in collaboration with other organisations operating in the area who also have a remit, either through legislation or organisational policy, to increase and support the use of the Welsh language.
- 5.4 The stakeholders involved in the development of the revised Five Year Welsh Language Strategy 2022-2027 include:
- All CCBC Schools
 - All CCBC Service Areas
 - Aneurin Bevan University Health Board
 - Caerphilly Business Club
 - Careers Wales
 - Coleg Gwent
 - Coleg y Cymoedd
 - Coleg Cymraeg Cenedlaethol
 - Councillors
 - Cymraeg i Blant
 - Education Achievement Service
 - Gwent Police
 - Gwent Welsh for Adults
 - Helo Blod

- Menter Iaith Caerffili
 - Mudiad Meithrin
 - Parent Network
 - Public Services Board
 - Supporting People
 - Town and Community Councils
 - University of South Wales
 - Voluntary Sector – GAVO
 - Yr Urdd
- 5.5 The strategy proposes a target of 4% increase in Welsh speakers over the 5-year period. The target however will be reviewed once we have Census 2021 data available to us, which is expected sometime in 2024. This target is recognised as aspirational and the actions within the document are a direction of travel for the local authority and its key stakeholders. It is set against the backdrop of the draft Welsh Government strategy – Cymraeg 2050 to increase the number of Welsh speakers in Wales to 1 million by 2050.
- 5.6 The strategy is supported by a Welsh Language Profile for Caerphilly county borough 2021 which was developed by Menter Iaith Caerffili. This profile examines the position of the Welsh language in Caerphilly County Borough, the provision for Welsh speakers by a range of organisations and the way in which Welsh speakers in the area are using Welsh in their communities. The profile is appended to the Strategy in Appendix B.
- 5.7 The structure of the document follows 6 strategic areas; The Family, Children and Young People, Communities, Welsh Language Services, The Workplace and Infrastructure (Policies and Practices).
- 5.8 The Council has undertaken a range of evidence gathering and pre-consultation engagement activities to develop a revised set of actions of the draft Five Year Welsh Language Strategy 2022-2027. These actions will enable us to plan how we will promote the Welsh language and facilitate the use of the language locally to increase the Welsh speaking population over the next five years.
- Activities include:
- A review of legislative requirements
 - A review of external reports and guidance, including Welsh Government’s **‘Cymraeg 2050: our plan for 2021 to 2026’**, and the Welsh Language Commissioner’s guidance **‘Standards relating to promoting the Welsh Language’**
 - A review of the Council’s current Five Year Welsh Language Strategy 2017-2022
 - An analysis of local and national datasets
 - Engagement with service delivery managers within the Council
 - Engagement with Caerphilly Welsh Language Forum and Welsh in Education Forum
- 5.9 Progress against the actions set out in the strategy will be monitored by the Welsh Language Forum, in partnership with the local authority. The 2021 Census will be the next official measure of the number of Welsh speakers in the area.
- 5.10 **Conclusion**
The implementation of the Five Year Welsh Language Strategy 2022-2027 ensures the Council is meeting its legal obligation under Standards 145 and 146 of the Welsh

Language Standards (No1) Regulations 2015. The actions contained within the strategy will enable the Council, in partnership with key stakeholders, to promote the Welsh language and facilitate its use in the county borough for the next five years.

6. ASSUMPTIONS

- 6.1 No assumptions have been made in preparing this report.

7. SUMMARY OF INTEGRATED IMPACT ASSESSMENT

- 7.1 The Welsh Language (No.1) Regulations were issued to Caerphilly County Borough Council in 2016 under Section 44 of the Welsh Language (Wales) Measure 2011. In line with the Council's Welsh Language Standards Compliance Notice, specifically Standard 145, the Council must produce and publish a 5 Year Welsh Language Strategy that sets out how the council will promote the Welsh language and facilitate the use of the Welsh language more widely in the county borough. The Strategy must then be reviewed and a revised version published within 5 years of publishing a strategy.

The strategy is a high level document and the action plan contained within the document clearly demonstrates the Council's commitment to 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. The first 5 Year Welsh Language Strategy was published in 2017 and this strategy is a revised version of that strategy building on the priorities for promoting and developing the Welsh language across Caerphilly county borough.

The strategy was developed in consultation and engagement with key stakeholders (see list in Annexe 1) and to deliver on the actions 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.

There are no negative impacts relating to this strategy. All positive impacts have been recorded in the section above. It is important now that all the Council's service areas take on board the actions in the strategy and work together alongside key stakeholders to ensure all citizens can use and engage with the Welsh language naturally every day, and which must be supported and nurtured for generations to come to use and enjoy too.

[Link to Integrated Impact Assessment](#)

8. FINANCIAL IMPLICATIONS

- 8.1 There are no direct financial implications in this report. The actions within the strategy are intended to be achieved in partnership. Where actions fall wholly, or partly, within the responsibility of the local authority it is intended that they will be met within existing budgets.

9. PERSONNEL IMPLICATIONS

- 9.1 There are no personnel implications arising directly from this report. Some actions in the strategy relate to People Services and we will work together to ensure that these actions are met.

10. CONSULTATIONS

- 10.1 The Council has undertaken a range of evidence gathering and pre-consultation engagement activities to develop a revised set of actions of the draft Five Year Welsh Language Strategy 2022-2027.
- 10.2 Virtual stakeholder focus groups were held during September which were then followed by a five week public consultation exercise.
- 10.3 Responses from all engagement and consultation exercises have been incorporated into actions within the Strategy. Appendix C is the Engagement Report which includes a list of all the actions amended or developed as a result of the responses received.
- 10.4 This report has been sent to the Consultees listed below and all comments received are reflected in this report.

11. STATUTORY POWER

- 11.1 The Welsh Language (Wales) Measure 2011
The Welsh Language Standards (No.1) Regulations 2015
The Well-being of Future Generations (Wales) Act 2015

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Consultees: Christina Harry – Chief Executive
Richard Edmunds – Corporate Director – Education and Corporate Services
Cllr James Pritchard – Deputy Leader and Equalities Champion
Cllr Eluned Stenner – Cabinet Member for Performance, Economy and Enterprise
Cllr Gez Kirby – Chair of Policy and Resources Scrutiny Committee
Cllr Brenda Miles – Deputy Chair of Policy and Resources Scrutiny Committee
Sue Richards – Head of Education Planning and Strategy
Robert Tranter – Head of Legal Services and Monitoring Officer
Lynne Donovan – Head of People Services
Kathryn Peters – Service Improvement and Partnerships Manager
Jeff Reynolds – Sports and Leisure Facilities Manager
Jared Lougher – Sports and Leisure Development Manager
Mike Headington – Green Spaces and Transport Services Manager
Antony Bolter – Visitor Economy and Destinations Manager
Robert Keep – Caerphilly Adventures Team Leader

Michael Owen – General Manager Cwmcarn Forest Drive
Paul Hudson – Business Enterprise Renewal Team Leader
Martin Cook – Visitor Services Manager
Lesley Edwards – General Manager Llancaiach Fawr
Marina Newth – Theatre and Arts Service Manager
Paul O’Neill – Senior Youth Service Manager
Carol A Davies – Service Manager Children’s Services
Viv Daye – Service Manager Adult Services
Rebecca Boulton – Families First Team Manager
Sarah Mutch – Early Years Manager
Neil Cooksley – Principal HR Officer – Workforce Development

Background Papers:

- Compliance Notice – Section 44 Welsh Language (Wales) Measure 2011
- Welsh Language Commissioner Guidance – [Standards relating to promoting the Welsh Language](#)

Appendices:

Appendix A - Five Year Welsh Language Promotional Strategy 2022-2027

Appendix B - Menter Iaith Caerffili – Welsh Language Profile of Caerphilly County Borough 2021

Appendix C - Engagement Report Five Year Welsh Language Promotional Strategy 2022-2027

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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:

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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**

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

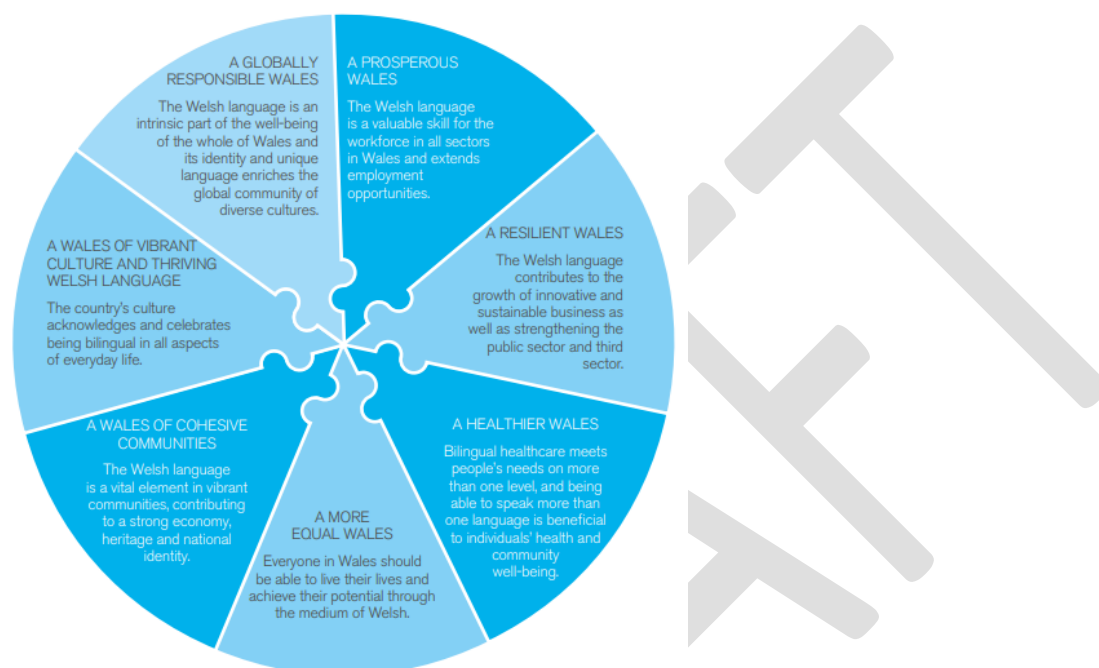
The delivery of our five year Welsh Language Strategy will contribute towards achieving this target.

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 3rd **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 31st 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%¹
- On 31st 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.²
- On 31st December 2020, the frequency of the number of people speaking Welsh in Caerphilly county borough on a daily basis was 10.2%³
- Over the past five years the number of children transferring from Welsh medium early years settings has varied from 72.29% to 99.43%⁴
- Of the whole primary school population 17.22% attend Welsh medium education with approximately 97.75% of these transferring to Welsh medium secondary education⁵
- There were 1,602 people in Caerphilly county borough who registered on Welsh language courses during 2017-2021 through Learn Welsh Gwent⁶

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

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

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

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

⁴ Source: Internal (WESP)

⁵ Source: Internal (WESP)

⁶ 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 2nd 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.

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

Menter Iaith Caerffili

Language Profile 2021

March 2021

1. Introduction

This profile examines the position of the Welsh language in Caerphilly County Borough, the provision for Welsh speakers by a range of organisations and the way in which Welsh speakers in the area are using Welsh in their communities.

The aim is to look at the context of the Welsh language in the area today so that consideration can be given to how to increase opportunities for Welsh speakers to use the language. It will help the Menter to plan strategically and operate as an influential partner as organisations are faced with the task of meeting the statutory requirements in relation to the Welsh language in their areas. The profile reflects the usual provision of various organisations for local Welsh speakers but also considers the current challenges in the context of COVID-19.

This profile is based on the 2011 Census statistics; the Welsh Government's Welsh Language Use Survey 2013-15; Caerphilly County PLASC data, Caerphilly County Welsh in Education Strategic Plan Progress Report, Welsh Government; Welsh Language Use in the Community: Research Study, Bangor University 2015; with reference also to the results of a survey conducted by the Welsh Government in October 2020 to consider the impact of COVID-19 on organisations locally promoting the Welsh language or operating through the medium of Welsh.

**Caerphilly has
19,251 Welsh
speakers, which
is 11.2% of the
population**

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2. Context

Caerphilly county is a beautiful area with a rich history. It spans the industrial and rural, and offers a wide variety of leisure and cultural opportunities. However, some areas of the county are in the 10% most deprived areas in Wales, and the county has higher than average levels of unemployment and economic inactivity. There are also challenges in skills development, with higher than average numbers of 18- and 19-year-olds dropping out of full-time education. This means some fundamental challenges to the health, well-being, employment and skills of people in the area.

Menter Iaith Caerffili was established in 1999 to meet the need to promote and extend the use of Welsh in the area by creating opportunities and services for the county's residents to use the language in their local communities. The main aim of the Menter is to increase the use of Welsh across the county's communities. The Menter focuses its core work on the following areas:

- Childcare services and various opportunities for children during school holidays
- Supporting and encouraging childcare providers to use the Welsh language
- Opportunities for young people
- Activities for children and families to use the Welsh language
- Digital activities and opportunities to use the Welsh language
- Opportunities to volunteer through the medium of Welsh
- Supporting local businesses to increase their use of Welsh
- Social opportunities for families
- Social activities for learners
- Formal and informal learning activities
- The Hyder Project that supports Welsh speakers who lack confidence
- Annual Ffiliffest festival

The Menter has numerous partners throughout the County including Caerphilly County Borough Council, Urdd Gobaith Cymru, Mudiad

Meithrin, Cymraeg for Kids, Learn Welsh Gwent, Merched y Wawr, CADW, schools and colleges, local businesses, and others. One of Menter Caerffili's main partners is the Welsh Government's Welsh Language Division, and Caerphilly Council is responsible for funding some of the services offered by the Menter through the medium of Welsh in the County.

The Menter, with its partners in the county Language Forum, acts as a source of expertise in promoting the Welsh language in the area. It is a key partner for the Local Authority in helping it achieve its aim of maintaining and increasing the number of Welsh speakers over the coming years.

As well as increasing opportunities for Welsh speakers to extend their use of the language in their daily lives, the Council along with its partners will need to plan strategically for the long term to increase the number of speakers in the county. In the South East region, increasing Welsh-medium education opportunities is essential, and alongside this, there is a need to ensure that the bilingual workforce that is created through education has the opportunity to continue to use Welsh in the world of work. Another important element is attracting new people to learn the language and gain confidence in the skills they have at whatever level, and progression and support are crucial to this.

3. The impact of Covid-19 on opportunities to use Welsh in the community

During September-October 2020, the Mentrau Iaith assisted the Welsh Government with the distribution of a questionnaire to organisations that promote the Welsh language across our communities. The purpose of the questionnaire was to try and measure the impact of Covid-19 on the activities and opportunities normally offered, specifically during the first lockdown. The questionnaire also asked about the long-term impact of Covid-19 on the way the organisations operated and asked them to identify any decisions to change their ways of working as a result of

Covid-19. It should be noted that there have been several further lockdowns since the first lockdown as well as a number of restrictions.

The questionnaire was distributed to around 30 community groups or organisations including the Menter itself and groups led by the Menter. Twenty-five questionnaires were returned by a variety of organisations including the following:

- Mudiad Meithrin – cylchoedd meithrin nursery groups
- Parent and toddler groups
- Papur bro, community paper
- Eisteddfod y Cymoedd
- Merched y Wawr branch
- The Urdd
- Welsh learner groups

In all, 96% of groups stated that they had moved their activities online, with only 4% stating that they had suspended activities. Those who had suspended their activities during the first lockdown were largely children and toddler groups or sessions. It is important to note that the circumstances of the organisations have now changed, and we have confirmed that parent and toddler groups are now conducting activities digitally.

All groups reported adopting several new ways of working OR some new ways of working. A number of recurring themes emerged from the organisations' responses in terms of what they have learned during the period in question:

- The opportunity to move to working digitally has been successful
- The period has been an opportunity to innovate and take some risks
- The period has highlighted gaps in digital skills
- The period has provided opportunities to change working practices for the long term

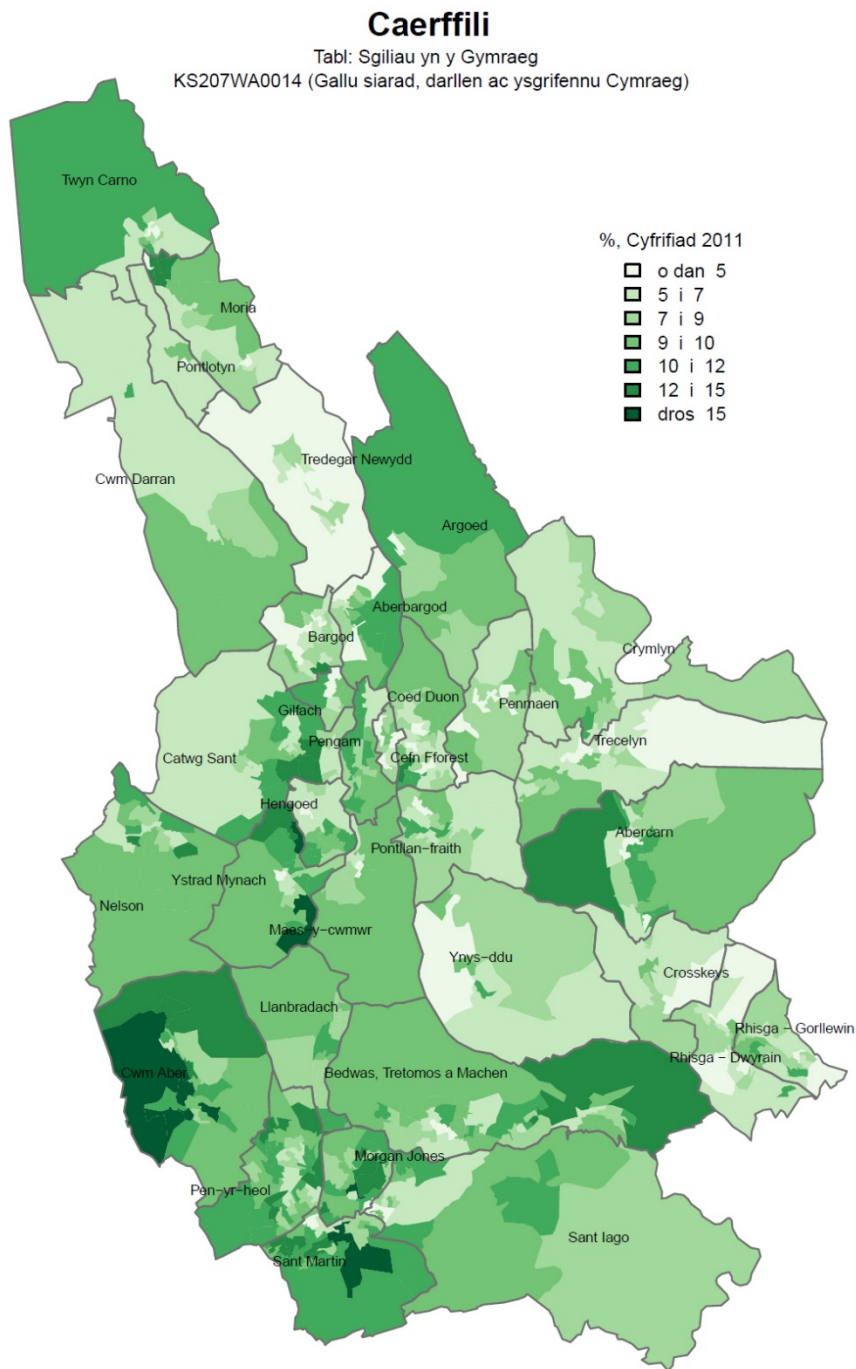
There was also an opportunity to ask organisations what would help them continue and prosper in the future. Again, a number of common responses were noted, including:

- Additional funding
- Further support to work digitally
- Relaxation of restrictions
- An effective vaccine
- The opportunity to continue to trial new ways of working and innovating

The Menter's aim is to reconnect with the groups who completed the questionnaire to try to find out how they are now operating and whether the situation has changed. During lockdown, the Menter has supported a number of the above groups to work digitally, and any needs for this type of support for the long term will be a consideration for the Menter and its partners.

4. The demographics of the Welsh language

This map shows the Welsh language skills of people in the Caerphilly area in 2011:



Dangosir canrannau o fewn ardaloedd cynnyrch Cyfrifiad 2011, o fewn adrannau etholiadol

Crëwyd gan Hywel Jones. Cywirwyd newidynnau KS208WA0022-27

Yn cynnwys data Ystadegau Gwladol © Hawlfraint y Goron a hawl cronfa ddata 2013; Yn cynnwys data Arolwg Ordans © Hawlfraint y Goron a hawl cronfa ddata 2013

The 2011 Census results showed a decrease in the number of Welsh speakers in Wales compared to 2001. Despite this decrease across Wales

and in the percentage of Welsh speakers in the South East region itself, the percentage of Welsh speakers in the Caerphilly area remained constant.

Table 1: Comparison of the number and percentage of Welsh speakers between 2001 and 2011

	Able to speak Welsh Number		Able to speak Welsh Percentage of population	
	2001	2011	2001	2011
Caerphilly	18,237	19,251	11.2	11.2
Region	173,445	174,782	11.6	10.9
Wales	582,368	562,016	20.8	19.0

Table 2: Number and percentage of Welsh speakers in Caerphilly Communities from the 2011 Census

Community	Population over 3 years of age	Welsh speakers	PERCENTAGE
Aber Valley	6456	1020	15.8
St Martins	8134	1132	13.9
Morgan Jones	6495	875	13.5
Caerphilly	13,311	1,760	13.2
Ystrad Mynach	4838	3902	13.2
Pen-yr-heol, Trecennydd and Energlyn	11,949	1571	13.1
Pengam	3687	466	12.6
Nelson	4502	553	12.3
St Catwg	7523	899	12
Llanbradach	4222	502	11.9
Maesycwmmmer	2175	223	11.9
Abercarn	5139	600	11.7
Bedwas, Tretomas and Machen	10,361	1186	11.4
Argoed	2652	290	10.9
Hengoed	5322	577	10.8
Twyn Carno	2354	255	10.8
St James	5748	614	10.7
Moriah	4329	459	10.6
Aberbargoed	3471	366	10.5

Blackwood	8242	869	10.5
Risca East	6228	652	10.5
Darren Valley	2,512	260	10.4
Crumlin	5756	590	10.3
Ynysddu	3802	387	10.2
Penmaen	5044	510	10.1
Pontllanfraith	8237	831	10.1
Bargoed	5946	587	9.9
Gilfach	1995	190	9.5
Cefn Fforest	3,749	358	9.5
Crosskeys	3156	285	9
Risca West	5073	457	9
Newbridge	6285	557	8.9
Pontlotyn	1862	145	7.8
New Tredegar	4,728	346	7.3

Table 3: The communities where there has been an increase in the number of Welsh speakers

Community	2001	2011	Increase
Abercarn	9.1%	11.7%	2.6%
Maesycwmmmer	8.9%	10.3%	1.4%
Nelson	11.0%	12.3%	1.3%
Pengam	11.7%	12.6%	0.9%
Pontllanfraith	9.5%	10.1%	0.6%
Caerphilly	13.2%	13.7%	0.5%
Pen-yr-heol, Trecennydd and Energlyn	12.7%	13.1%	0.4%
Gelligaer	11.7%	12.0%	0.3%
Bargoed	9.8%	10.0%	0.2%
Aber Valley	15.7%	15.8%	0.1%

Table 4: Comparison of numbers / percentages across age range – between 2001 and 2011

Age group	% Welsh speakers 2001	% Welsh speakers 2011	Number of Welsh speakers 2001	Number of Welsh speakers 2011
All (over 3)	11.2	11.2	18,237	19,251
Age 3-4	13.0	20.7	570	925
Age 5-9	31.9	33.4	3,674	3,481
Age 10-14	39.8	38.8	4,853	4,265
Age 15-19	26.5	26.5	2,847	2,994
Age 20-24	11.4	12.8	1,059	1,384
Age 25-29	8.4	10.6	924	1,032
Age 30-34	6.5	9.4	822	1,032
Age 35-39	5.1	7.6	649	864
Age 40-44	4.2	5.6	483	737
Age 45-49	3.8	4.4	414	568
Age 50-54	3.7	3.2	446	372
Age 55-59	3.4	3.2	341	345
Age 60-64	2.9	3.0	245	350
Age 65-69	2.5	2.7	192	250
Age 70-74	2.6	2.2	168	166
Age 75-79	3.4	2.2	190	124
Age 80+	5.9	2.8	360	200

There is a marked increase in early years and children – the percentage of speakers is higher among 3-14 year olds than their parents' generation (the cohort aged 25-49). The 5 to 14 age group represents school pupils – this is the highest percentage of Welsh speakers. This demonstrates the influence of Welsh-medium education and Welsh second language education, and we will look at this in more detail in the next chapter.

5. Strategic Context

In terms of the policy and legislative context within which the Menter Iaith operates, there is a clear national focus on the Welsh language in many areas, and the Local Authority, Health Board and others have a responsibility to meet these requirements locally. The main ones are:

Caerphilly County Borough's Five Year Welsh Language Strategy:

2017-22

Welsh language schemes have been replaced by a new system of requirements that came into force following the Welsh Language (Wales) Measure 2011. As well as giving the Welsh language official status, the Measure, through regulations, imposes statutory Welsh language standards on bodies in Wales.

These include promotional standards (standards number 145 and 146) which require Caerphilly County Borough Council to:

- **Set targets to promote the Welsh language and facilitate wider use in the area, and maintain or increase the number of Welsh speakers.**
- **Publish the results as well as a list of activities organized or funded to promote the use of Welsh.**

Caerphilly County Borough's Five Year Welsh Language Strategy was published in 2017 and officially launched at Menter Caerffili's festival, Ffiliffest. The Menter has been instrumental in shaping the Strategy, and particularly in the development of the Strategy's action plan. Members of the county Language Forum also contribute substantially to the delivery of the Strategy.

The Welsh Government's Welsh Language Strategy:

Cymraeg 2050 – A Million Welsh Speakers

The Welsh Government's main vision for the year 2050 is that *“the Welsh language is thriving, the number of speakers has reached a million, and it is used in every aspect of life. Among those who do not speak Welsh there is goodwill and a sense of ownership towards the language and recognition by all of its contribution to the culture, society and economy of Wales.”*

Cymraeg 2050 includes three Strategic Themes, namely:

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

The majority of the Menter's work falls under Theme 2, as the Menter prioritizes the development of opportunities to increase local use of the language. However, elements of the Menter's work also support and contribute to Themes 1 and 3. The Menter supports opportunities locally to learn Welsh and offers new speakers opportunities that bridge between opportunities to learn and opportunities to use the language. In addition, the Menter employs over 70 members of staff and has developed Welsh-medium services and a Welsh-medium workforce that make a significant contribution to the local economy.

The Well-being of Future Generations Act

The Well-being of Future Generations (Wales) Act 2015 sets out seven goals for the well-being of future generations in Wales. These include ensuring a *'A Wales of vibrant culture and thriving Welsh language'*.

According to the Welsh Government: *“The well-being plans which we intend local authorities to prepare as a result of the Well-being of Future Generations Bill will provide an important vehicle to ensure that the goal of a thriving Welsh language is a central consideration in future public policy.”*

More than Just Words

'More than just words...' is the Welsh Government's strategic framework for improving Welsh language services in health, social services and social care. The targets for Local Authorities and Health Boards to improve their Welsh language services aim to meet people's linguistic needs and improve the quality of care.

Welsh in Education Strategic Plan 2017 – 2020

Regulations in Wales require all local authorities to produce a Welsh in Education Strategic Plan (WESP).

The plan sets out the council's vision to stimulate demand for Welsh-medium education and includes actions for 2017 to 2020.

- more seven year old children being taught through the medium of Welsh
- more pupils continuing to improve their language skills when transferring from primary to secondary school
- more students studying through the medium of Welsh
- more students aged 16-19 studying Welsh and studying subjects through the medium of Welsh
- more students with advanced Welsh language skills
- Welsh-medium provision for pupils with Additional Learning Needs
- Workforce Planning and Continuing Professional Development

In Caerphilly County Borough's Welsh in Education Strategic Plan, the Council notes the following:

By 2020 we will:

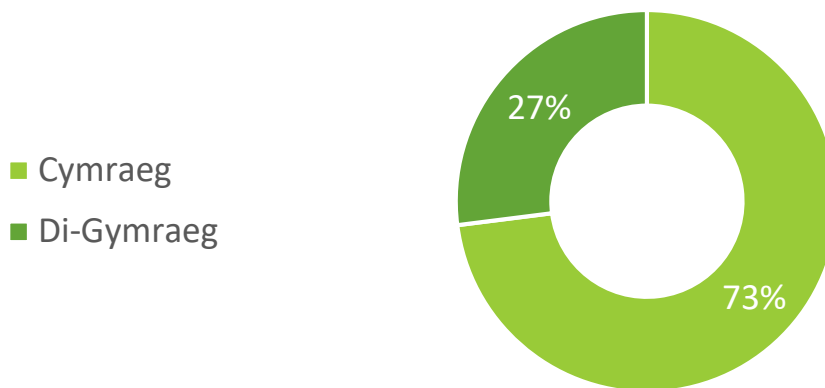
- **Improve standards of attainment particularly in Key Stage 4 at the Level 2+ threshold**
- **Raise levels of attendance**
- **Reduce the impact of poverty on children and young people**
- **Continue to proactively promote early years provision to stimulate parental demand**
- **Increase the number of children accessing Welsh medium education, in line with parental demand identified in surveys, equating to 18% in primary by 2018 (an increase from 9.19% in 1996) and 20% in secondary by 2023 (an increase from 7.30% in 1996).**
- **Proactively manage Welsh medium places to ensure excess surplus places are minimised.**
- **Work with 21st Century Schools team in Welsh Government to identify funding in Band B of 21st Century Schools programme, for the development of sufficient Welsh medium places in areas where they are coming under pressure, in particular Bedwas Trethomas Machen area, and the Islwyn East area.**
- **Development of the Ysgol Gyfun Cwm Rhymni Gwyndy site to include sixth form provision and move Ysgol Gymraeg Caerffili to the site.**

6. Language Transmission in the Home

Fluent Welsh speakers are also created in the home – and they are more likely to be fluent than those who learned to speak Welsh at school.

Across Wales, the rate of transmission of Welsh to children in homes where both parents can speak Welsh is 82%. In Caerphilly, this rate is 73%. This means that in homes with children who are 3 to 4 years old, where both parents are able to speak Welsh, 73% of children are introduced to Welsh in the home. In 2001, this figure was 64%.

Transmission of the language in homes where both parents speak Welsh



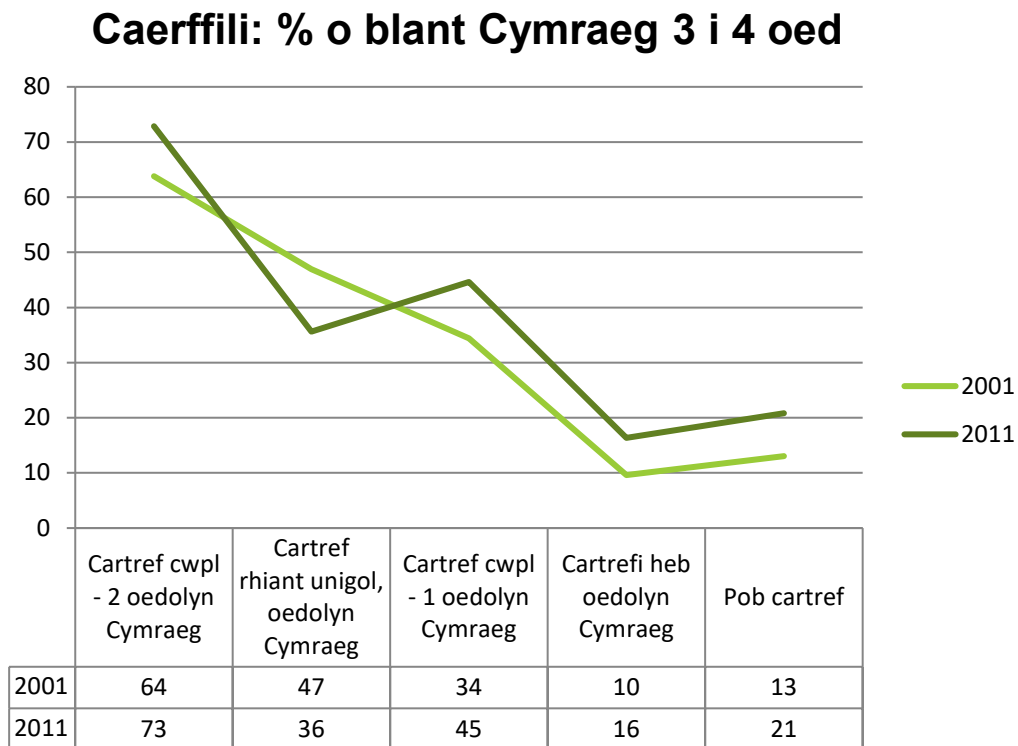
[Source: Welsh Language Commissioner / Statiaith]

It is also worth noting the increase in households where one parent speaks Welsh – from 34% to 45%, which matches the national rate of 45%.

With this upward trend, it seems that there is further potential for more work to extend influence in this area with this 24% of Welsh-speaking couples, and those homes where one of the couple speaks Welsh, together with their extended families. There may be an opportunity for the Menter, in conjunction with other organisations that provide family services locally – Cymraeg for Kids, Mudiad Meithrin, Families First, the

Urdd, Learn Welsh Gwent and Flying Start – to have an even greater influence in this area, by considering opportunities across the sector.

Table 5: Language transmission to children in the home



[Source: Welsh Language Commissioner / Statiaith]

The Welsh Government published its National Policy on Welsh Language Transmission and Use in Families in 2021. The work of the Menter, and indeed all of the Mentrau Iaith across Wales, is key to the process of delivering this policy. The policy will prioritize the following four elements:

- i. Inspire today's generation of children and young people to speak Welsh to their children in the future.
- ii. Reignite the Welsh language skills of those who may not have used Welsh since their school days, or who aren't confident in their language skills, to speak Welsh with their own children.
- iii. Support and encourage use of Welsh within families where not everybody speaks Welsh.
- iv. Support Welsh-speaking families to speak Welsh with their children.

Many of the Menter's services and projects support the above objectives, so there is a key opportunity over the coming years to make a significant contribution to the process of delivering the Policy.

7. Education

As Caerphilly Council has stated in its Welsh in Education Strategic Plan 2017-20, stimulating demand for Welsh-medium provision in the early years is vital. Caerphilly is an area that continues to develop, and any new housing developments or estates are leading to an increase in the demand on the local Welsh-medium education system. Caerphilly Council's intention was to increase the number of children receiving Welsh-medium education in line with the results of parental demand surveys, to 18% in the primary sector by 2018 (an increase from 9.19% in 1996) and 20% in the secondary sector by 2023 (an increase from 7.30% in 1996).

There has been a significant increase in Welsh-medium provision in the Caerphilly County Borough Council area since its inception in 1996. Primary school pupil numbers have increased by over 60% to the current level of over 2900. During this 20-year period, three additional schools were established and seven of the original eight schools were given new buildings or alterations / extensions to increase capacity. The number of pupils at Ysgol Gyfun Cwm Rhywni has increased by around 75% from 900 to 1600. The school moved to a new site in 2002 and was further developed into a second site (Gwyndy) in 2013. The maximum number of places on both sites combined is 2,348, and it is expected to fill to capacity by 2025.

The Council's commitment to developing Welsh-medium education is evidenced above, and this continues to be a priority as shown in Band A of the Welsh Government's 21st Century Schools programme. This plan is full of aspirations but is clearly dependent on Welsh Government funding to deliver the First Minister's Programme for Government 2016-2021, Taking Wales Forward, working towards a million Welsh speakers by 2050. Funding will enable work towards the aspirations of the Well-being of Future Generations Act for a vibrant culture and thriving Welsh language, and the Welsh Language (Wales) Measure 2011, which means that Caerphilly County Borough Council is now required to comply with a set of Welsh Language Standards. One of the key standards is a requirement to implement its 5 year Welsh Language Strategy, which aims to increase the number of Welsh speakers and will enable it to

facilitate the use of Welsh in the county borough. The intention is to work strategically with partners locally and nationally to give schools and education providers across age ranges and language sectors the ability and sustainability to raise standards in Welsh and to promote the use of Welsh in families, communities and workplaces. The Plan will aim to stimulate and deliver local, accessible, sustainable, community-focused provision to meet the growing demand for Welsh-medium education.

Early Years

There are currently 12 Cylchoedd Meithrin nursery groups and 5 Ti a Fi baby and toddler groups across communities in the area. There are communities where there is no Cylch Meithrin within reach of families, and Mudiad Meithrin is developing a plan to establish new cylchoedd in some of these areas.

Transition from nursery provision to primary schools is a key area. Overall across the county, there is a transition rate of 80% from Cylchoedd Meithrin to Welsh-medium primary provision and the Council notes that 100% of children in Flying Start Welsh-medium childcare provision transfer to Welsh-medium primary school. Due to the geographical challenge and travelling distances, it is necessary to ensure that everyone has the opportunity to access Welsh-medium provision in their communities.

The Menter plays an important role in the development of Welsh-medium childcare provision locally as it continues to develop its out-of-school childcare service which includes breakfast, wrap-around, after-school and school holiday care provision. Over 70 staff are now employed within the service, and the Menter offers over 720 childcare places each week. Over 60,000 childcare places a year are offered across the Menter's childcare settings. The Menter has identified areas of need and demand for Welsh-medium childcare and will seek to respond to this demand over the coming years. The Menter's childcare service also supports and responds to the Caerphilly Childcare Sufficiency Assessment.

The Road to Bilingualism for the Childcare Sector

In addition to its own childcare provision, the Menter was successful in winning a contract from Caerphilly County Borough Council in March 2018 to provide support and advice to a cross-section of childcare settings to increase their use of Welsh. Menter Caerffili employs a Support Officer to develop this support which offers a comprehensive package of support for childminders, nursery groups and private nurseries. The Menter continues to implement our scheme for providers to increase their use of Welsh, 'The Road to Bilingualism'. The scheme offers a variety of childcare settings an opportunity to develop by agreeing practical targets to increase their use of Welsh across elements of their work. It is intended to further develop the scheme during the coming year to support more providers to adopt the scheme.

Primary Education

There are currently 11 Welsh-medium primary schools across the county borough that have nearly 3000 places altogether. Across the whole of Wales, approximately 22% of children receive Welsh-medium primary education, with approximately 17% of pupils receiving Welsh-medium secondary education. But in the further education sector, the percentage is under 5%, with a similar figure for higher education.

Between 2001 and 2011, Caerphilly saw an increase in the number of children receiving Welsh-medium education.

Table 6: Percentage of 7-year-olds in the Caerphilly area receiving Welsh-medium education

2001	2011
11%	17%

Despite this growth, in order to reach the goal set by the Welsh Government, the Council has set a target of 18.98% of 7-year-old children receiving Welsh-medium education by 2017.

Across Wales, there was an overall drop of 14% in the number of school age children between 2001 and 2011. The fact that there has been no corresponding drop in the number of children receiving Welsh-medium education highlights the scale of the demand.

One thing is clear from the figures for Welsh-medium education in Caerphilly and the region as a whole, and this presents different challenges for the local authority and its partners. On the other hand, it is also possible to focus on potential opportunities.

If we look at the percentage of Welsh speakers aged 5-14 in Table 4, we see that there are more Welsh speakers among Caerphilly's school-aged children than there are children receiving Welsh-medium education. It is therefore likely that some parents of children who receive Welsh lessons in English-medium schools have stated on the Census form that their children speak Welsh. It could be argued that this reflects pride in the language, and faith in education to provide those skills.

While this pride and faith may exist, it appears that the system of teaching Welsh as a second language is not meeting the demand. This can be seen by looking at the table below, which notes the number of 10-14 year old Welsh-speaking children in 2001, and the same cohort of the population 10 years later:

Caerphilly Welsh speakers	2001	2011
Age 10-14	39.8%	
Age 20-24		12.8%

Here, we see a suggestion that many of the school pupils aged 10-14 in 2001 were not able to retain their Welsh language skills after leaving school. The second figure is of course closer to the percentage of the population receiving Welsh-medium education.

Of course, there is more than one factor in this change, such as young Welsh speakers leaving the area, but this underlines the importance of not over-relying on education to create and sustain Welsh speakers without strategic planning between many agencies and partners to improve the education provision itself, and to expand opportunities outside education and into the workplace.

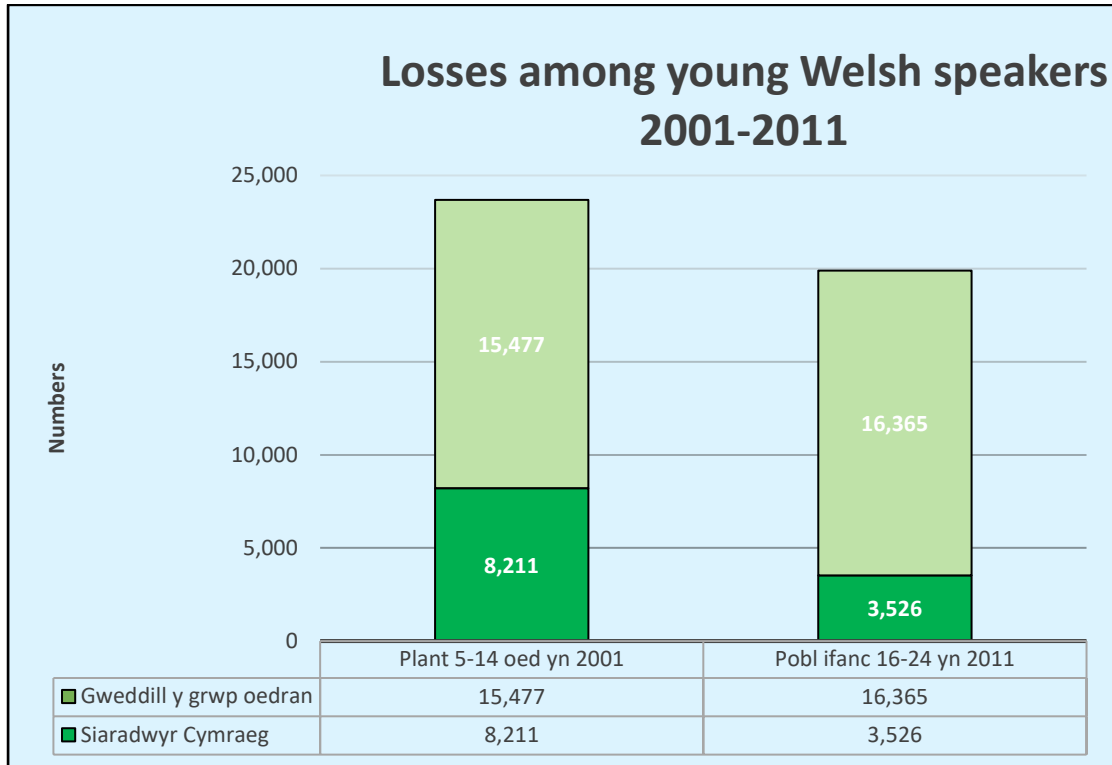
Secondary Education

Ysgol Gyfun Cwm Rhymni currently has two sites (Gelli Haf and Gwyndy) providing 2,348 places. PLASC data for 2020 shows a transfer rate of 99.8% from the county's Welsh-medium primary schools to Ysgol Gyfun Cwm Rhymni, which has remained constant in recent years.

According to the PLASC data for 2019/20, 14.9% of pupils aged 14-16 in Caerphilly County were studying qualifications through the medium of Welsh, which is an increase from 12.9% in 2018-19. Similarly, 24.6% of 16-19 year olds were recorded as studying qualifications through the medium of Welsh in 2019-20, an increase on 22.6% in 2018-19.

In terms of young people's use of Welsh outside school, this is a critical time in establishing patterns of use. According to the Language Use Survey, *'it is already evident that 16 to 29 year olds are less likely than any other age group to speak Welsh every day'*.

This challenge is supported by the data shown below. The chart below compares the numbers of 5-14 year olds who could speak Welsh in 2001 with the numbers of 16-24 year olds who could speak Welsh in 2011. Since the age group in 2011 was smaller by one year, it would be reasonable to expect a reduction of around 10%. However, the data shows a more significant reduction, which highlights the need locally to support young people to continue to use their Welsh language skills while pursuing a career and raising a family, and encouraging them to become local community leaders through the medium of Welsh.



According to research by Bangor University, there is a clear gap in Welsh language provision for older young people:

‘It could be argued that this endangers the language progression and progress of the education sector and reinforces the perception that Welsh is the language of education only.’

For around 18 years, the Menter, the Urdd and Caerphilly County Borough Council Youth Service have jointly funded and managed a Youth Officer to strategically plan Welsh-medium youth work. With dedicated investment, the Menter and the Urdd could assist the Council to do more with this age range through the medium of Welsh. Existing volunteering programmes within education, for example the Welsh Bac and the Duke of Edinburgh's Award, could be used to introduce young people to the idea of contributing to their communities through volunteering and expanding the work already being done by the Menter with young volunteers at Ffiliffest for example.

Further Education

Coleg y Cymoedd's current priorities are to extend the range, type and levels of the Welsh-medium Customer Care courses, known as Yr Iaith ar Waith. The provision is focused on subjects identified by the Welsh Government as priority areas for Welsh language development.

Phase 1 took place in 2014-15 when the course was delivered to Childcare / Health and Care / Catering students.

Phase 2 – Business / Travel and Tourism (and the subjects from Phase 1)

Phase 3 – The Creative Industries (and the subjects from Phase 1 and Phase 2)

Phase 4 – Engineering / Construction (and the subjects from Phase 1/2/3)

In addition, units across mainstream courses are being introduced (e.g. Business since 2016-17) to offer their Welsh-speaking students a real choice.

The College works closely with Ysgol Gyfun Cwm Rhymni. The school invites College staff in to talk to pupils who they feel are likely to come to study at the College at 16 and also invites the College to hold a stall at their Year 11 Information Evening. There is a focus not only on the courses available at the College but also on how pupils from the school can work to maintain their Welsh language skills. The College provides Welsh-medium courses in Automotive Studies for Year 10/11 pupils from Ysgol Gyfun Cwm Rhymni as part of the partnership work between the College and the school. This facilitates the school's NEET reduction strategy.

Their pupils have benefited from attending one-day Welsh-medium courses at the College (in Automotive Studies, Catering and French this year) which have been funded by the South East Wales Cross-Border Forum for Welsh-medium and bilingual education. The Government no longer funds the Forums, making it difficult to plan without funding. The College is in discussions with schools in Caerphilly and Rhondda Cynon Taf to discuss whether there is a way of ensuring that this good work continues.

The College offers its staff training (Welsh lessons) as part of its Linguistic Skills Strategy. All staff are required to complete a Staff Questionnaire to identify any Welsh language skills, and the information is used to target suitable training and used in conjunction with the audit that Managers are required to complete for any posts in order to identify whether they need to be designated as Welsh Essential or Desirable and to identify any skills gap.

All learners are required to attend an induction session when joining the College, and a Welsh language section is included within that which provides the following information;

- That they are entitled to submit their written work in Welsh (depending on Awarding Body guidelines) even if the tutor does not speak Welsh
- That they can ask for notes / assessments in Welsh
- That bilingual booklets are available that provide mathematical terms bilingually to help them, especially during the transition from school to college

There are opportunities for students to maintain and improve their language skills informally through a range of activities eg coffee morning/going to see 'Jonathan' being filmed at BBC Studios/Urdd activities such as an Outdoor Day and competing at the Urdd Eisteddfod. They have the opportunity to contribute to Welsh-themed days such as 'Shwmae Day' as well as the Welsh-medium activities that take place during Welsh Week. The learners themselves perform as well. The College is keen to further develop informal opportunities for students to speak Welsh by working with partners within the Language Forum.

Welsh for Adults

Learn Welsh Gwent

Coleg Gwent offers a host of courses on behalf of the National Centre for Learning Welsh in Blaenau Gwent, Caerphilly, Monmouthshire, Newport and Torfaen. These courses are programmes that combine classroom learning and online study or weekly evening classes with intensive

learning. *Learn Welsh Gwent* works in the Caerphilly area providing Welsh for Adults classes

Learn Welsh Gwent wants to:

- increase the numbers learning Welsh in the area by maintaining and developing an extensive programme of courses for learners at all levels from absolute beginners (Mynediad/Entry level) to those who are fairly fluent (Hyfedredd/Proficiency level)
- increase the numbers starting courses and continuing to learn Welsh in the area
- increase the numbers reaching fluency in the area
- increase the numbers who know about Welsh lessons in the area and raise the profile of the sector, and
- increase opportunities for learners to use their Welsh confidently in the area.

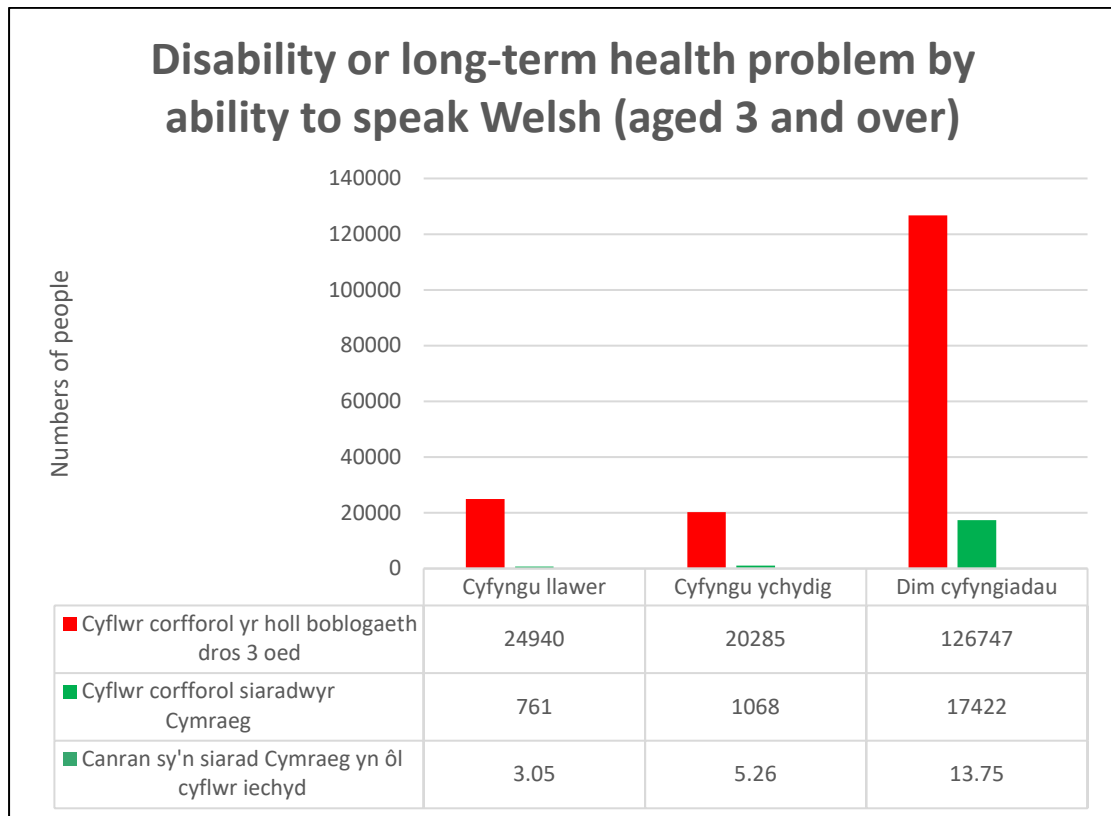
Learn Welsh Gwent's expertise is the intensive courses – 4 hours (3 hours in class and 1 hour online doing activities to reinforce what is taught in the lesson). A very intensive course – 9 hours a week – is also offered to those who want to learn Welsh quickly.

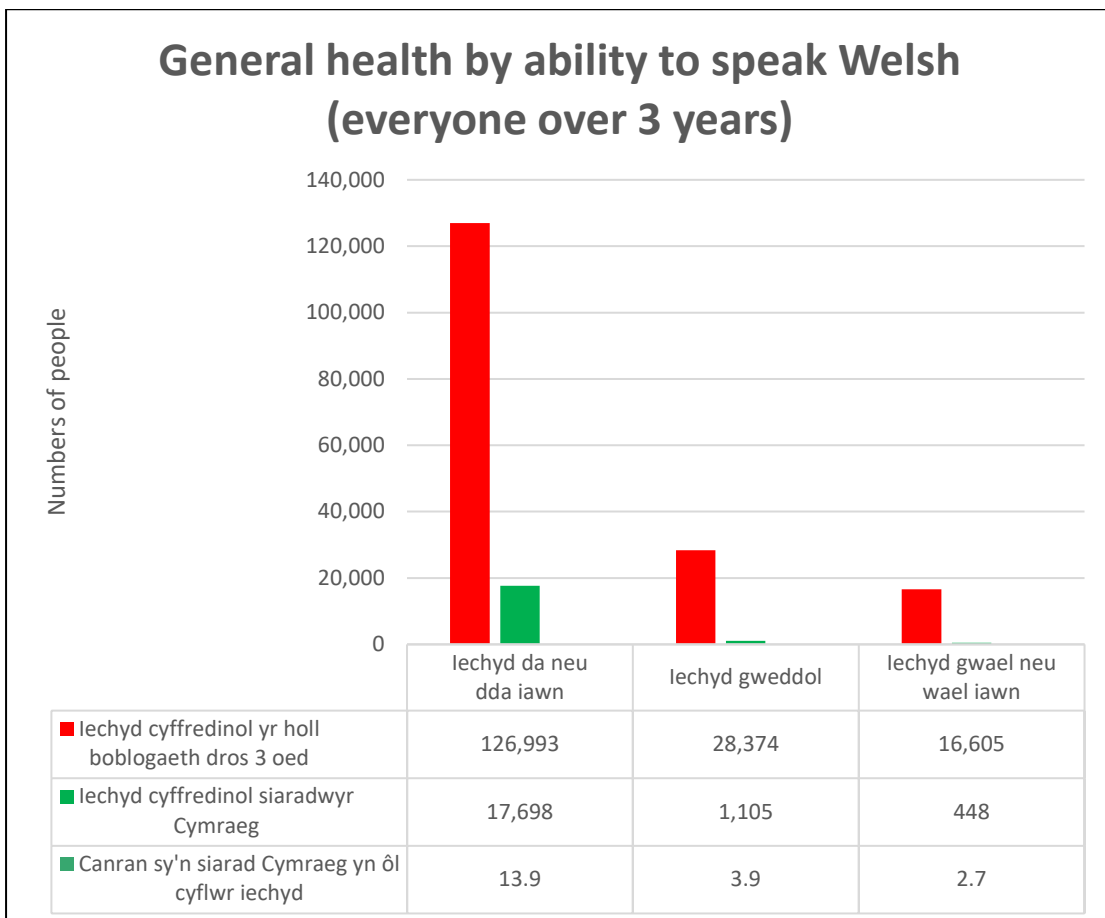
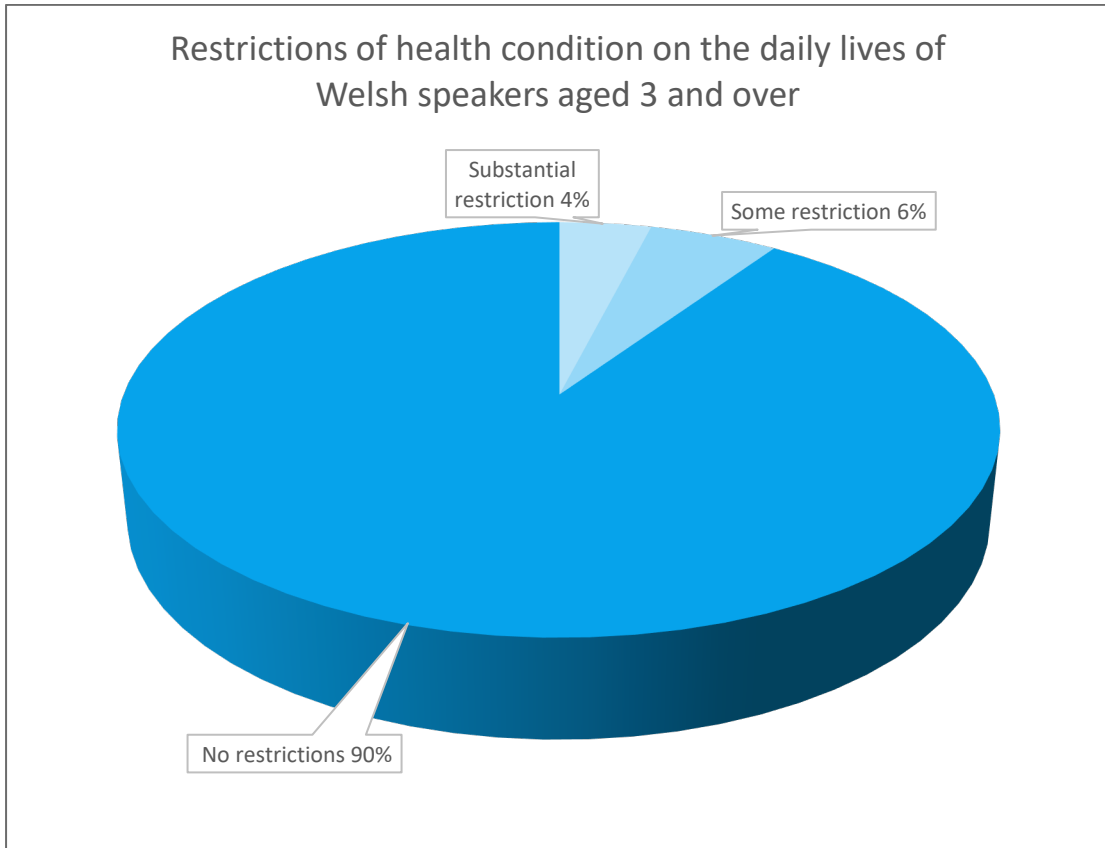
The Council is currently working in partnership with Coleg Gwent to develop and maintain Welsh for Adults provision. The programme includes various classes across the county's communities within adult education centres, Coleg y Cymoedd, workplace classes and Welsh for the family classes.

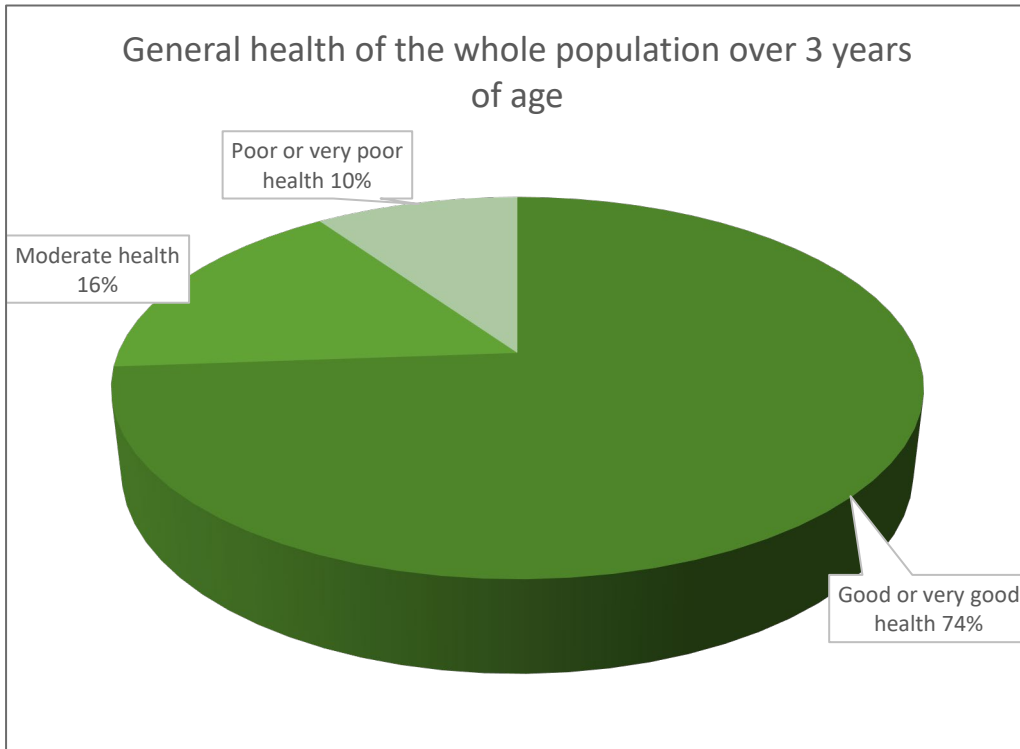
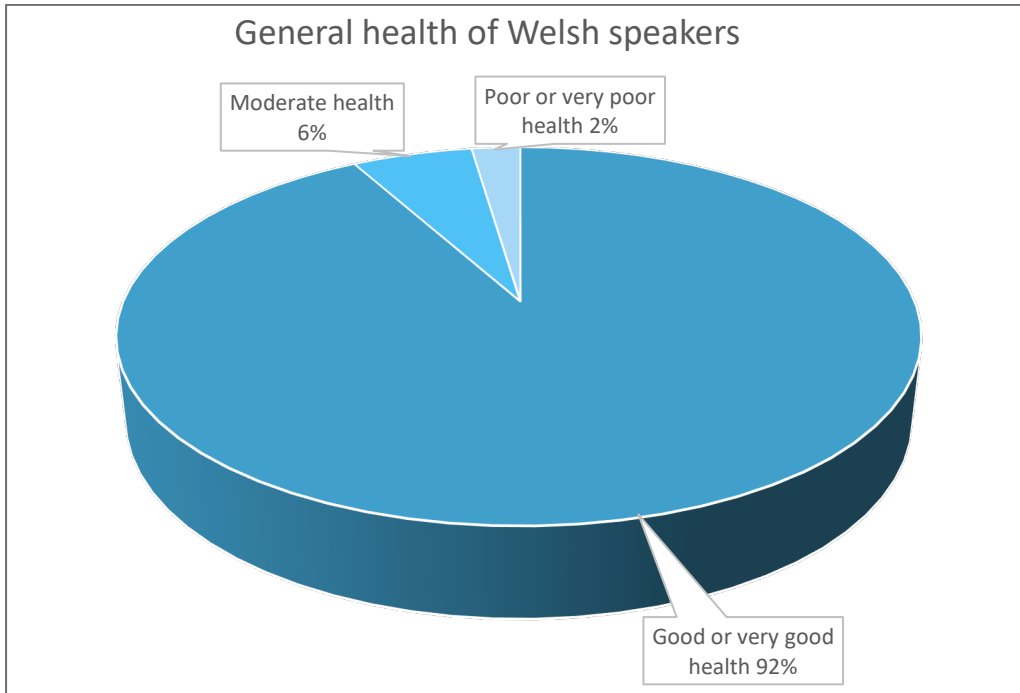
In addition to the regular classes, *Learn Welsh Gwent* provides a large number of informal learning activities that give learners at all levels opportunities to use and practise their Welsh in a social setting outside the classroom. This is a growing development that is vital for Welsh learners. In this regard, *Learn Welsh Gwent* works very closely with Menter Iaith Caerffili to ensure that Caerphilly learners have the opportunities to practise the Welsh they learn in the classroom and to use Welsh with others speakers in the Menter Iaith Caerffili area.

8. Health and Well-being

Current ONS data shows that the health of Welsh speakers is better than the general population, and this is especially true in areas of generally poor health such as the south-east valleys. As is the case with many other issues, the Caerphilly County data set out below does not mean much without comparison with other counties to see its significance. The counties that show the highest proportions of ill health or disability among Welsh speakers are Carmarthenshire and Neath Port Talbot, which probably reflects an older population in these areas.







The Menter works with Aneurin Bevan University Health Board, and a More Than Just Words Forum was established recently of which the Menter is a member. There are successful examples of joint working between Cymraeg for Kids and Midwives and Health Visitors. In addition, the Menter, along with other members of the Language Forum, were responsible for developing and publishing the resource 'Being Bilingual' that supports local families to raise children bilingually. The resource is widely distributed via health visitors. The COVID-19 era has underlined

the strong link between health and well-being and the ability to use the Welsh language within local communities. There is therefore an opportunity to work more closely with the Health Board to ensure that local Welsh speakers have consistent access to health services through the medium of Welsh.

9. The Workplace and the Economy

In 2013, research was carried out into the need for Welsh language skills in eight sectors in Wales, and it was noted:

Even though Welsh medium education provision is in itself an all-important part of the effort to promote and increase Welsh language use, it is considered that Welsh language use in the workplace is essential in order to move towards a bilingual society.

Childcare is a clear example where Welsh speakers are sought for a particular workplace to meet needs in an area of work where demand is constantly increasing. The Menter itself has initiatives to promote employment and work opportunities for a Welsh language workforce, and this offers a strong basis for further discussion with stakeholders, especially in the context of the Welsh Language Standards.

The Welsh Language Standards require that Welsh is given a more prominent place in the workplace, and the County Council is getting to grips with this with more opportunities to learn and use Welsh at work.

According to the Language Use Survey, Welsh speakers working in the public sector are more likely to use Welsh with colleagues, compared to Welsh speakers working in the private sector.

In the survey of the eight sectors in 2013, it was noted that ‘two thirds (66 per cent) of employers had staff with Welsh language skills, and slightly more than a third said that Welsh was used in the workplace (35 per cent)’.

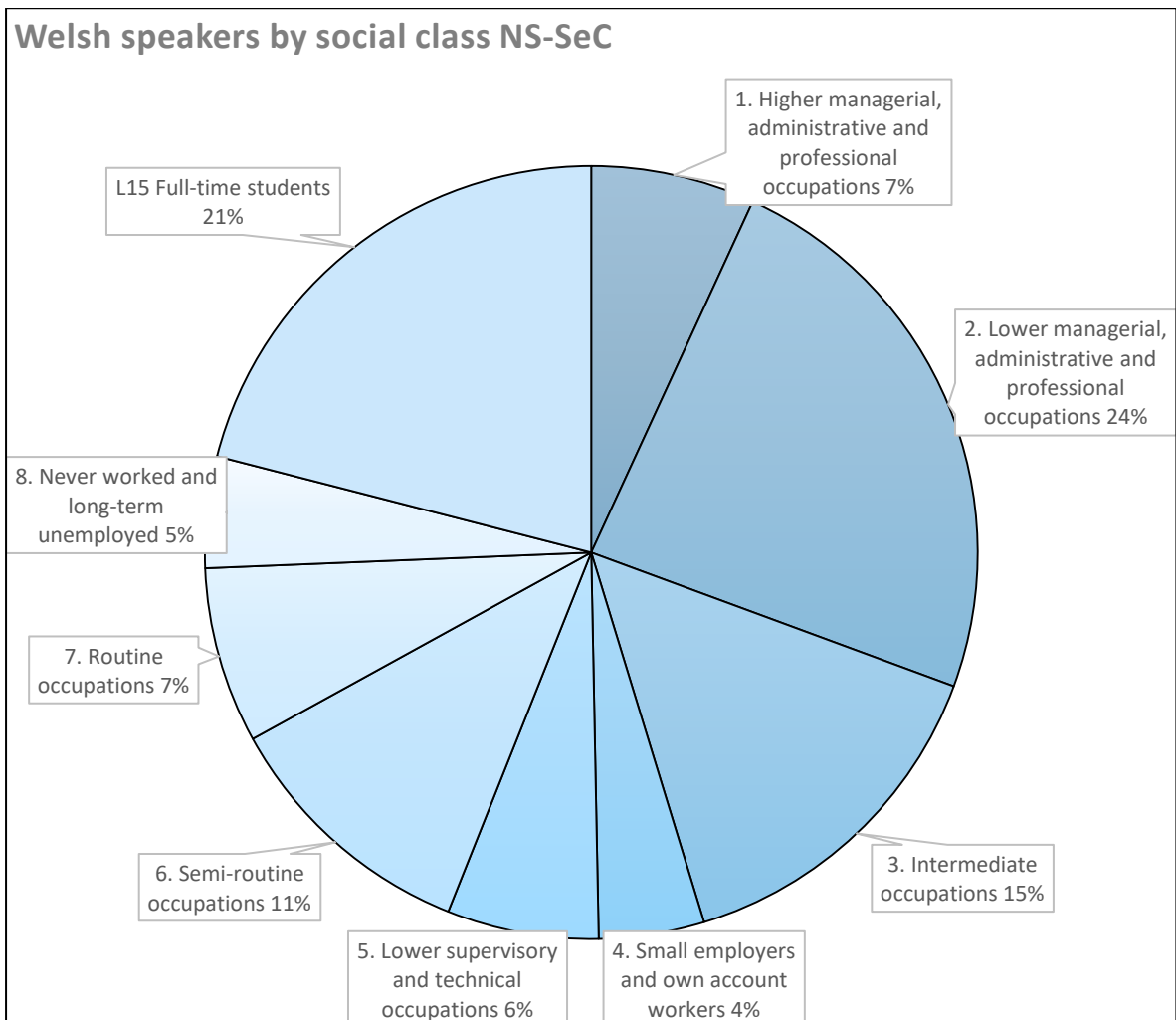
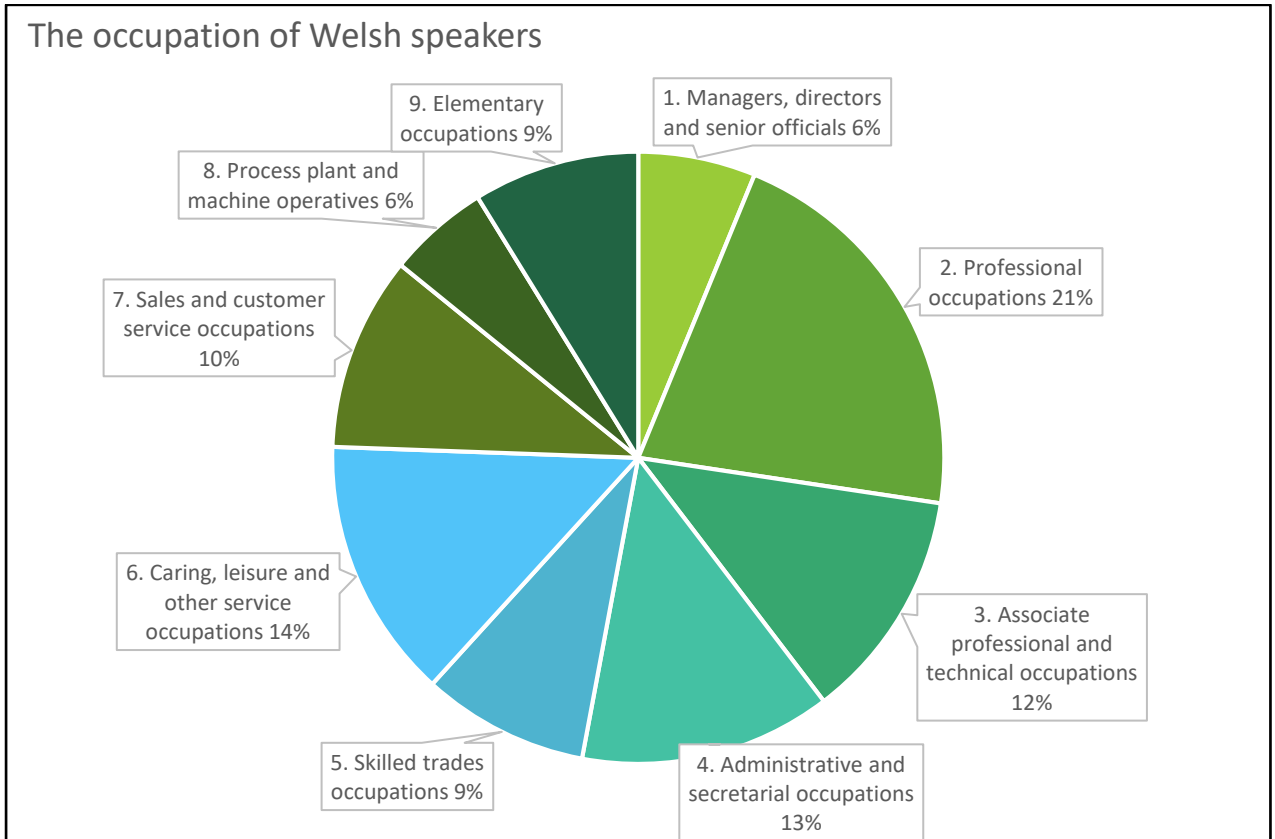
The profile of the Welsh language in the workplace appears to be steadily increasing, with the help of Welsh Language Standards and promotional work at a local level.

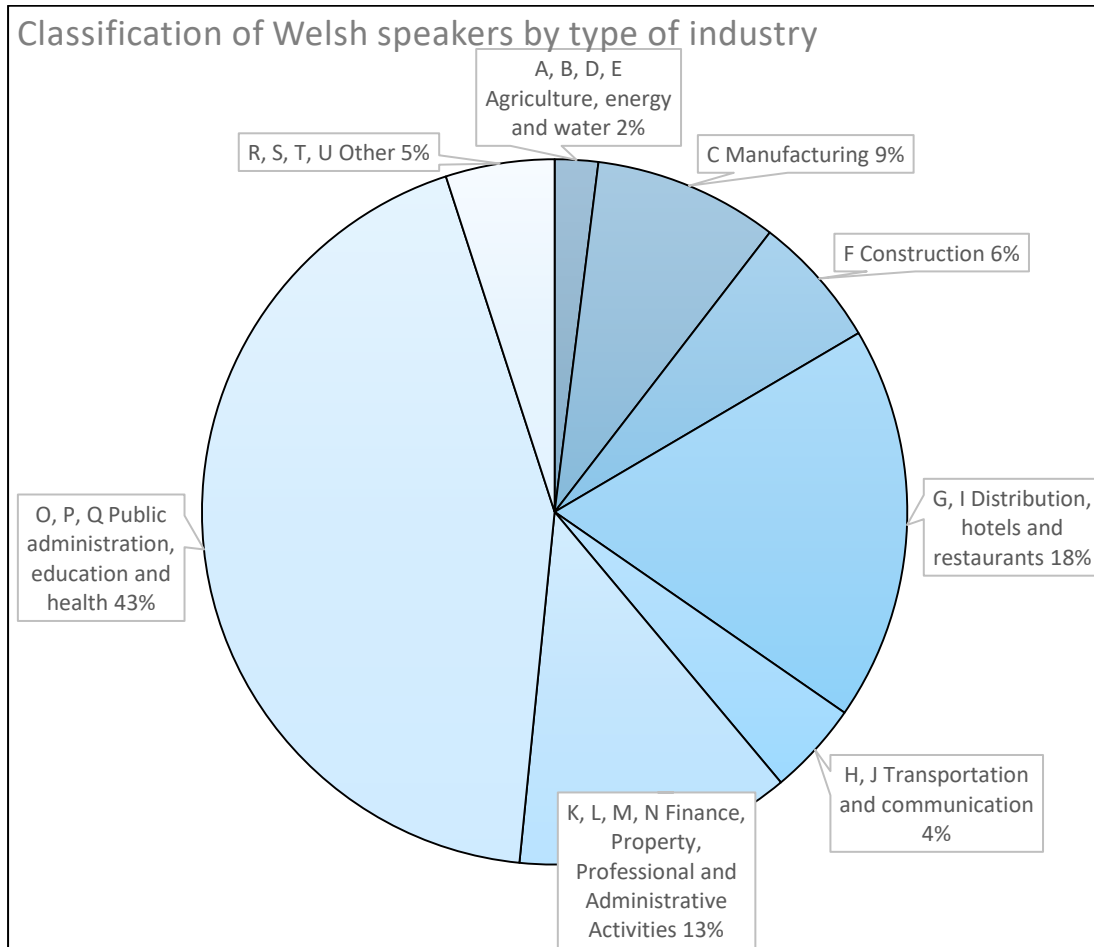
According to the Language Use Survey, almost three quarters of workers in the public sector thought their employer was supportive of using Welsh, compared to 41% in the private sector

But this positive shift should not be taken for granted. There is still work to be done, to protect the rights of Welsh speakers in the workplace and to raise awareness of the value of the Welsh language as a skill.

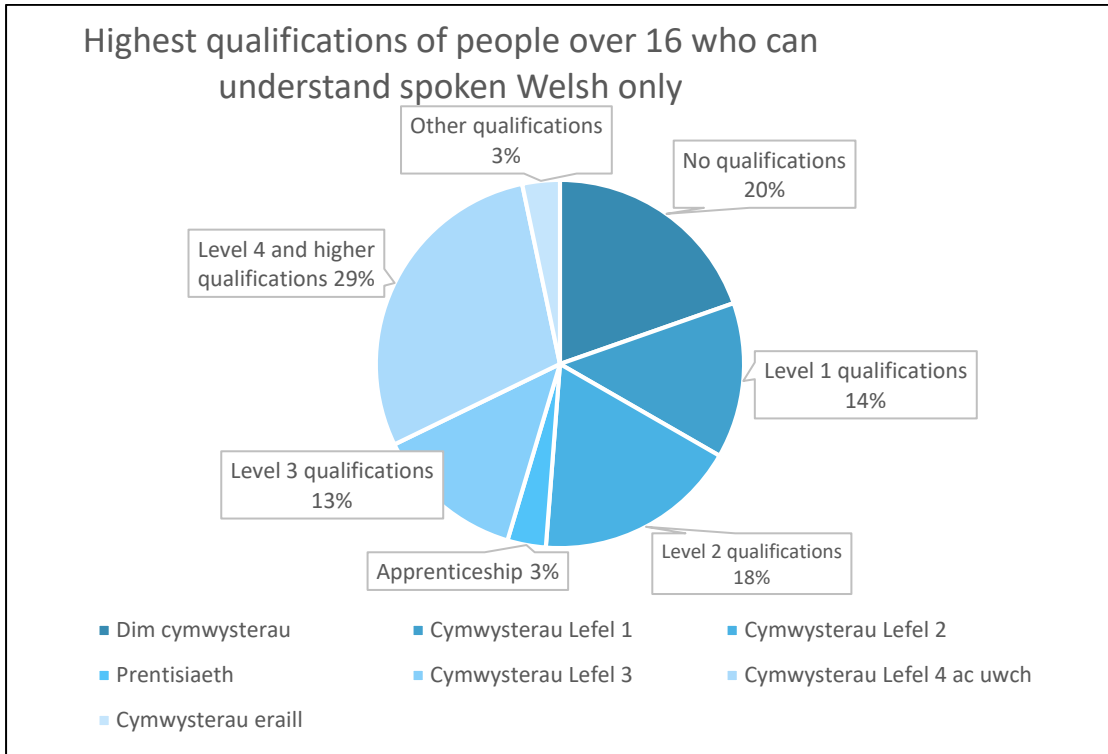
In the Employer Skills Survey 2013, skills shortages were identified as a problem for employers in Wales, with planning and organisational skills accounting for 57% of skills gaps, but a quarter of all skills gaps in jobs in Wales were attributed, at least in part, to a shortage of Welsh language skills (verbal and written). In this context, there may be a case for strengthening work with partners to promote and develop skills specifically for the workplace.

On the other hand, as already noted, many local people have emphasized the need to be able to identify Welsh speakers when dealing with people face to face in public organisations, businesses and shops. There is a need to promote the Working Welsh badges to ensure that they are used in the most effective way – best practice would be to discuss this with staff, ensuring that they are aware of the need to promote Welsh language services as well as giving them reassurance over any concerns they may have.





The qualification data also shows higher qualifications among Welsh speakers, particularly in the south-east as shown in Caerphilly County data below. In Caerphilly County, 29% of Welsh speakers aged over 16 have qualifications at Level 4 and above, compared to 17% of people with no Welsh language skills and 19% of the general population. Supporting these Welsh speakers to become community leaders for the Welsh language locally and to contribute to the development of the local economy will be key to encouraging local ownership for the success of the Welsh language.



10. Housing and Households

The table below shows average house price figures in Wales and Caerphilly County with **Caerphilly** being lower than the Welsh average in August 2020, with a gap of £5,500 in 2011 and a gap of £20,000 by 2019.

Table 1: Average house price for Wales and Caerphilly County, in August 2020 (£)

	August 2020
Wales	172,828
Caerphilly County	146,602

According to the 2011 census, there are 74,479 households in Caerphilly County. Of those 74,479, 69.6% have been purchased with the remainder rented from the Local Authority, Housing Association or private landlord.

The table below (table 2) focuses on tenure and looks at Welsh language skills and the ability to speak Welsh for 74,479 of Caerphilly County residents, whether they have one or more skills in Welsh or no skills in Welsh.

Table 2: Welsh Language Skills by tenure – Household Reference Persons

(Office for National Statistics, Tenure by Welsh Language Skills)

	All categories: Welsh language skills	One or more skills in Welsh	No Welsh language skills
All categories: Tenure	74,479	6702	67,777
Owned or shared ownership total	51,848	4890	46,958
Owned: owned outright	24,188	1983	22,205

Owned: owned with a mortgage or loan or shared ownership	27,660	2907	24,753
Rented or living rent free total	22,631	1812	20,819
Rented: social rented	13,962	878	13,084
Rented: private rented or living rent free	8669	934	7,735

11. Community Activities and Using Welsh in the Community

Using Welsh in the Community

In November 2015, the Welsh Government and the Welsh Language Commissioner published the results of the 'Welsh language use in Wales' survey (the Language Use Survey). Also in 2015, Bangor University published the results of their research study on the use of Welsh in communities in Wales. Both of these studies provide valuable data and insight into how people use the language.

Between the 2004-6 language use survey and the 2013-15 survey, Caerphilly has seen an increase of 1000 fluent speakers and an increase of 8,900 non-fluent speakers.

The Language Use Survey shows that fluent people are the most likely to speak Welsh in their daily lives. Also, according to the Language Use Survey, fluent Welsh speakers are twice as likely to attend a social or cultural event in Welsh compared to non-fluent speakers.

Despite the increase in the number of people saying they can speak Welsh in the Caerphilly area, the Language Use Survey shows that the percentage of people in the area who speak Welsh every day has dropped from 46% to 38%.

In the Caerphilly area and the whole of the South East, although many respondents said that Welsh was part of their daily lives, most opportunities to use Welsh were at home or with friends. In this area, Menter Caerffili has therefore developed opportunities beyond those domains. These opportunities to use the Welsh language in day-to-day informal interactions in wider circles than the Welsh speakers we know

means that the use of Welsh is normalized at a community level. This in turn allows us to achieve an increase in language use.

The challenge for all partners and stakeholders, therefore, is to target efforts to these wider areas; stabilize and expand opportunities for fluent speakers; develop the confidence of people who are not fluent and facilitate methods of involving them; promote further use in workplaces and public-facing organisations and businesses to make it easier to use Welsh in unfamiliar or new domains.

The Community

In the South East, where Welsh is a minority language in every geographical community, maintaining and facilitating communities of Welsh speakers across all age ranges is essential to ensuring the future of the language.

Of course, community has many meanings when we are talking about Welsh speakers. A community is more than a geographical location, it exists across the boundaries of an area or region, and now with social media, it could be argued that Welsh language communities have no boundaries. The Welsh language is something that unites people socially and culturally. It is an additional feature of identity that connects people and stimulates activity and interaction.

Research has shown that many factors influence the use of Welsh in the community. Firstly, although the language has official status, it is a minority language and is therefore not prominent as a community language in this area. Of course, this means a lack of opportunity for people to use Welsh.

Another obvious factor is people's confidence in using the language and whether people are used to using the Welsh language – we know that people who are not fluent are less likely to speak Welsh every day and attend Welsh language events.

When Menter Caerffili undertook research and consultations recently to establish what would help to expand the use of Welsh in the community, a number of responses from local people echoed the following themes:

- More family and social activities
- Support in the workplace to develop Welsh language skills
- Ways of identifying Welsh speakers in shops, banks, GP surgeries etc, through the orange Working Welsh badges for example
- A local centre for people to socialize in Welsh
- Increased visibility online – on websites and apps
- Create a directory of services / shops / cafes etc where a Welsh language service is provided
- Some have said that more daytime events are needed and others have said that more events outside work hours are needed.
- Opportunities for people aged 20-40 to meet and socialize

Provision for children and families

The Menter has a comprehensive weekly, monthly and school holiday programme for primary age children and their families. Part of this programme is delivered jointly with partners or independently. The usual programme includes:

- Splash and Song sessions for parents and babies
- Various after-school and holiday workshops such as arts and crafts, cooking, animation, lego, drawing cartoons
- Family events such as Miri Meithrin, Picnic in the Park, outdoor activities
- Trips
- Writing Squad
- A programme of digital opportunities such as video games clubs and workshops, content development, animation

Key partners:

- Cymraeg for Kids
- Head4Arts

- Caerphilly County Borough Council – Leisure and Arts Development Department

The Welsh Language Charter

The Welsh Language Charter is now in place across the County's Welsh-medium primary schools, with the 11 primary schools committed to following the Charter and its principles. The Charter is intended to support pupils and schools to use the Welsh language during the school day, during play and in community activities. All schools have targets to achieve the Charter's Bronze, Silver and Gold levels, and the impact of the Charter on pupils' language use can be measured annually. The Menter has a key role to play in supporting children, young people and their families to use Welsh outside of school and in the community. To support the schools in this work, the Menter has been running workshops and digital clubs in some of the schools. This work has supported our work developing a Welsh-medium online community encouraging children and young people to create online content in Welsh and to network in Welsh online. In addition, the Menter worked in partnership with Head4Arts to implement an exciting new reading project that blended Welsh-medium literature with technology.

Provision for Young People

Since 2002, the Menter has jointly funded and employed a Youth Officer with the Urdd and Caerphilly County Borough Council Youth Service. This means we can strategically plan Welsh-medium youth work. The Youth Officer supports the only Welsh-medium Youth Club in the County, which is funded by the Caerphilly County Borough Council Youth Service, and supports young Welsh speakers who receive education through out-of-school education programmes. The Youth Officer also works with the Menter's staff to support young people to volunteer through the medium of Welsh and organize a programme of activities during the school holidays.

Our Digital Development Officer also provides a substantial programme of digital opportunities for young people, including weekly and monthly

clubs, content creation and PC building workshops, trips to digital events as well as competitions within e-sports tournaments.

The Urdd

Urdd Gobaith Cymru is the largest voluntary youth organisation in Wales. It is extremely important in offering young people opportunities to use the Welsh language, and has over 56,000 members. Established in 1922, the Urdd aims to provide opportunities for all young people in Wales (8-25 years) through the medium of Welsh, and empower them to contribute positively to their communities and to Wales. For nearly a century, the Urdd has focused on giving young people great experiences through the medium of Welsh, to enable them to develop positive attitudes towards it, and pass it on to their own children.

During a period of such change, it is less useful to provide information about the service before Covid-19, when officers were located in all areas. The Urdd will communicate and work closely with a large number of partners, including the Mentrau Iaith and other organisations, to rebuild services after this period.

Rebuilding plans will include: -

- Rebuilding the national network of community officers to support sports, arts and community provision in each local authority.
- Expanding Apprenticeship provision in economically challenging times to offer qualifications and employment in Welsh.
- Holding a bigger and better digital Eisteddfod T in May 2021 and lay the foundations for hosting the Urdd's Centenary Eisteddfod **in a field** in 2022.
- In line with COVID restrictions, restarting residential trips, in refurbished camps, following capital investment in upgrades.
- Preparing for the Urdd's centenary celebrations and many exciting events across Wales that will expand opportunities for children and young people to use the Welsh language.

Young Farmers

Caerphilly County comes under the Gwent membership, with 256 members across six clubs in the area. Around 14 of these can speak Welsh, though not as their first language. A number of colleges within the area offer Welsh language courses, as well as three Secondary Schools in the area. Although not many members can speak the language, many are eager to learn it in this area, with three members of Usk club having already joined the Welsh learners' reading club run by Wales YFC. There is certainly an opportunity to create better links between the Young Farmers' Clubs and the Mentrau Iaith and Urdd Officers.

Adults

Menter Caerffili has a variety of adult provision which includes monthly and weekly provision. The provision is now independent of other partners due to financial constraints but also a lack of Welsh-medium provision by other bodies. During lockdown, the provision has continued in its entirety but through digital platforms. Provision includes:

- Opportunities to learn through the medium of Welsh including various classes and workshops such as cooking, flower arranging, art, yoga, fitness, well-being, digital skills
- Weekly Walking Club
- Opportunities to volunteer across the Menter's services
- Weekly and monthly conversation sessions
- Trips
- Reading clubs
- Gardening club
- Social evenings
- Support for isolated and vulnerable individuals
- Ffiliffest festival

Merched y Wawr

Merched y Wawr has one branch in the county, the Cwm Rhymini Branch which has 22 members. They have a varied programme of meetings, social

evenings, trips and talks. During lockdown, the Menter has been facilitating meetings via Zoom on the branch's behalf.

Learners

Providing activities for Welsh learners has been a priority for the Menter since the beginning. The Menter now has a significant number of learners who rely on the Menter for opportunities to gain confidence in using the Welsh language and to meet other learners. Weekly coffee mornings, Sadwrn Siarad events and two Reading Clubs are provided monthly. In addition, a number of events are organized especially for learners during the year, such as quiz nights, walks and an occasional lunch club. An annual trip is organized to offer learners and Welsh speakers in the area the opportunity to visit a different part of Wales when using their Welsh. It is important to note that the Menter has received genuine support and commitment from the county's learners since its inception, and there is now a core group of learners who attend every activity offered. The Menter also works closely with Learn Welsh Gwent in drawing up its programme of opportunities for learners and to ensure that a varied programme of opportunities is available to the County's learners. The Menter plays a key role in providing learners with a bridge into the local Welsh language community as well as support throughout that journey.

Other groups and organisations

- CwmNi drama company
- Cwm Ni community paper
- Dan y Graig Welsh learners group, Risca
- Bro Elyrch literary club
- Welsh-medium chapels: Bryn Seion, Ystrad Mynach; Bethel, Caerphilly and Tonyfelin, Caerphilly
- CwmNi choir
- Eisteddfod y Cymoedd

Welsh-medium online community

Of course, as noted above there are community networks that are not geographical in nature. It is worth referring to Welsh speakers' habits in terms of their use of the language online, either as a means of communicating between family and friends or more widely in terms of the potential use the Menter and others could make of social media in their communication and promotion activities.

In a Bangor University research study, *Use of the Welsh Language in the Community*, the Welsh language online community is noted 'as a new location to use language and develop wider linguistic networks'.

The Language Use Survey also focuses on social media in the context of language use, noting that just over half the fluent Welsh speakers use at least as much Welsh as they do English when texting, and that 12-18 per cent of all Welsh speakers using Twitter and Facebook use at least as much Welsh as they do English.

Technology is a key area for facilitating the Welsh language in all aspects of life. The Menter has identified the potential of new media to attract Welsh language audiences through the e-chlysur mailing list and the use of survey monkey, for example, to gather views on what is needed. It is important to continue to expand methods of communication eg Twitter, Snapchat, to ensure plenty of options for young people to best engage via the methods of communication with which they are familiar.

In addition, the Menter has developed provision of significant digital opportunities for children and young people and has created a local Welsh-medium online community. This provision is key to ensuring that the Welsh language is relevant to young people and that we are able to offer opportunities through the medium of Welsh for local people to pursue their interests and connect with other Welsh speakers.

12. Relevant Studies

SWOT Analysis

Strengths	Weaknesses
<p>Effective management by hard-working trustees and staff</p> <p>Enthusiastic and experienced volunteers</p> <p>Representing local needs</p> <p>Working in partnership with a cross section of other groups and organisations</p> <p>Member of the national network of Mentrau Iaith</p> <p>Successful in attracting substantial sponsorship annually for the county's communities</p> <p>Developing a self-sufficient childcare service that acts as a social enterprise</p> <p>Creating local jobs</p> <p>A deep understanding of the linguistic nature of the county</p>	<p>Not enough resources to expand further</p> <p>Lack of financial and human resources in some areas of activity</p> <p>Lack of training budget</p> <p>Lack of marketing budget</p> <p>Need to strengthen public profile, image and marketing and promotion methods</p> <p>Offering services to plug gaps and meet needs without adequate financial investment from the body that should be providing the services</p>
Opportunities	Threats
<p>European funding until 2021</p> <p>Tenders</p> <p>Selling services</p> <p>Strengthening relationships with various Local Authority departments and the Welsh Government</p> <p>Securing further service level agreements</p> <p>New partnerships</p>	<p>Staff moving on, with the Menter losing experience, skills and expertise</p> <p>Grant schemes coming to an end</p> <p>Loss of experienced members of the Management Board</p> <p>Increased competition for funding</p> <p>Lack of political support at national and local level for the growth of Welsh.</p>

<p>Collaborating on regional and national projects with other Mentrau Iaith</p> <p>New funds</p> <p>Website development and marketing methods</p> <p>Increasing our number of users</p>	<p>Reduction in demand for our income-generating services, especially Childcare</p> <p>Impact of COVID-19</p>
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PEST Analysis

<p>Political</p> <ul style="list-style-type: none"> • Less political focus on the impact of Brexit on Welsh communities • Continuing uncertainty for the future of the Welsh language • Focus on the next Senedd election, opportunities and threats • Potential for political consensus on the Welsh language and the vision of reaching 1 million Welsh speakers • Result of the next Senedd elections, one party leading or coalition • Next Local Government elections • Welsh Language Measure 2011 – normalizing the use of Welsh • The Well-being of Future Generations Act • Negative attitude among departments in the Local Authority and the Welsh Government towards the Welsh language and the Menter's work 	<p>Economic</p> <ul style="list-style-type: none"> • The impact of a recession on Welsh communities • Impact of Covid-19 on the area's economy. • Potential impact of the economy of other areas of the UK regenerating faster than the Welsh economy • Average salary levels • Rural and urban poverty and changes in types of poverty ie, average living wage • House prices and affordability • Negative attitude among funders towards investing in the Welsh language • EU opportunities to fund new schemes in the short term • Uncertainty over funding and structural funds programmes to succeed EU funds • Side-effects of austerity on the local economy and services • Opportunities to feed into regional economic programmes and the foundational economy. • Opportunities to create and develop economic and social enterprises
<p>Social</p> <ul style="list-style-type: none"> • Ageing population in Wales / the area • The impact of the inward migration of older people and the outward migration of young people • Availability of community leaders 	<p>Technological</p> <ul style="list-style-type: none"> • Use of technology across age ranges • Increased digital competence as a result of Covid-19 • Social networks • Available resources

- | | |
|--|---|
| <ul style="list-style-type: none">• Local desire to use and take pride in the Welsh language• Negative attitude towards the Welsh language• Inward migration of non-Welsh speakers• Welsh speakers not making use of the language• Diversity within voluntary organisations and the use of Welsh within them• Social opportunities• Volunteering opportunities• How younger people get involved• Focus on changing attitudes and the influence of interrelated factors.• The potential influence of Covid-19 on future activities | <ul style="list-style-type: none">• Regulations and restrictions such as GDPR in terms of incentive to collaborate and share information• The IT infrastructure in the area• Digital skills – progress, but gaps in digital skills for some groups, especially 50+ age group• Opportunity to develop new technology-based enterprises• Using technology to reduce costs |
|--|---|

13. Conclusion

This profile has brought together

- the key statistics about Welsh speakers in this area
- the main statutory requirements relevant to the Menter's key partners
- a number of research findings regarding the patterns of language use among Welsh speakers in the area
- the results of the survey conducted that highlight the experiences of a variety of organisations that promote the Welsh language during the first COVID-19 lockdown

The key messages that emerge from the experiences of Welsh speakers, together with the official data, highlight a number of areas that need to be addressed:

- the need for more opportunities for young people to use their Welsh outside of school and after leaving school (from leisure to the world of work)
- the need for more opportunities to increase confidence and increase the use of Welsh by learners and less confident Welsh speakers in new domains
- the need for employers to recognize the value of the Welsh language for their workplaces and ensure support for Welsh speakers
- the need to ensure that the Welsh language is more prominent in the community in order to promote wider use – both the spoken word and visibly (for example through the use of the Working Welsh badges and signs).

Menter Caerffili's work is based on a deep understanding of its communities and the needs of its communities, and it has the creativity and flexibility to address those needs. The Menter has the ability to respond innovatively to local needs through projects with partners and across many sectors, as evidenced by Ffiliffest and other local initiatives.

Another aspect that is emerging in the work of the Menter is that it does not just respond to Welsh Government targets; the activities / services

provided by the Menter also strengthen and enrich the statutory activities at a local level to promote the Welsh language and create rights for Welsh speakers.

Local authorities and their partners need to respond to the Welsh Language Standards, the national Cymraeg 2050 strategy, the Well-being of Future Generations Act, and More than Just Words – a host of requirements for improving services and increasing the use of Welsh. This means that there has never been a better time to emphasize the importance, strength and expertise of the Menter and its partners as a source of advice and guidance.

Partners and organisations have the opportunity to turn to the Menter to undertake joint strategic planning across a number of sectors to promote and increase the use of Welsh in their areas, with opportunities for collaboration across several fields, eg:

- Education
- Youth services
- Leisure
- Health and Care
- Tackling poverty
- Economic development
- Work and skills
- Volunteering

The aim of this profile is to highlight emerging needs to ensure an increase in the number of Welsh speakers and in the use of Welsh in the communities across this area. This profile is not for the attention of the Menter alone. It summarizes what needs to happen at a level that is broader than the Menter itself, in order to create a stronger position for the Menter to continue to develop and expand its provision in the most strategic and effective way.

Appendix C - Caerphilly County Borough Draft Welsh Language Strategy 2022-27

Engagement Report

Introduction and Context

In accordance with the requirements of Welsh Language Standard 145 under the Welsh Language Standards (No.1) Regulations 2015 Caerphilly Council has a [Five Year Welsh Language Strategy 2017-2022 in place](#). The strategy sets out actions to promote the Welsh language, increase the number of Welsh speakers and the use of Welsh in the county borough.

Our existing strategy builds on our past successes to meet the needs of Welsh speakers and learners in the county borough and to meet legislative requirements. The actions within the Strategy are meaningful, appropriate and achievable for all involved and are split into 6 Strategic Areas:

1. The Family
2. Children and Young People
3. Communities
4. Welsh Language Services
5. The Workplace
6. Infrastructure (Policies and Practices)

Building on our ongoing commitment, the Welsh Language Strategy has been reviewed and updated for 2022-2027. The Council has undertaken a range of evidence gathering and pre-consultation engagement to develop a revised set of actions of the draft Five Year Welsh Language Strategy 2022-2027. These actions will enable us to plan how we will promote the Welsh language and facilitate the use of the language locally to increase the Welsh speaking population over the next five years.

- A review of legislative requirements
- A review of external reports and guidance, including Welsh Government's '***Cymraeg 2050: our plan for 2021 to 2026***', and the Welsh Language Commissioner's guidance '***Standards relating to promoting the Welsh Language***'
- A review of the Council's current Five Year Welsh Language Strategy 2017-2022
- An analysis of local and national datasets
- Engagement with service delivery managers within the Council
- Engagement with Caerphilly Welsh Language Forum and Welsh in Education Forum

Methodology (What we did)

Engagement took place 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.

These are detailed below:

Stage 1 - Stakeholder Focus Groups

The draft Action Plan within the Strategy was discussed in detail through a number of focus group discussions.

The purpose of the focus groups was to give an opportunity to key stakeholders to discuss the draft actions outlined, to identify if anything was missing or required revision or merging with another action.

Four focus groups were held during September and covered the following:

Group 1 – Children and Young People	Thursday 16 September - 10:30 – 12:00
Group 2 – The Community	Thursday 16 September - 13:30 – 15:00
Group 3 – The Family	Monday 20 September - 13:30 – 15:00
Group 4 – Welsh Language Services and Workforce	Tuesday 21 September - 10:30 – 12:00

A full list of key stakeholders is available in **Annexe 1**.

This approach has helped identify meaningful actions to enable the council deliver against the requirement of Standard 145 and in line with the three themes outlined in Welsh Government's '*Cymraeg 2050: our plan for 2021 to 2026*', which are:

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

To enable all those who wished to give their views to take part, all documents were made available bilingually and simultaneous translation facilities were available at each focus group. The information regarding the focus groups were sent by invite to all key stakeholders.

It should be noted that Focus Groups 3 was merged with Focus Group 4 due to low numbers and the actions for both Strategic Areas are similar.

To view the responses made during the focus groups please see **Annexe 2**.

Next steps

The outcomes of the focus group discussions were considered alongside feedback from staff and service managers and helped to inform a revised draft Five Year Welsh Language Strategy 2022-2027 Action Plan, before being considered as part of a formal public consultation.

Stage 2 – Public Consultation

The formal consultation took place from 20 October to 24 November 2021.

The formal consultation sought to identify:

- Whether the actions outlined will help meet the intended outcomes for the Family, Children and Young People, Communities, Welsh Language Services, the Workplace and Infrastructure (Policies and Practices)
- Reasons for disagreement with any of the actions outlined
- Suggestions for any additional actions that should be included to make sure that there are positive impacts or increased positive impacts on opportunities for people to use the Welsh language
- Any views on the impact that this draft action plan would have on opportunities for people to use Welsh and to make sure that the Welsh language is treated the same as the English language

A copy of the survey can be found in **Annexe 3**

To enable all those who wished to give their views to take part, all consultation documents were made available bilingually and in a variety of formats. The consultation was promoted in a variety of ways and made available across a range of platforms. The primary consultation tool was an online questionnaire but paper copies were also made available.

The consultation was promoted in a variety of ways:

- Residents and the wider audience - To reach as wide an audience as possible the consultation was highlighted on the front page of the Council's website with a link directly to the consultation documentation and an online survey. A paper version of the survey was also available for printing from the Website or on request in a variety of formats.
- Paper copies of the survey were made available in our libraries.
- Details of the consultation were shared via the Council's Twitter feed and Facebook page
- Welsh speaking residents were e-mailed directly through Menter Iaith and shared via other stakeholder groups involved and wider networks.

- Stakeholder groups - those who had been invited to/involved in Stage 1 engagement were e-mailed directly during the first week of the formal consultation period. A reminder was sent the week before the closing date.
- Council service areas were also emailed the consultation documents.

Results

Responses and respondent profile

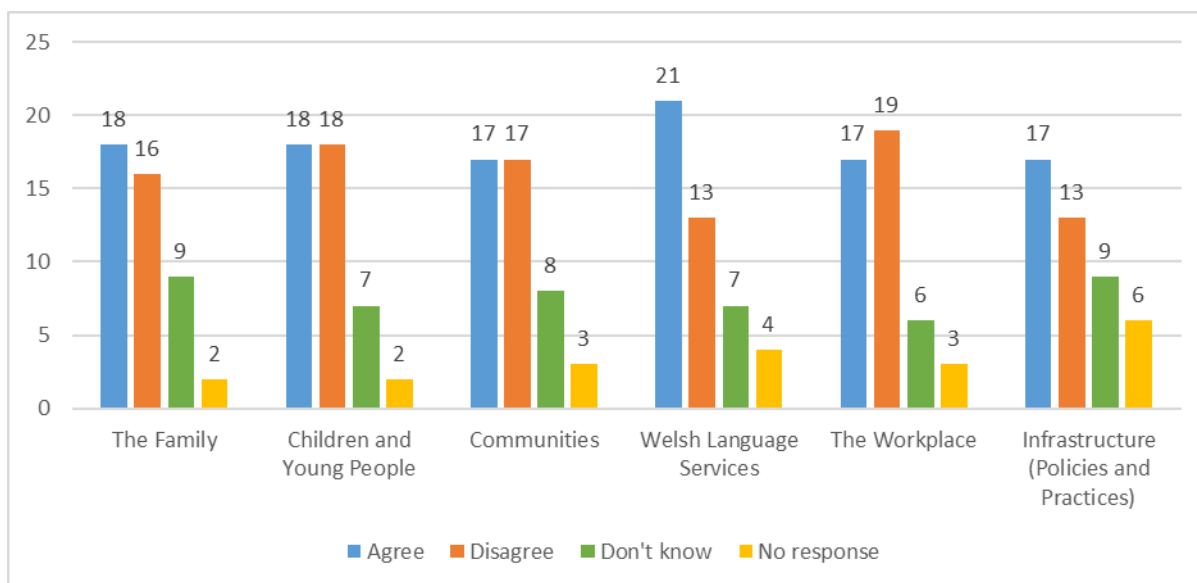
Overall, 45 respondents completed the questionnaire online. Of these:

- 37 indicated that they were residents of Caerphilly county borough
- 33 identified that English was their preferred language whilst 4 respondents identified Welsh as their preferred language. A further 2 respondents said that they were bilingual (Welsh and English) with no preference for either language
- 23 indicated that they were female, 17 were male
- 27 of those who responded were 50+, 12 were aged between 26 – 49 and 2 were aged 16-25

Respondent views and emerging themes

Respondents were asked to identify whether they felt that the actions outlined within each strategic area help meet the intended outcome for the family, children and young people, communities, Welsh language services, the workplace and infrastructure (policies and practices). There were mixed views in relation to each area as shown in Graph 1. Slightly more people agreed than disagreed with the actions for the family, Welsh language services and infrastructure but this was the reverse for children and young people, communities and the workplace.

Graph 1: Do the actions outlined achieve the intended outcomes?



Reasons for disagreeing with any actions outlined

Respondents were asked to outline their reasons for disagreeing with any of the actions outlined and these are summarised below.

General comments

- Unrealistic targets for the timescale.
- I don't disagree as such, as any efforts to support and promote the Welsh language are to be applauded, but I think more consideration needs to be given to how some of these actions can be realistically achieved.
- A number of comments referenced that Caerphilly borough is a predominantly English speaking area

The Family

- Need to engage with new parents earlier (e.g. baby pack with newborns) as many are put off Welsh medium education fearing they will not be able to help their child.
- No amount of promotion will help attract new Welsh speakers if they don't have an interest in the first place. You need to promote earlier e.g. baby groups/play groups etc.

Children and Young people

- outlined strategy does not appear to be significantly different to current strategy
- People will continue to use their first language in the home and at work and it is well known that use of Welsh by school children stops at the school gate or when they are out of hearing of their teachers. Nothing in the strategy seems likely to change this

Communities

- Whilst there are some good intentions in this strategic priority, such as improving Welsh language input and provision during big events such as the Big Cheese, Christmas markets, etc., for any of this to work there needs to be a huge amount of awareness raising for people to even know that they can use Welsh within the borough and that this won't in itself prove to be a barrier.

Welsh Language Services

- The number of complaints relating to non-compliance doesn't mean much if people don't even know what compliance is required; how will they know if it's not being upheld? The annual report on compliance with the Welsh language standards must be more prominent, and more widely promoted - perhaps an infographic version, or slimmed down version for the public facing website? Welsh speakers in particular are interested in this stuff

The Workplace

- outlined strategy does not indicate monitoring methodology within workplaces and whilst I want an increase in use in the Language, the strategy does not indicate funding support, especially for very small businesses

Infrastructure (Policies and Practices)

- This is a vitally important area which underpins all of the other functions of the Council. Sadly, Welsh is often seen as an "add-on" when considering new areas of

work or when reviewing policies and procedures. It **must** become part of the initial planning process for any project, not just in terms of making it bilingual, but in terms of how it can meaningfully support the Welsh language.

Additional Actions identified

The survey identified a number of additional actions that should be considered for inclusion in the action plan as detailed below:

General comments

- I don't see anything to help learners of the Welsh language to be confident in speaking and putting their learning to use.
- Actions to bridge the gap between casual Welsh and literary Welsh for learners to give more of a feel for the basic structure of the language than the usual (but vital) speech patterns taught on early learner courses.
- No mention of opening more Welsh-medium schools and the lack of specific recruitment of Welsh speakers to the council. Encouraging instead of enforcement means that many companies will not use Welsh.
- The language will be more visible but that does not mean that it can be used further in public life if those working with the public do not speak the language.
- Hopefully more people will learn the language and use it!
- Hopefully it will give people the confidence to use Welsh in a wider range of situations. We also hope that they will always be positively received even if the person spoken to cannot speak Welsh

The Family

- With regards to parent and baby groups, for example, Welsh should be introduced little and often rather than a Welsh /English language group exclusively, so parents get used to Welsh in small doses and don't get overwhelmed or intimidated. Parents should be offered Welsh lessons in small groups as evening classes rather than large groups to build confidence learning and speaking Welsh.

Children and Young people

- Children and young people is very comprehensive but it seems geared to what Council Corporate can do, not what Education itself can do. Early years is an area undergoing considerable transformation, so there maybe opportunities here to expand. Welsh Government for example could visit older pupils to tell them about opportunities to work in the medium of Welsh in terms of career guidance, although it maybe covered 2.3
- Children: Open more Welsh-medium schools to normalise Welsh-medium education. There is currently one county-wide secondary school.
- There should be greater emphasis on Welsh History matters in the way History is delivered in Schools. We've seen that the way British history traditionally is taught that it needs and is being revisited to perhaps look differently at the way Colonialism and actions in the past have adversely affected many minority groups

Communities

- Creation of areas in communities where use of Welsh is encouraged and a range of levels is present to support learners

Welsh Language Services

- A dedicated web page for all things Welsh language would be helpful. This could include news items, links to strategic documents, events, or opportunities for people to get involved in supporting and promoting the Welsh language within the borough

The Workplace

- The workplace could include more informal opportunities such as 'lunch time cafe' or welsh speaking 'meet for lunch, after work, or social opportunities to encourage a fun, informal aspect as much of it will be about 'compliance' to the standards, so something that suggests its fun could be more motivational than the message of 'you have too' .
- Not sure I saw anything in the mass of information about the possibility of Welsh being taught in the workplace specifically around the vocabulary needed for the job in hand and any public facing roles.
- Should there be something about promoting the use of Welsh in customer services in the private sector e.g. through the Business Forum? Do local businesses advertise that they can interact with customers through Welsh, are local shops highlighting that they have Welsh speaking staff for example.

Impacts on opportunities to use the Welsh language

A number of comments were received in relation to how the plan will impact on opportunities for people to use the Welsh language and how could positive impacts could be increased, or negative impacts be mitigated. These are summarised below.

- A perennial problem is non-use of Welsh after pupils leave Welsh education. People often lose the language. School leavers need to be encouraged to support initiatives after school/university to help young pupils and learners and keep their own Welsh alive
- Anything which aims to support and promote the Welsh language can hopefully only have a positive impact on language skills and use within the borough. My main concern is the implementation of the action plan on an ongoing basis. It takes a lot of effort and work to continue to promote, support and include Welsh in a region that is traditionally less Welsh-speaking.
- Ensure that materials produced are accessible to all
- Encourage more people to wear the Iaith Gwaith badges to indicate to others that they are able to speak Welsh.
- Encourage businesses with Welsh speakers to greet people in Welsh
- Making groups for practice speaking readily available will help learners of all levels, not having confidence to speak is probably one of the biggest problems for learners. I know I am a learner.
- It will be good for more people to learn the Welsh language and it be used a lot more.

- It will hopefully increase places where Welsh is spoken maintain the language for many who learnt it in school and normalise its usage within the community.
- More people in the communities being aware of the opportunities to learn and use Welsh as well as English
- By following the action plan, Caerphilly County Borough Council will ensure more opportunities for people to use their Welsh. By demonstrating clear and strong leadership for the Welsh language when working on joint projects with partner organisations, the positive effects of the strategy could be increased.
- The action plan is very good, comprehensive and if able to be delivered will make a difference and will help to expand the language. However some impacts for those who do not speak Welsh could be to feel threatened or limited opportunities in the job market for not speaking Welsh, so important to bring those who do not speak Welsh in, in a way that is encouraging and not 'compliance'.
- Some of the measures need work as they are not necessarily reflective of what you are trying to achieve. For example some qualitative survey type measures as to whether people feel more confident in using Welsh and enjoyed events rather than number would give a broader picture of success

How the draft plan could be changed to increase positive impacts on the use of the Welsh language

Comments relating to how the plan could be improved to increase positive impact on the use of the Welsh language are summarised below:

- That the action plan should be flexible, and should changes be needed, these can be made during the life of the current strategy, rather than waiting for the review.
- recognition that this is a long term plan
- Having more free courses available for people
- I believe there needs to be many opportunities for learners to come together to practice speaking and listening to the Welsh language. Then once they are confident they can use the language in their day to day dealings.
- It needs more emphasis on opportunities to learn and use Welsh in a social context.
- Possibly a campaign to show the benefits of having two languages. Heritage family culture business wherever you have originally come from. Maybe highlighting innovative use of Welsh or families that have learned Welsh together or how businesses are using Welsh with customers.
- To start cross working with English and Welsh medium schools so eventually all schools would converse in English & Welsh equally and there will not be the need for Different medium schools with competing priorities. This would mean equal funding.
- Welsh is being used more locally than previously as we predominately English speaking. Draft gives people more opportunities to learn Welsh and hopefully more access to employment that require Welsh speakers
- see above. The response to those seeking to communicate in Welsh is vital

- There are plenty of positive actions in the action plan, you don't want to change or add anything.
- Ensure that Welsh-medium education is readily available and locally. Ensure bilingual staff when providing services so that no Welsh speaker is required.

Next steps

The outcomes of the consultation will be considered and the draft Action Plan will be amended accordingly before a final revised version of the Council's Welsh Language Strategy for 2022-2027 is approved by Cabinet in March 2022.

Revisions made to action plan based on respondent views:

University of South Wales added as a partner organisation

Action 1.7 – to include language champions and ambassadors across partner organisations

Action 2.1 – to include all partner organisations

Action 2.6 – to include volunteering and Caerphilly Cares

Action 2.8 – Reworded to: *Develop a webpage on the Council's website with links to all the partner organisations and DEWIS and all the available resources.*

Action 2.10 – to include language champions and ambassadors across partner organisations

Action 2.11 – added the following text: *Link with the delivery of the Welsh in Education Strategic Plan and the Siarter Iaith and Cymraeg i Blant school leaders.*

Action 2.13 – emphasis on working regionally to develop different methods of communication positive messages about the Welsh language to years 5, 6, 7, 8, 9, 10 and 11.

Action 2.14 – emphasis on working regionally.

Action 3.1 – expand text to say *across all partner organisations.*

Action 3.2 – reword to say: *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.*

Action 3.5 – expand text to include: *and develop opportunities where there are gaps.*

Action 3.7 – text merged with Action 3.2.

Action 3.7 – add text: *Promote Welsh courses for refugees.*

Action 3.8 – expand text to include *work regionally* and also *Develop a 'Freshers' Event and information pack for parents sending their children to Welsh school for the first time.*

Action 3.9 – New Action: *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.*

Action 3.9 – New Action: *Work with Caerphilly Business Club to raise local businesses' awareness of opportunities and resources available for them to provide a Welsh language service.*

Action 4.2 – include *working in partnership.*

Action 4.6 – state *the Council's Staff Recognition Scheme.*

Action 5.3 – emphasis on *work regionally*.

Action 5.8 – New Action: *The Council and partner organisations to undertake a linguistic skills audit of their staff to understand what capacity there is. Opportunities to work in partnership should any gaps be identified.*

Action 5.9 – New Action: *Work regionally to develop a good practice guide on how to use Welsh effectively e.g. bilingual greetings at the start of meetings etc.*

Action 5.10 – New Action: *Ensure the Welsh language is considered and included as part of any induction process for new starters.*

Action 5.11 – New Action: *Develop a Linguistic Skills Strategy to support the council's commitment to the Welsh language and the implementation of the Welsh Language Standards.*

Action 5.13 – New Action: *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.*

Annexes:

Annexe 1: Stage 1 Engagement Stakeholder List

Annexe 2: Notes of stakeholder focus groups (Stage 1)

Annexe 3: Stage 2 Formal Consultation Survey

Annexe 4: Digest of comments from survey (Stage 2)

Stage 1 – Focus Group Engagement Stakeholder List

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

Caerphilly County Borough Council Five Year Welsh Language Strategy 2020-24

Notes of Stakeholder Focus Groups

Respondent views

The responses from the focus group discussions highlighted a number of amendments to be made to the draft action plan prior to formal public consultation.

Focus Group 1& 3

Strategic Area 1 – The Family & Strategic Area 2 – Children and Young People

What key stakeholders think we should do:

- Need to do a childcare provision audit – Welsh in Education Strategic Plan
- Audit of services, opportunities currently being offered by partner organisations and council service areas
- Libraries will look at provision of Cymraeg i Blant sessions
- Be specific around timescales against each action and which partner organisations are involved in each
- Add University of South Wales to the list of partner organisations
- Coleg y Cymoedd provide opportunities for Welsh speaking students whether they are course related or non-course related and make them aware of Welsh medium activities, courses and job opportunities
- Link up with universities and further education colleges to retain and develop the Welsh language skills of students – end goal
- Include volunteering in Action 2.6
- Family Information Service are moving to DEWIS – all partners are linked.
- Develop a web page with links to all the partner organisations so that information about each one is easily accessible.
- Include on the web page links to useful resources i.e. podcasts, case studies, resources
- In Libraries we use Borrow Books which is an all Wales platform of book and digital stories for people to access Welsh medium content
- Develop Welsh Language Champions – use or link up with Community Connectors or the Parent Champions that already exist
- Coleg Cymraeg Cenedlaethol also has champions – link in with the organisation
- Revise wording of Action 2.11 to include linking up with language champions and ambassadors of the Siarter Iaith and Cymraeg i Blant, also links with the Welsh in Education Strategic Plan
- To promote positive messages about the Welsh language to years 5, 6, 7, 8, 9, 10 and 11 working regionally with different partners, using case studies and creating podcasts with the further education colleges

- Focus on specific projects and who is going to be responsible for leading and delivering on them
- A clear and simple career path for young people to see what choices they have is very important

Focus Group 2

Strategic Area - 3 The Community

What key stakeholders think we should do:

- Any staff working in the childcare sector will be made aware of the Hyder project run by Menter Iaith Caerffili and the Road to Bilingualism – link up
- Almost all posts when recruiting ask for Welsh language skills as desirable
- Need to undertake a Welsh language skills audit of the workforce to understand capacity and recruit based on need and meeting the requirements
- Demand for Welsh language services is low but people need to know the services are there to request/access them in Welsh
- Could start by setting a standard that at all meetings a bilingual greeting must be given just to keep the Welsh language in everybody's minds
- Recruitment challenges in general
- There is a requirement across all council services to recruit Welsh speaking staff
- Need an audit and a Language Skills Strategy – Year 1 of the strategy would be undertaking the Welsh language skills audit and building on that
- Training and Induction sessions are needed for staff which includes Welsh language awareness
- Make new employees aware of the Welsh language and the requirements to comply to the Standards
- Need Welsh language training which is tailored to meet the requirements of the role
- Need to transform the current situation with Welsh language awareness sessions, induction process, the Council to convey a clearer message of its commitment to the Welsh language so that everyone is aware
- Raise awareness of managers of their duty to raise Welsh language skills within their teams/areas
- Staff with Welsh language skills are afraid to declare and panic about the expectations
- Need to look at job descriptions – bilingual and clearly state Welsh language skills requirements/levels
- Gwent Public Services Board to make a commitment to the Welsh language – level of commitment

Focus Group 4

Strategic Area 4 – Welsh Language Services, Strategic Area 5 – The Workplace & Strategic Area 6 – Infrastructure (Policies and Practices)

What key stakeholders think we should do:

- Difficult for staff working in health at the moment to wear lanyards to show language skills due to Covid pandemic and infection control
- Need to undertake an audit of Welsh language skills within local doctor surgeries
- Sometimes people don't wear badges or lanyards because they do not feel confident with their language skills
- Need to work jointly with partner organisations to wear badges and lanyards where possible – a promotional campaign which can be used across different sectors which can also look at assessing skills levels
- A possible project could be to create a digital directory of organisations and businesses available through the medium of Welsh and place it on DEWIS. Aneurin Bevan UHB have already started an audit and Menter Iaith Caerffili published a directory some years ago which needs updating
- Possibly looking at a capital grant project to rejuvenate Rhymney Library and look at stock of Welsh language books and provision at the library as part of the project
- Menter Iaith Caerffili are keen to work closer with libraries to develop activities within these locations
- Aneurin Bevan UHB and Gwent Police will look at how they can have a presence at Ffilifest and an opportunity to promote positive messages about working through the medium of Welsh. Look at how Council services can also get involved
- Aneurin Bevan UHB – need to look at developing a Linguistic Skills Strategy and then undertake the audit of Welsh language skills capacity of the workforce
- Need to merge Action 3.2 and 3.7
- There are courses for refugees available teaching them Welsh – need to promote this with the families we are involved with
- What about holding a Fresher's Week for non-Welsh speaking parents who send their children to Welsh medium schools? Could use videos to introduce each organisation, opportunities available to them, courses so they can learn Welsh, resources and support
- Need to look at little project which complement the actions in the Five Year Strategy, More Than Just Words Strategy and the Welsh in Education Strategic Plan.

Formal Consultation Survey



Draft Welsh Language Strategy 2022-2027 Action Plan

Stage 2 Consultation

Caerphilly Council is required to develop a Five Year Welsh Language Strategy in accordance with the requirements of Welsh Language Standard 145 under the Welsh Language Standards (No.1) Regulations 2015. The aim of the strategy is to set out actions on how we intend to promote the Welsh language, increase the number of Welsh speakers and the use of Welsh in the county borough.

The Welsh Government recently announced its new **Work Programme for Cymraeg 2050** <https://gov.wales/cymraeg-2050-our-plan-2021-2026>. The national strategy aims to reach one million Welsh speakers by 2050 and double daily use of the Welsh language 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

Following recent focus groups with key partner organisations, we now wish to conduct a stage 2 consultation to seek your views on the set of draft actions set out in the draft action plan. To view the draft plan please click here (**LINK**).

The survey will only take a few minutes to complete and the closing date is Friday XX November 2021.

Once all the responses have been collated we will use the responses to identify if there are any actions that require revision or any new actions that should be included. The strategy will be approved by 31 March 2022.

How we use your personal information: The information you provide will be used by the service area relevant to the consultation / survey within Caerphilly County Borough Council. Views expressed will be collated together and used to produce a summary report. Depending on scope / nature of the survey / consultation, the summary report will be used to evaluate and remodel services / priorities etc. We will not keep your views in a way that will identify you for longer than is necessary.

You have a number of rights in relation to the information we hold about you, including the right of access to your information and the right of complaint if you are unhappy with the way your information is processed. For further information on how we process the information and your rights please follow this link:

<https://www.caerphilly.gov.uk/CaerphillyDocs/FOI/PrivacyNotices/Privacy-Notice-Consultations-Surveys.aspx>

Welsh Language Strategy 2022-2027 - Strategic Areas

There are 6 strategic areas within the document. To achieve the outcomes within each of these areas, a number of actions have been proposed. We would like to know if these actions are the right ones and if you have any ideas about what else we could do to achieve these outcomes.

The Family

Outcome: Increase in the number of families where the Welsh language is spoken with children.

Children and Young People

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.

Communities

Outcome: Community groups and businesses are aware of, and can access Welsh language services across many different sectors.

Welsh Language Services

Outcomes:

- 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 integrated in collaboration arrangements.

The Workplace

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

Infrastructure (Policies and Practices)

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

1. Do you agree or disagree that the actions outlined within each strategic area will help meet the intended outcome?

	Agree	Disagree	Don't Know
The Family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Children and Young People	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Welsh Language Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Infrastructure (Policies and Practices)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. If you disagree with any of the actions outlined, please give details below:

3. If there are any additional actions you feel should be included, please tell us which Strategic Area these refer to and give details below:

4. We would like to know your views on the impact that this draft action plan would have on the Welsh language, specifically on opportunities for people to use Welsh and on treating the Welsh language no less favourably than English. What impacts do you think there would be? How could positive impacts be increased, or negative impacts be mitigated?

5. Please also explain how you believe the draft action plan could be formulated or changed so as to have positive impacts or increased positive impacts on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language, and no adverse impacts on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language.

6. Has your response to this consultation been influenced either positively or negatively because of any of the following: age, disability, ethnic origin, gender, gender reassignment, marital status, religious belief or non-belief, use of BSL or other languages, nationality or responsibility for any dependents? If so, please give details below.

7. Do you have any further comments to make about the draft Welsh Language Strategy?

Something About You

These questions are optional. Your response will help us to ensure that we achieve a representative sample and will help us to check whether the services we provide are meeting the needs of all of our local communities and residents.

I am responding to this survey as: (Please select only one.)

<input type="checkbox"/>	As a resident of Caerphilly County Borough Council
<input type="checkbox"/>	As a local elected member
<input type="checkbox"/>	As a business person
<input type="checkbox"/>	Representing a third sector group or organisation
<input type="checkbox"/>	Representing another public sector organisation
<input type="checkbox"/>	As a member of staff
<input type="checkbox"/>	Other, please write in _ _____

My postcode is: _____

I am:

<input type="checkbox"/>	Female	<input type="checkbox"/>	Other, please write in _ _____
<input type="checkbox"/>	Male	<input type="checkbox"/>	Prefer not to say

What is your preferred language?

<input type="checkbox"/>	English	<input type="checkbox"/>	Other, please write in _ _____
<input type="checkbox"/>	Welsh	<input type="checkbox"/>	Prefer not to say

Do you consider yourself to have a disability?

<input type="checkbox"/>	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	Prefer not to say
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Are you or a member of your household currently serving in the armed forces or an armed forces service leaver?

<input type="checkbox"/>	Yes, I am / was a member of the armed forces
<input type="checkbox"/>	Yes, a member of my household is / was a member of the armed forces
<input type="checkbox"/>	No
<input type="checkbox"/>	Prefer not to say

Age groups

<input type="checkbox"/>	<16	<input type="checkbox"/>	40-49
<input type="checkbox"/>	16-25	<input type="checkbox"/>	50-65
<input type="checkbox"/>	26-39	<input type="checkbox"/>	66+

Sexual orientation

<input type="checkbox"/>	Bisexual
<input type="checkbox"/>	Gay
<input type="checkbox"/>	Heterosexual
<input type="checkbox"/>	Lesbian
<input type="checkbox"/>	Other, please write in _ _____
<input type="checkbox"/>	Prefer not to say

Religion or belief

<input type="checkbox"/>	Buddhist
<input type="checkbox"/>	Christian (all denominations)
<input type="checkbox"/>	Hindu
<input type="checkbox"/>	Humanist
<input type="checkbox"/>	Jewish
<input type="checkbox"/>	Muslim
<input type="checkbox"/>	Sikh
<input type="checkbox"/>	Other, please write in _ _____
<input type="checkbox"/>	Prefer not to say

Ethnic origin

<input type="checkbox"/>	Asian	<input type="checkbox"/>	White
<input type="checkbox"/>	Black	<input type="checkbox"/>	Other, please write in _ _____
<input type="checkbox"/>	Chinese	<input type="checkbox"/>	Prefer not to say
<input type="checkbox"/>	Mixed		

Marital status

<input type="checkbox"/>	Civil partnership	<input type="checkbox"/>	Single
<input type="checkbox"/>	Dissolved civil partnership	<input type="checkbox"/>	Surviving civil partnership
<input type="checkbox"/>	Divorced	<input type="checkbox"/>	Widowed
<input type="checkbox"/>	Living with partner	<input type="checkbox"/>	Other, please write in _ _____
<input type="checkbox"/>	Married	<input type="checkbox"/>	Prefer not to say
<input type="checkbox"/>	Separated		

Annexe 4: Digest of written responses to the Draft Welsh Language Strategy 2022 – 2027 survey

Note: Comment have been redacted to protect anonymity of respondents and to remove offensive language.

If you disagree with any of the actions outlined, please give details below:

All of them I Don't speak Welsh
As far as I am concerned trying to promote the Welsh language is a waste of time and money. Policy is being dictated by a minority of Welsh speaker activists to the detriment of the vast majority of Welsh people - you don't have to speak Welsh to be proud of your country and heritage.
Children and young people: outlined strategy does not appear to be significantly different to current strategy. The workplace: outlined strategy does not indicate monitoring methodology within workplaces and whilst I want an increase in use in the Language, the strategy does not indicate funding support, especially for very small businesses.
No mention of opening more Welsh-medium schools and the lack of specific recruitment of Welsh speakers to the council. Encouraging instead of enforcement means that many companies will not use Welsh.
Funding should be for music & the arts, maths & science, digital education. Complete waste of money which will have little impact on job creation, wealth, people ability to have well paid work, lifting family's out of poverty.
I am not in favour of councils or any government organisations spending precious resources to promote the Welsh language. There are many more important issues to be addressed. As far as I'm concerned a minority is dictating to the majority. Waste of time and money.
I am Welsh but I think learning about our heritage is more important than the language. If I wanted my daughter to learn Welsh I would have sent her to a Welsh medium school. I think the language is being forced on people. Money could be better spent on other areas.
I believe some of the actions outlined create a two tier society, where those with Welsh Language skills have unfair opportunities over non Welsh speakers
I believe that the use of the Welsh language is detrimental to the well-being of the majority of people living in Wales, particularly for the development of young people. The resources spent could be put to better use. For example more science and other subjects, would make our children more employable outside Wales and would be of more benefit to them. Also traffic signs would be easier for the majority to understand if in English only. English on top means that most of us pass the signs before we have had time to read the English. Put the well being of the majority before the desires of the minority.
I don't disagree as such, as any efforts to support and promote the Welsh language are to be applauded, but I think more consideration needs to be given to how some of these actions can be realistically achieved. Communities - Whilst there are some good intentions in this strategic priority, such as improving Welsh language input and provision during big events such as the Big Cheese, Christmas markets, etc., for any of this to work there needs to be a huge amount of awareness raising for people to even know that they can use Welsh within the borough and that this won't in itself prove to be a barrier. Welsh Language Services - The number of complaints relating to non-compliance doesn't mean much if people don't even know what compliance is required; how will they know if it's not being upheld? The annual report on compliance with the Welsh language standards must be more prominent, and more widely promoted - perhaps an infographic version, or slimmed down version for the public facing website? Welsh speakers in particular are interested in this stuff.

Infrastructure - This is a vitally important area which underpins all of the other functions of the Council. Sadly, Welsh is often seen as an "add-on" when considering new areas of work or when reviewing policies and procedures. It <i>*must*</i> become part of the initial planning process for any project, not just in terms of making it bilingual, but in terms of how it can meaningfully support the Welsh language.
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I don't understand the questions
Large parts of the Borough are predominately English speaking with a very small number of Welsh speakers. Families and workplaces in these areas will never become Welsh speaking.
Need to engage with new parents earlier (e.g. baby pack with newborns) as many are put off Welsh medium education fearing they will not be able to help their child. No amount of promotion will help attract new Welsh speakers if they don't have an interest in the first place. You need to promote earlier e.g. baby groups/play groups etc. People can be put off from interacting with Welsh events such as Ffilifest due to previous bad experiences, fear of not fitting in/undersanding and being 'looked down on' because of either unable to speak Welsh or are learners.
No disagreement. Enthusiasm should come from bottom up not top down. Understand that enthusiasm must be engendered in the first place to facilitate that end. Making things compulsory maybe not generally good except where strategically advantageous to the 5 year deadline. CCBC net is spread impressively wide.
Not enough over 18's currently speak Welsh in every day life
People will continue to use their first language in the home and at work and it is well known that use of Welsh by school children stops at the school gate or when they are out of hearing of their teachers. Nothing in the strategy seems likely to change this.
Pushing the use of Welsh ahead of English will cause the Welsh economy to fall even further behind England, leading to further loss of talent across the border and increased unemployment.
Too much Welsh being promoted at the moment. English is the first language in the UK and should take precedence over Welsh. Road signs in particular should be English first, save money by only printing communications in English as there are no polyglot Welsh speakers in Wales.
Too much Welsh already in a predominantly English speaking area. Total waste of public resources.
Unrealistic targets for the timescale.
Welsh Language has been made a political media, and South East Wales it is not used money and resource could be spent on many other community improvements Education standards could be raised concentrating on the important subjects for future benefits

If there are any additional actions you feel should be included, please tell us which Strategic Area these refer to and give details below:

2. Children and young people is very comprehensive but it seems geared to what Council Corporate can do, not what Education itself can do. Early years is an area undergoing considerable transformation, so there maybe opportunities here to expand. Welsh Government for example could visit older pupils to tell them about opportunities to work in the medium of Welsh in terms of career guidance, although it maybe covered 2.3
5. The workplace could include more informal opportunities such as 'lunch time cafe' or Welsh speaking 'meet for lunch, after work, or social opportunities to encourage a fun, informal aspect as much of it will be about 'compliance' to the standards, so something that suggests its fun could be more motivational than the message of 'you have too'.
All areas
Children and young people. There should be greater emphasis on Welsh History matters in the way History is delivered in Schools. We've seen that the way British history traditionally is taught that it needs and is being
revisited to perhaps look differently at the way Colonialism and actions in the past have adversely affected many minority groups.
Creation of areas in communities where use of Welsh is encouraged and a range of levels is present to support learners.
Ensure that all actions are voluntary and people DO NOT feel forced into complying to a hard line of forcing this beautiful language onto all Welsh citizens.. 'ENGLISH NOT'
I don't see anything to help learners of the Welsh language to be confident in speaking and putting their learning to use.

revisited to perhaps look differently at the way Colonialism and actions in the past have adversely affected many minority groups.
In my experience of learning Welsh most of the effort is given to the "Iaith Achlysurol" "CasualWelsh." Literary Welsh is less emphasised (so is English these days). This kind of thing seems good: https://www.amazon.co.uk/HARRY-POTTER-WELSH-Potter-Athronydd/dp/B00K9J2W0E A reprint of CYMRAEG I DDYSGWYR may be a good idea. For me it helped bridge the gap between everyday casual Welsh and literary Welsh from the outset. It gives more of a feel for the basic structure of the language than the usual (but vital) speech patterns taught on early learner courses. CCBC may wish to liaise with other areas e.g. the excellent facility at the University of South Wales e.g. https://learnwelsh.cymru/news/ask-helen/ Helen Prosser
Many public notices should be in English only eg road signs and road work notices as mixing is very dangerous and costly Also government documentation a choice should be offered and Stop waste
Needs to be easier for people to understand
None. Coleg y Cymoedd will be able to contribute to achievement of the action plan.
Not sure I saw anything in the mass of information about the possibility of Welsh being taught in the workplace specifically around the vocabulary needed for the job in hand and any public facing roles.
Children: Open more Welsh-medium schools to normalise Welsh-medium education. There is currently one county-wide secondary school.
Should there be something about promoting the use of Welsh in customer services in the private sector e.g. through the Business Forum? Do local businesses advertise that they can interact with customers through Welsh, are local shops highlighting that they have Welsh speaking staff for example.
Spend funds on further education and skill coaching/apprenticeships instead
Stand up to Welsh government & don't implement any plan. Use the money to support education, business & transport. All in desperate need of investment.
Stop spending money on promoting the Welsh language. Where does Carbon net zero fit in when the small number of children being forced into Welsh speaking schools are bussed in from miles away - not good stewardship of the public purse or resources. I have seven grand children on the Cwm Calon estate. My daughters moved onto the estate some years ago and were told at the time the primary school would be English speaking. Due to intervention by Welsh speaking activists the school was belatedly designated as a Welsh school. Not impressed!
Stop this nonsense and concentrate on providing a good education, health, welfare and care system.
There should be a statement of the extra cost to Welsh residents.
Welsh is a dying language and very limited to a small number of clique teachers who are promoting the language for their own ends. It's sad but a fact once a young person leaves education once they have left school unless their family and friends are Welsh speaking they speak and write Welsh less and less each year. I am English and have lived here for over 33 years. I on the whole find Welsh speakers full of themselves and a pain in the arse. Wanting translation when they are capable of reading and writing in English. The fact is I then have to employ at great

cost a Welsh speaker to translate their written or spoken words this is detrimental to my profits and I therefore do not engage much with snobby two faced Welsh speakers. Just stop funding it and admit defeat. The money would be better spent on mental health. As suicidal relative has waited 8 months for an appointment and it not even face to face.
Welsh Language Services - a dedicated web page for all things Welsh language would be helpful. This could include news items, links to strategic documents, events, or opportunities for people to get involved in supporting and promoting the Welsh language within the borough
With regards to parent and baby groups, for example, Welsh should be introduced little and often rather than a Welsh /English language group exclusively, so parents get used to Welsh in small doses and don't get overwhelmed or intimidated. Parents should be offered Welsh lessons in small groups as evening classes rather than large groups to build confidence learning and speaking Welsh.

We would like to know your views on the impact that this draft action plan would have on the Welsh language, specifically on opportunities for people to use Welsh and on treating the Welsh languag...

A perennial problem is non use of Welsh after pupils leave Welsh education. People often lose the language. School leavers need to be encouraged to support initiatives after school/university to help young pupils and learners and keep their own Welsh alive
Anything which aims to support and promote the Welsh language can hopefully only have a positive impact on language skills and use within the borough. My main concern is the implementation of the action plan on an ongoing basis. It takes a lot of effort and work to continue to promote, support and include Welsh in a region that is traditionally less Welsh-speaking.
As a dyslexic person bilingual forms/signs are absolutely impossible to read. To the point it's discriminatory to people with this disability.
The language will be more visible but that does not mean that it can be used further in public life if those working with the public do not speak the language.
Drop promotion of actions that will be internationally divisive.
Encourage more people to wear the laith Gwaith badges to indicate to others that they are able to speak Welsh. Encourage busnises with Welsh speakers to greet people in Welsh
English medium schools will be neglected and receive less funding
Hopefully more people will learn the language and use it! Making groups for practice speaking readily available will help learners of all levels, not having confidence to speak is probably one of the biggest problems for learners. I know I am a learner.
Hopefully it will give people the confidence to use Welsh in a wider range of situations. We also hope that they will always be positively received even if the person spoken to cannot speak Welsh
I don't understand some of these words.
It will antagonise and alienate more people against Welsh.
It will be good for more people to learn the Welsh language and it be used a lot more.
It will hopefully increase places where Welsh is spoken maintain the language for many who learnt it in school and normalise its usage within the community.
Little impact, the majority of Caerphilly residents would not be interested in the Welsh Language Strategy.
More people in the communities being aware of of the opportunities to learn and use welsh as well as english
Not everyone finds learn g a second language easy. Heritage more important than speaking the language. If we wanted our children to learn it we would have sent them to a Welsh medium school.
Pushing Welsh language will lead to a further increase in nationalism, calls for independence and severely impact the Welsh economy.
See above
The action plan is very good, comprehensive and if able to be delivered will make a difference and will help to expand the language. However some impacts for those who do not speak Welsh could be to feel threatened or limited opportunities in the job market for not speaking Welsh, so important to bring those who do not speak Welsh in, in a way that is encouraging and not 'compliance'.
The main negative effect is overemphasis on use of Welsh annoying English speakers and causing a reaction against the language. This is particularly true when Welsh appears first in diocuments and, where ir is not possible for the two languages to appear side by side (and assist translation incases of uncertainty, English should be the first language encountered to avois irritating scrolling through the document (I speak, read and write Welsh, but have chosen to complete this questionnaire in English and would not have done so had I needed to wade through the Welsh version first).
The overall draft plan is a costly time waste of money

<p>There are many people in Wales who still believe that Welsh is a waste of time instead of seeing it as part of their heritage. It would be good to find a way to teach these people the importance of the language and how special it is to be able to speak their national language.</p>
<p>There is always a danger of alienating public if certain demographic see Welsh as being prioritised. Unfortunately comments such as “Dead language” and “waste of money” are all too common. The strategy will help but care needs to be taken to bring the public with you, particularly in an area not renowned for use of Welsh language. A soft roll out would likely mitigate these comments but the risk would be failure to meet the aggressive (but welcome) language targets set by WG.</p>
<p>This action would have a positive impact on opportunities to use the Welsh language and treating the Welsh language no less favourably than the English language.</p>
<p>to print everything twice in English and Welsh is such a waste of money.</p>
<p>Why do you feel the need to keep flogging a dead horse. If Welsh was a viable modern language it would thrive without imposing it on the majority of the Welsh population who have no interest in learning Welsh.</p>
<p>Wouldn't know haven't read it . Anyway It's too late .you've made your minds up Sorry unless you make it compulsory for everyone to learn and speak Welsh not just kids you will always have people like my self wanting to speak English read and write English and the Welsh speaker. Will rub the English up the wrong way not understanding what they have done wrong . The impact area greater divide between those who can speak Welsh and those who cannot. If Welsh speakers get more funding the non Welsh speakers will think it unfair and vice versa In other words your stuffed. Treat everyone equally then there will be nothing for either side to complain about , but the Welsh speaker will complain as they will think they deserve more .</p>
<p>By following the action plan, Caerphilly County Borough Council will ensure more opportunities for people to use their Welsh. By demonstrating clear and strong leadership for the Welsh language when working on joint projects with partner organisations, the positive effects of the strategy could be increased.</p>
<p>You cannot 're write history, what happened during the industrialisation of Wales, was a massive influx of people from rural South West England, where my own family on both sides came from, coupled with the English dominated Victorian education system, almost wiping out the language in this area. This doesn't make me feel any less Welsh, or proud of coming from the South Wales Valleys, but the obsession with speaking Welsh does.</p>

Please also explain how you believe the draft action plan could be formulated or changed so as to have positive impacts or increased positive impacts on opportunities for people to use the Welsh language....

<p>As it's the first action plan, I think it's difficult to know what will or won't work until it's implemented. I would, however, suggest that the action plan should be flexible, and should changes be needed, these can be made during the life of the current strategy, rather than waiting for the review.</p>
<p>Can you not get it ??? It's too hard It's a difficult language to learn unfortunately it has not evolved with the times For example the microwave or poppety ping is just sad . Get rid of the guttural sound and people may have a chance of at least getting to say the words correctly. If it did sound like vomiting it may be a lot more attractive . The French accent is sexy the German commanding the Irish lyrical the Welsh is somewhat alluring but then I spit some words out unfortunately it just not woke enough.</p>
<p>Concentrate on teaching using the English Language, the international language of the world</p>
<p>see above. The response to those seeking to communicate in Welsh is vital</p>
<p>Has Welsh A level pass yet been recognised as a suitable subject for English universities? It's not always recognised as a suitable qualification for university entry as it's not a foreign language.</p>
<p>Having more free courses available for people .</p>

As it's the first action plan, I think it's difficult to know what will or won't work until it's implemented. I would, however, suggest that the action plan should be flexible, and should changes be needed, these can be made during the life of the current strategy, rather than waiting for the review.
I believe there needs to be many opportunities for learners to come together to practice speaking and listening to the Welsh language. Then once they are confident they can use the language in their day to day dealings.
It needs more emphasis on opportunities to learn and use Welsh in a social context.
There are plenty of positive actions in the action plan, you don't want to change or add anything.
Possibly a campaign to show the benefits of having two languages. Heritage family culture business wherever you have originally come from. Maybe highlighting innovative use of Welsh or families that have learned Welsh together or how businesses are using Welsh with customers.
Remove English translations on signs (e.g. place names), then people would learn how to say the Welsh and possibly spark an interest for the language.
Reverse the policy.
See above for helping turn negative to positive
Ensure that Welsh-medium education is readily available and locally. Ensure bilingual staff when providing services so that no Welsh speaker is required.
Stop pushing "Welsh only" schools. Teach it as a second language and allow children to use it if they wish.
There needs to be recognition that this is a long term plan, this will take at least at 10 year's to embed into the culture further. See above.
To start cross working with English and Welsh medium schools so eventually all schools would converse in English & Welsh equally and there will not be the need for Different medium schools with competing priorities. This would mean equal funding.
Use of Welsh should be entirely voluntary and not forced on the majority of non Welsh speakers in this area.
We have been flogging this horse for some decades now, and personally I don't hear an increase in hearing the spoken word around the Borough, we are what we are and should be celebrating our diversity not pushing an elitist agenda.
Welsh is being used more locally than previously as we predominately English speaking. Draft gives people more opportunities to learn Welsh and hopefully more access to employment that require Welsh speakers

Has your response to this consultation been influenced either positively or negatively because of any of the following: age, disability, ethnic origin, gender, gender reassignment, marital status...

Answers are not influenced by anything mentioned. Jyst don't believe in Welsh being forced on us. Leave it to individuals to choose.
As an English speaker, I am being even more discriminated against every day by Welsh minority.
I am of the older generation so when I was in school Welsh was not compulsory and was thought of as a dying language but it seems that was not the case therefore it's good that more people will have the opportunity to learn and benefit them
I was born and bred in the Rhymney Valley and I've seen the changes to bilingual forms, signs and signage in theatres, public signs putting Welsh first and English second. I do not agree with this policy.
My answers have been influenced by my own experiences as a Welsh speaker, both in the community and in the workplace.
My influence is determined by my life experience and knowledge
Negative probably due to depleting brain cells and galloping old age
No. Dylanwddyd gan fy ngalluogrwydd yn y Gymraeg (It has been influenced by my ability in Welsh)

I am of the older generation so when i was in school welsh was not compulsory and was thought of as a dying language but it seems that was not the case therefore it s good that more people will have the opportunity to learn and benefit them

Possibly positively I have Welsh speaking family members but feel learning other languages is a positive step in helping communication to flow and find similarities rather than differences.

This is an incredibly broad range of characteristics, that every single person completing this survey will fit into, meaning that everyone will be influenced one way or another by these factors.

Yes welsh speakers are rude to me when I was trying to learn the language.

Do you have any further comments to make about the draft Welsh Language Strategy 2022-2027 Action Plan?

A waste of tax payers money

Churches and chapels were formerly the bastion of Welsh language/literature and culture. I believe this positive contribution of religion was largely the theme of Hedd Wyn's famous ode "YrArwr." Society these days has lost that, and is under a massive disadvantage in the aim of bolstering civilisation. The gods of the current age are celebrity (sports and entertainment), Socialmedia, popular music, financial/career ambition. as well as the bottom feeder pastimes which are more the scope of the police than CCBC's current worthy aims. Therefore the objects of worship of today's Welsh society must provide the catchment fields of interest through which to propagate this beautiful old Celtic language. For me the beauty is in the literature rather than the spoken language. Pobl y Cwm is good entertainment but I doubt it does much for the language.

The National and International Eisteddfod are excellent vehicles to promote the language. As things are, I cannot foresee a long life for the Eisteddfod Chair competition. Very few Welsh people have expertise in the awkward Cynghanedd, the captive measures and the vision to sustain that level of culture. Even one of our greatest poets, Hedd Wyn was little understood for his "Yr Arwr" ode until the centenary celebration hosted by Liverpool Welsh. He has been much heralded mainly for the drama around the Black Chair Eisteddfod rather than his ode which even the Eisteddfod adjudicators had difficulty in interpreting. The film "Hedd Wyn" is superb.

Nowadays, we are too narrow as a nation to hold an Eisteddfod in Liverpool as formerly. The Welsh built large parts of the city and contributed massively to it ref, Cymry Lerpwl by D. Ben Rees. His books are a rich source of information on Welsh heritage and many other things. http://liverpool-welsh.co.uk/books_w.htm

<http://liverpool-welsh.co.uk/learn.htm>

English is my language and to learn a language should be a choice not pushed on me. If I wanted my child to speak Welsh I would of sent her to a Welsh speaking school. I think it's a disgrace that some children can't speak English properly yet more and more time is spent on Welsh in English language schools. Welsh children are behind in school as it is and more time is now wasted on an out of date language.

For me, it's not just about making sure that people can use their Welsh within the borough, it's about making Welsh part of everyday life, and for it to be the norm for it to be heard in shops, cafes, in offices. There's still an "us and them" view of the Welsh language, and we have some way

to go before this changes. The language doesn't need lip service or tick boxes; it needs positive support and action.

Good luck!

Has the Welsh population been asked if they want to see the Welsh language promoted and the costs that come with it?

I don't understand the words on these questions which make it hard for me to comment on any of it.

It would be wonderful if more Welsh was spoken and heard in the Caerphilly area. I am a learner and would love to use the language more.

to go before this changes. The language doesn't need lip service or tick boxes; it needs positive support and action.
It's a waste of precious money and time. Tax payers money should be used more wisely to improve lives of the people of the borough by investing in infrastructure,schools, public and private buildings and the the maintenance and upkeep of previous projects carried out by thecouncil! Why don't you spend more money on more teachers for smaller class size!! I am Welsh by blood and ancestry, I do not want the Welsh language to die out. I just don't believe in the over promotion of the Welsh language to detriment of the people in receiving value for money. And also in this time of environmental issues the mass duplication of documents and resources being provided without request is harmful to our natural resources, environment and to all people! Thechoice of documents should be available in either Welsh or English languages upon request! And not frivolous duplicated at waste to environment and tax money!!
Its very comprehensive and an excellent job. However some of the measures need work as theyare not necessarily reflective of what you are trying to achieve. For example some qualitative survey type measures as to whether people feel more confident in using Welsh and enjoyed events rather than number would give a broader picture of success.
Prioritise other council services before this Welsh language nonsense.
Scrap it
Scrap it!
Spend the funds on improving education, health and the general state of the borough instead of on fanciful, pointless targets
Total waste of money, will achieve nothing.