

Appendix 2

Executive Summary of Performance for Period April 2017 – March 2022

Include highlights

Achievements, particular to any partner

Emerging Risks / issues / Delays or barriers

Overall how would you summarise performance towards meeting priorities at this stage.



This document is available in Welsh, and in other languages and formats on request.

Mae'r ddogfen hon ar gael yn Gymraeg, ac mewn ieithoedd a fformatau eraill ar gais.

Welsh Language Strategy Action Plan 2017-2022

Progress Update:
April 2017 – March 2022

Co-ordinated by Anwen Cullinane –
cullima@caerphilly.gov.uk

*The strategy key goal is a minimum of **3%** target increase in the number of Welsh speakers between 2017 and 2022*

*This means that by 2021 Census, Caerphilly county borough will have a minimum of **14.2%** Welsh speaking population.*


All actions in this plan work towards that goal.

Strategic Area 1 – The Family	Vision – Increase the number of families where the Welsh language is spoken with children	Date of Review: Frequency
--	--	--------------------------------------

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 WL within the family, allowing children to acquire WL
- Raise awareness about the importance and availability of providing Welsh Medium activities for families

Number	Action	Progress Comment	Status	Date	Partners
1.1	Promote Welsh language organisations such as Menter Iaith Caerffili, the Urdd, Mudiad Meithrin, Gwent Welsh for Adults Centre and in particular their family activities and services (through social media, Council publications, Family Information Service)	<p>CLS regularly re-tweet and re-post information from Welsh language organisations on our social media platforms.</p> <p>Activities held to support parents in the county by the Cymraeg for Kids Officer and events such as signing, story and song 0-18 months, baby massaging 0-9 months and baby yoga 0-12 months.</p> <p>These groups were help in Caerphilly, Ystrad Mynach, Risca, Trethomas, Bargoed, Rhymney and New Tredegar.</p> <p>The groups are promoted by FIS, early years partners, midwife teams and Caerphilly health visitors.</p> <p>A number of items shared such as a simple Welsh songs booklet for children, Welsh education help guide, Welsh alphabet poster, ‘Siarad 2 Iaith’ [speaking 2 languages] booklet, general Mudiad Meithrin leaflet, multi-lingual Mudiad Meithrin leaflet, ‘Baby Steps into Welsh’ podcast, a Welsh playlist for children on Spotify and a Mudiad Meithrin YouTube channel.</p> <p>Virtual and local Ti a Fi groups held and supported parents considering sending their children to the Cylch Meithrin.</p> <p>The Clwb Cwtsh [Cwtch Club] was held – a free 8 week online course for new parents and extended families. A list of Cylchoedd Meithrin in Caerphilly county is readily available.</p>	Ongoing		<p>Caerphilly Library Services</p> <p>Mudiad Meithrin - Cymraeg for Kids</p>

		<p>Menter Iaith Sir Caerphilly promotes its own services as well as the activities and services of partners and other organisations. This will be done through the Menter's email system, social media, the Menter's website and in recognition of partnership working across its services. We also work closely with Caerphilly Council to promote our work and encourage similar collaboration between partners. At a national level, Menter Caerffili is a member of a national network of Mentrau Iaith and promotes the work of a cross section of organisations through the network. We also share information about our services with Caerphilly Family Information Service and more recently Dewis.</p> <p>Caerphilly Council's Equality and Welsh Language Team has been promoting the work and services of all its partners including the work of organisations represented on the Fforwm Iaith. The Council's social media channels and email system are used to promote the information. We encouraged partners to work with us in the same way.</p>	Ongoing	April 2017 – March 2022	Menter Iaith Caerffili
			Ongoing	April 2017 – March 2022	Corporate Policy
1.2	Events evaluation forms to include questions regarding language use	<p>A feedback form was sent to every parent who attended our groups at the end of each term.</p> <p>During all of our activities, we distribute and collect event evaluation forms and information. The information includes information on the views and needs of local people and identifies the language choice and use of participants. This evaluation information is reinforced by more detailed case studies that demonstrate the impact of activities and services on individuals' language use.</p>	Ongoing	April 2017 – March 2022	Mudiad Meithrin-Cymraeg for Kids Menter Iaith Caerffili
1.3	Develop a comprehensive information resource (booklet/online resource) which shows the services available through the medium of Welsh for families and the Welsh medium education journey in addition to the advantages of bilingualism.	<p>Mudiad Meithrin website for parents.</p> <p>Fideo 'What is Mudiad  Meithrin?'</p> <p>The "Being Bilingual" booklet is promoted amongst parents and every parent receives a hard copy by attending our groups and a digital copy is shared regularly via Caerphilly Cymraeg for Kids Facebook page.</p>			Mudiad Meithrin Cymraeg for Kids

		<p>The Caerphilly County Language Forum has secured funding to produce the resource and the booklet was printed in December 2018 and the process of distributing it throughout the County began. Partners and Forum members were supplied with the booklet for distribution during activities, events and their local family support work. The Forum and Caerphilly WESP Forum Marketing Group are now discussing further the opportunity to convert the booklet into an online resource in the future, update the brochure and produce an animation of the content. These new developments are intended to ensure that we can share key messages. This further work is scheduled for completion during May and June 2022.</p>	Complete	April 2018 – March 2022	Menter Iaith Caerffili
		<p>We worked with the Language Forum to try and pull together information to create the Being Bilingual booklet. The booklet has been shared with a large number of council services to ensure that the booklet reaches a wide audience and is used.</p>	Complete	April 2018 – March 2022	Corporate Policy
1.4	<p>Newsline to develop a Welsh medium service feature (twice a year) highlighting the Welsh medium activities and services available locally</p>	<p>Members of the County's Language Forum are keen to work with those officers who produce Newsline in order to increase the material appearing in the paper that promotes the opportunities locally to use the Welsh language. Through the Forum, members have received information on how to provide material for the paper and are keen to collaborate further to ensure adequate coverage of the Welsh language within the paper on a regular basis. The Menter has worked together to include a number of articles about opportunities to use the Welsh language in Caerphilly County including an article on Ffiliffest and opportunities during the school holidays for children and young people to take part in Welsh medium activities.</p>	Further work to be completed in order to give more attention to the Welsh language in the paper	April 2018 – March 2022	Menter Iaith Caerffili
		<p>We ensured that members of the Language Forum know when Newsline (the council's monthly paper) print dates are in order for them to submit articles / information to appear in the next issue.</p>	More Welsh language content	April 2018 – March 2022	Corporate Policy

Strategic Area 2 – Children and Young People	Vision – Increase use of the Welsh Language amongst children and young people, improve awareness of the value of Welsh, ensure better access to Welsh medium social events and services	Date of Review: Frequency
---	--	----------------------------------

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 WL as a valuable skills for training and employment
- Raise awareness amongst staff that come into contact with CYP of the need to foster positive attitudes
- Increase the number of children accessing Welsh Medium Education
- Develop Bi-lingual leadership skills amongst young people to help them become champions

Number	Action	Progress Comment	Status	Date	Partners
2.1	Audit current Welsh medium opportunities and services for Children and young people to identify gaps and areas of demand	<p>Mudiad Meithrin meets with the Early Years Team in Caerphilly County to discuss where needed. A chance arose in Bedwas, Trethomas and Machen area to develop a Cylch Meithrin through the Set-up And Succeed scheme.</p> <p>Menter Iaith Sir Caerffili commissioned a Language Profile of the situation of the Welsh language in the county in May 2016 and then in October 2020. In addition, the new Caerphilly WESP sets out the Welsh-medium services available to the children and people of the County. Between September 2021 and March 2022 Menter Iaith Sir Caerffili worked with the Urdd and Caerphilly Council's Youth Service to complete a detailed audit of current Welsh medium opportunities and services for children and young people in order to identify gaps and those geographical areas where there are not enough Welsh-medium services. The survey and mapping was completed by the end of March 2022 and we will submit a final report to the Welsh Government. The results of this work will provide a basis for purposeful planning to increase the opportunities for children and young people to use the Welsh language within their communities.</p>	Discussion and work to be agreed	September 2021 – March 2022	Mudiad Meithrin Menter Iaith Caerffili

<p>2.2 (& 1.1)</p>	<p>Promote Welsh language organisations and in particular their services for children and young people</p>	<p>Every year, Coleg y Cymoedd produces a booklet entitled 'Cymraeg yng Ngholeg y Cymoedd/Welsh at Coleg y Cymoedd'. This includes sections on the support available in college as well as the support offered by external partners such as Menter Iaith Caerffili and the Urdd. This booklet is published on the College website and the Welsh section of Student Life. Hard copies are available in the reception area and the Learning Centre of each campus.</p> <p>Caerphilly Youth Service's partnership with Urdd Gobaith Cymru and Caerffili Menter Iaith has been further extended and promoted at the National Youth Work Conference 2021 and via a special WG Welsh language Youth Work project.</p> <p>Family and other Menter events are promoted amongst new parents in the Cymraeg for Kids groups.</p> <p>As noted in 1.1, Menter Iaith Sir Caerphilly promotes its own services as well as those of other organisations. This is done through our email system, social media, our website and during the Menter's activities. In addition, during any community events, we invite partners.</p> <p>See response in 1.1</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>April 2017 – March 2022</p> <p>April 2017 – March 2022</p>	<p>Coleg y Cymoedd</p> <p>Caerphilly Youth Service</p> <p>Mudiad Meithrin – Cymraeg for Kids</p> <p>Menter Iaith Caerffili</p> <p>Corporate Policy</p>
<p>2.3</p>	<p>Work in Partnership with a range of organisations to raise awareness of the value of WL skills as a career or employment opportunity</p>	<p>In February 2018, Coleg y Cymoedd held an event entitled 'Sgîl Iaith, Sgîl Gwaith' Jobs Fair. The aim of the event was to show learners that using and nurturing their Welsh language skills could be beneficial in their future careers and to give a platform to those employers seeking employees with Welsh language skills. 17 employers attended the event on the Nantgarw Campus.</p> <p>Coleg y Cymoedd's Welsh Language Team and Futures Team regularly seek opportunities to raise awareness of the value of Welsh skills with regards to employability.</p>			<p>Coleg y Cymoedd</p>

		<p>National Training Scheme (apprentices) – a scheme for training and qualifying practitioners in Level 3 or Level 5 (Management ac Leadership) Caring, Playing, Learning and Child Development.</p> <p>Messages about the value of being bilingual early on and the advantages of having another skill when looking for a job is shared with parents of Cymraeg for Kids.</p> <p>The Language Forum is currently discussing an event for Ysgol Gyfun Cwm Rhymni in partnership with Careers Wales. The event would be an opportunity for all members of the Forum to disseminate information to school students about the type of services they provide and the career opportunities for Welsh speakers. Menter Iaith Sir Caerphilly also offers numerous volunteering opportunities for young Welsh speakers and currently supports volunteers within our childcare services and our various activities for children and young people. In conjunction with other organisations locally, the Menter also contributed to a World Day of Work at Ysgol Gyfun Cwm Rhymni in order to emphasise the value of Welsh language skills and the opportunities locally to pursue a career through the medium of Welsh.</p> <p>The Corporate Policy Unit had worked with Careers Wales to record a Welsh and English video for schools to use during the lockout. The purpose of the video was to promote the value of language skills and their importance in the world of work.</p> <p>In conjunction with local organisations, the Corporate Policy Unit contributed to World of Work Day at Ysgol Gyfun Cwm Rhymni to emphasise the careers available with Caerphilly Council and also the value of Welsh language skills in the field of work. Students were encouraged to wear a working language badge when working in the community.</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>To be agreed</p> <p>To be agreed</p>	<p>Mudiad Meithrin</p> <p>Cymraeg for Kids</p> <p>Menter Iaith Caerffili</p> <p>Corporate Policy</p>
--	--	--	-------------------------------	---	--

2.4	<p>Develop the WL awareness training for staff working with children and young people in a addition to a resource pack to support provisions to promote language and local heritage</p>	<p>As part of Coleg y Cymoedd’s induction programme for new staff, all staff must complete two online modules – Welsh Lanaguage Standards and Welsh Language Awareness. Staff who complete these modules and pass a quiz at the end, attain a digital badge.</p> <p>Cynllun Croesi’r Bont - The language Croesi’r Bont immersion method is used to introduce Welsh to young children who attend our Cylchoedd Meithrin. All play activities are conducted in Welsh, encouraging the 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 programme. This also helps staff who are learning Welsh’s language development.</p> <p>Menter Iaith Sir Caerffili has developed various language awareness packs to support provision for children and young people. We are keen to work with the Urdd and Caerphilly Youth Service to develop further support for youth projects and services. This could offer training as part of the youth service training program as well as develop a package of resources that would assist staff to promote Welshness and local heritage. In addition, as part of the Youth Service training week in February 2022, the Menter held a training session for youth workers to discuss the challenges and opportunities to use the Welsh language within youth provision. The session was also intended to support those employees who are Welsh speakers but who have low confidence in using Welsh in their work. We are keen to continue to work with the Youth Service to develop support for these workers which could lead to increased use of Welsh within the Youth Service.</p>	February 2022	February 2022	<p>Coleg y Cymoedd</p> <p>Mudiad Meithrin</p> <p>Menter Iaith Caerffili</p>
-----	---	---	---------------	---------------	---

		<p>Menter Iaith Sir Caerffili has developed various language awareness packs to support provision for children and young people. As part of Caerphilly Council's Youth Service training week in February 2022, the Menter held a training session for youth workers to discuss the challenges and opportunities to use the Welsh language within youth provision. The session was also intended to support those employees who are Welsh speakers but who have low confidence in using Welsh in their work.</p> <p>Two Language Awareness courses have been arranged for Council staff.</p> <p>The Council also celebrates specific calendar days to raise awareness such as: Saint Dwynwen's Day, St David's Day, Urdd Message of Peace and Goodwill, Shwmae Day, Working Welsh Day and the Welsh Language Rights Day.</p>	February 2022	February 2022	Corporate Policy
2.5	Consult and create a campaign to attract young people to be involved in youth work, sport and art activities as leaders	<p>Caerphilly's Youth Work partnership has extensively consulted with young people regarding their experience of Welsh language services.</p> <p>Menter Iaith Sir Caerffili is keen to work with the Urdd, Urdd Sports Department and Caerphilly Council Youth Service to promote career opportunities through the medium of Welsh. We have a shortage of Welsh speaking youth workers in the County and the demand for Welsh medium youth services is increasing. We are keen to discuss possible plans for a training and recruitment campaign in the coming year.</p>	Discussions to take place during April 2022 – March 2023	April 2019 – March 2022	Caerphilly Youth Service Menter Iaith Caerffili
2.6	Plan and co-ordinate and promote a calendar of Welsh medium care, play and recreational activities for children between 11-18 years of age	<p>Every year, Coleg y Cymoedd has a calendar of Welsh activities, focussing on Shwmae Sumae Day; Welsh Language Rights Day; Welsh Week (St David's Day), Ffiliffest. This is an opportunity to deliver Welsh medium activities for learners.</p> <p>The College offers a Welsh medium activity club entitled 'Clwb Dreigiau' on all campuses. The club is held twice a term.</p>			Coleg y Cymoedd

		<p>Welsh speaking learners have the opportunity to be employed as Welsh Language Ambassadors, through the Coleg Cymraeg Cenedlaethol funding.</p> <p>Although Menter Iaith Sir Caerffili promotes a variety of care and play activities for the county's children and young people, as partners, we have not collaborated on a calendar of activities. Fforwm Iaith members work closely with the county's Welsh-medium schools to promote the variety of activities available to families in the county but we welcome the opportunity to discuss the development of a calendar that summarises what is available to families.</p>	Ongoing	April 2019 – March 2023	Menter Iaith Caerffili
2.7	Plan and co-ordinate and promote a calendar of Welsh medium care, play and recreational activities for children between 4-11 years of age	<p>Although Menter Iaith Sir Caerffili promotes a variety of care and play activities for the county's children and young people, as partners, we have not collaborated on a calendar of activities. Fforwm Iaith members work closely with the county's Welsh-medium schools to promote the variety of activities available to families in the county but we welcome the opportunity to discuss the development of a calendar that summarises what is available to families.</p>	Ongoing	April 2019 – March 2023	Menter Iaith Caerffili

Strategic Area 3 – Communities	Vision: Support community groups and help them to increase the use of Welsh within their localities	Date of Review: Frequency
---------------------------------------	--	--

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

Number	Action	Progress Comment	Status	Date	Partners
3.1	Promote the availability of bilingual services by ensuring Welsh speakers and learners within service areas wear appropriate lanyards and or badges showing their skill, to encourage the public to speak Welsh when accessing services.	<p>laith Gwaith lanyards/badges are issued to Welsh speaking staff at Coleg y Cymoedd. Staff are encouraged to wear these lanyards/badges.</p> <p>Menter laith Sir Caerphilly distributes appropriate lanyards and badges to a variety of organisations including schools and businesses across the county.</p> <p>Lanyards and badges were provided to members of staff with Welsh language skills or who are learning Welsh to demonstrate the availability of a Welsh language service. Information is also available on our staff portal.</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>April 2017 – March 2022</p> <p>April 2017 – March 2022</p>	<p>Coleg y Cymoedd</p> <p>Menter laith Caerffili</p> <p>Corporate Policy</p>
3.2	Plan and coordinate a campaign to distribute Welsh speaking badges and signs across businesses and organisations to support local people to use the Welsh language.	<p>As part of our Welsh in Business Project and then the local Helo Blod, Menter laith Caerffili distributed Welsh language badges and signs to businesses and organisations in the county. The project supported businesses to increase their use of the Welsh language and clearly demonstrates that providing bilingual services to the public is an important part of the process.</p> <p>The Council is working with Menter laith Caerphilly to ensure that local businesses are aware of the need to promote services through the medium of Welsh in the county borough - links through the Caerphilly Business Forum.</p>	<p>The Helo Blod project ended in April 2022</p> <p>Ongoing</p>	<p>April 2017 – March 2022</p> <p>April 2017 – March 2022</p>	<p>Menter laith Cymru</p> <p>Corporate Policy</p>

3.3	Support the development and promotion of a directory of WM services available locally.	<p>During April - May 2017, Menter Iaith Sir Caerphilly launched a directory of Welsh-medium services within the County. The directory was distributed widely throughout the county and a very positive response was received to the resource. We are currently discussing the possibility of developing the information into an online and interactive resource and placing it on Menter Caerffili's website.</p> <p>Contributed to the directory of Menter Iaith's Welsh-medium services launched in July 2017. It needs updating and digitisation.</p>	Ongoing	May 2017	Menter Iaith Caerffili
3.4	Support and promote the development of Ffilifest, Menter Iaith Caerffili's annual festival which celebrates the Welsh language and local heritage. This would include support from departments such as Tourism, Leisure, Arts Development, Youth Service and Communications.	<p>Mudiad Meithrin supports Ffilifest</p> <p>During the month of June annually, the Menter hosts its summer festival, Ffilifest, at Caerphilly Castle. The festival is attended by almost 5000 people annually and is supported by Forum members as well as a number of other organisations. Valuable support is received from Caerphilly Council's marketing and communications officers. During the festival, a varied program of activities is provided for children and families as well as a video game and stage area with live music. The festival will be held again in 2022 at Owain Glyndwr Fields in Caerphilly and we are very keen to work with various Council departments to further promote and develop the festival.</p> <p>We work closely with Menter Iaith Caerphilly by linking them with Council services. We support them in meetings with specific services to try to build relationships and ensure collaboration is successful.</p> <p>Specific Council departments supported Menter Iaith activities such as Ffilifest and the walking club.</p>	<p>Further discussions with regards to further support from Caerphilly Council</p> <p>More discussion needed to build relationship between the Council and Menter Iaith</p>	<p>March 2022</p> <p>March 2017</p>	<p>Mudiad Meithrin</p> <p>Menter Iaith Caerffili</p> <p>Corporate Policy</p>

3.5	<p>Ensure WL input and activities within CCBC community events programme (Big Cheese, Blackwood Beach Party, and Christmas Markets etc)</p>	<p>Menter Iaith Sir Caerffili welcomes any opportunity to work with Caerphilly Council to increase the Welsh-medium activities available within its community events program.</p> <p>Menter Caerffili provided a bilingual public publication service on behalf of the Council at some of its events including The Big Cheese in 2019.</p> <p>The Menter Iaith was used to provide bilingual publications at the Big Cheese Festival in 2019.</p> <p>We continue to talk with Council departments to raise awareness to ensure compliance with the Welsh Language Standards when producing bilingual marketing documentation.</p>	<p>Further discussions to be held</p> <p>Ongoing – more discussion needed to build relationship between the Council and Menter Iaith</p>	<p>April 2017 – March 2022</p> <p>April 2017 – March 2022</p>	<p>Menter Iaith Caerffili</p> <p>Corporate Policy</p>
-----	---	---	--	---	---

Strategic Area 4 – Welsh Language Services	Vision: Promote and improve availability of Welsh-medium services in the borough	Date of Review: Frequency
---	---	--

Strategic Priorities

- The relevant language standards being operated.
- Senior council managers should show a strong commitment to the Welsh language in collaboration arrangements, and 3rd party contract and commissioning documents
- Welsh language classes made available to council staff and partner organisations

Number	Action	Progress Comment	Status	Date	Partners
4.1	Continue to encourage all council departments to use the Iaith Gwaith badges and lanyards (Standard 68)	<p>CLS staff continue to wear the Iaith Gwaith and Dysgu Cymraeg lanyards at our service points.</p> <p>See response under 3.1 for Corporate Policy.</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>April 2017 – March 2022</p>	<p>Caerphilly Library Services</p> <p>Corporate Policy</p>
4.2	Support and encourage the Council's Welsh speaking staff and learners to use their skills in the workplace	<p>CLS staff are actively encouraged and supported to enrol on Welsh language courses supported by the authority.</p> <p>Caerphilly Youth Service has completed a related staff audit and is enabling access to confidence-building (in the use of Welsh) programmes.</p> <p>We wear badges and lanyards so that speakers and learners have the opportunity to use their spoken Welsh skills. We have also put a series of information on our internal portal to support staff in understanding the Welsh Language Standards and how to apply them.</p> <p>At the Council's headquarters, we are displaying the Phrase of the Week. A set of phrases that staff can use in their working day. Underneath the expressions are shown phonetically how to pronounce the phrase.</p> <p>Desk cards for staff on how to answer the telephone bilingually, how to make out-of-office messages, answer phone messages and automated telephone systems messages were created bilingually, Welsh first.</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>April 2017 – March 2022</p>	<p>Caerphilly Library Services</p> <p>Caerphilly Youth Service</p> <p>Corporate Policy</p>

		<p>The authority has an establishment license for Cysgliad and the software is available on all Council computers.</p> <p>A year long campaign was launched to raise the status of the Welsh language internally for staff but also externally for the public. The campaign is called 'Do the Small Things'. The campaign offers ideas to encourage people to use the Welsh language every day.</p>			
4.3	Plan to improve service provision based on feedback and the number of complaints received	<p>CLS regularly monitor any complaints or comments received on the Welsh language provision.</p> <p>Caerphilly Youth Service has secured a new centre in Caerphilly from which Welsh medium youth work will be based.</p> <p>We ensured that any complaints received were recorded, investigated and any necessary changes made in accordance with the Welsh Language Standards.</p> <p>Complaints received by the Council about and / or in Welsh are reported annually in the Welsh Language Standards Annual Report. The report will be published on the Council's website by 30 June each year.</p> <p>Equality and Welsh language categories have been added to the complaints system so that we can monitor if any complaints have an equality or Welsh language element. This will help with annual reports and to identify any trends.</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>April 2017 – March 2022</p>	<p>Caerphilly Library Services</p> <p>Caerphilly Youth Service</p> <p>Corporate Policy</p>
4.4	Award scheme for Welsh learners' courses – Learner of the Year / Most Improved Service Area etc	<p>A Staff Identification Scheme is in place and it is hoped that one of the awards will be for a well compliant Service or Team or Bilingual Service / Team of the Month.</p>	Ongoing	<p>April 2017 – March 2022</p>	Corporate Policy
4.5	Group meetings/events for Council learners to practice	<p>Menter Iaith Sir Caerffili is keen to support Welsh learners across the County and organises a program of weekly and monthly opportunities for them. We are keen to promote these opportunities to Council learners.</p>			Menter Iaith Caerffili

		<p>We hope to establish something in the near future once we have hired additional staff into the team. It is hoped to use organisations such as the Menter Iaith to come in to discuss and promote their services.</p> <p>We offered the Caerphilly County Menter Iaith Confidence Project to staff and Council and many of them attended.</p>	Ongoing	April 2017 – March 2022	Corporate Policy
4.6	Contact partner organisations to determine how many Welsh Essential posts they have, the nature of the posts and how they are currently filled.	CLS assesses each vacant post at time of recruitment.	Ongoing		Caerphilly Library Services
4.7	Contact partner organisations to determine how many currently provide Welsh Language Awareness Training to staff and how that training is provided	<p>As part of Coleg y Cymoedd’s induction programme for new staff, all staff must complete two online modules – Welsh Language Standards and Welsh Language Awareness. Staff who complete these modules and pass a quiz at the end, attain a digital badge.</p> <p>Menter Iaith Sir Caerphilly is able to provide language awareness training tailored to specific departments.</p> <p>Two Language Awareness courses have been arranged for Council staff. More co-operation is needed amongst members of the Language Forum to better coordinate training and provision.</p>	Ongoing	April 2017 – March 2022	<p>Coleg y Cymoedd</p> <p>Menter Iaith Caerffili</p> <p>Corporate Policy</p>
4.8	With the information collated above, develop a marketing programme including an annual Welsh Language job fair to raise awareness among the community and young people of the potential career opportunities for Welsh speakers	<p>As previously noted, Menter Iaith Sir Caerffili is keen to support the Welsh-medium job marketing program and the opportunities within various sectors for Welsh speakers.</p> <p>The Council would be very interested in ensuring that such an event is held to raise awareness amongst Welsh medium school pupils and local students of the demand for Welsh speakers in workplaces. We need to ensure that the main message of the event is the value of the Welsh language in the community and in the world of work. We will work together as the Language Forum to try and organise such an event.</p>	Ongoing	April 2017 – March 2022	<p>Menter Iaith Caerffili</p> <p>Corporate Policy</p>

4.9	All council departments 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)	<p>CLS continue to do this.</p> <p>Individual Council departments must ensure that they record this and then make sure that all calls made to that person are made in the language of their choice. In progress.</p>	Ongoing		<p>Caerphilly Library Services</p> <p>Corporate Policy</p>
4.10	Raise awareness of Welsh Language provision of 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	<p>CLS continue to do this and offer the service.</p> <p>Menter Iaith Sir Caerffili is keen to support Caerphilly Council in raising public awareness of the availability of Welsh-medium services as well as supporting the Council in measuring progress in meeting the requirements of the executive proposal.</p> <p>On the council letter template is the phrase (in Welsh) 'You can correspond in any language or format. Corresponding in Welsh will not cause any delay.'</p> <p>We also tell in Newslines (in Welsh) 'We welcome calls in Welsh'.</p> <p>The Directorate of Social Services has also run a number of training sessions on the operational offer to staff.</p> <p>Information on our internal Portal advises staff of the procedures to ensure compliance with the Welsh Language Standards.</p>	Ongoing	April 2017 – March 2022	<p>Caerphilly Library Services</p> <p>Menter Iaith Caerffili</p> <p>Corporate Policy</p>
4.11	Develop improved partnerships between Council Departments and partners.	At meetings we promoted different partnerships including the organisations that are on the Language Forum and Menter Iaith if relevant.	Ongoing	April 2017 – March 2022	Corporate Policy

Strategic Area 5 – The Workplace	Vision: Increase Opportunities for people to use the Welsh Language in the workplace	Date of Review: Frequency
---	---	--------------------------------------

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.
- Compliance by Commissioned Services and Independent Third Party Provision

Number	Action	Progress Comment	Status	Date	Partners
5.1	Increase partnership work between partners and the Council in order to promote the value of the Welsh language	<p>CLS actively encourages partnership working with our Welsh language partners offering various resources such as library space, rooms and stock.</p> <p>Menter Iaith Sir Caerffili works in close partnership with a variety of Council departments including: Youth Service, Early Years and Childcare, Economic Development, RDP Team, Countryside and Parks, Policy and Equalities. This work involves carrying out work on their behalf or working together to develop and deliver Welsh medium services. We want to see these opportunities increase to ensure that the public can access a wide cross-section of Welsh-medium services. We see the potential for developing service level agreements with departments to improve Welsh medium provision by drawing on the experience and expertise of the Menter Iaith.</p> <p>In meetings we promoted different partnerships including the organisations that are on the Language Forum and the Menter Iaith if applicable.</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>April 2017 – March 2022</p> <p>April 2017 – March 2022</p>	<p>Caerphilly Library Services</p> <p>Menter Iaith Caerffili</p> <p>Corporate Policy</p>

5.2	Encourage businesses and the voluntary sector to use the laith Gwaith badges and lanyards and to develop a bilingual image.	<p>As part of the Welsh in Business project and Hello Local Blod, Menter Caerffili distributed badges, opening and closing signs and lanyards to the county's businesses and organisations. In addition to the wider business support, these products ensure that many businesses can develop a bilingual image that encourages the county's Welsh speakers to request a Welsh medium service.</p> <p>We continue to work in partnership with the Menter laith and are happy to support and encourage small businesses and the voluntary sector to use laith Gwaith badges and so on.</p>	Ongoing	April 2017 – March 2022	Menter laith Caerffili
			Ongoing	April 2017 – March 2022	Corporate Policy
5.3	Develop a joint campaign raising awareness of all partner organisations' existing Welsh language services e.g. phone lines, self-service machines etc.	I would be happy to work together on a campaign like this going forward. Perhaps we can build on and expand the directory of Menter laith's Welsh language businesses.	Ongoing	April 2017 – March 2022	Corporate Policy
5.4	Ensure appropriate Welsh language training is available to staff to learn Welsh from basic to advanced/proficient	<p>CLS staff are actively encouraged and supported to enrol on Welsh language courses supported by the authority.</p> <p>Early Years staff who work in a childcare setting can take advantage of Camau Welsh Language course which has been made especially for the use of language in childcare settings.</p> <p>We have been providing Welsh in the Workplace Courses for staff since 2001 from taster level to proficiency. We also offer online courses such as 'Say Something in Welsh' and the 10 hour online Welsh at Work course. The courses are offered flexibly and for free with staff being supported to attend courses.</p>	Ongoing		Caerphilly Library Services
			Ongoing	April 2017 – March 2022	Mudiad Meithrin Corporate Policy
5.5	Establish promoting Welsh as a recognised objective for managers so that they are able to provide evidence of the work undertaken to increase Welsh speaking staff and promote Welsh medium services.	Actions from the Strategic Equality Plan 2020-2024 and the Five-year Welsh Language Strategy 2022-2027 will be included in the Directorate Performance Assessments.	Ongoing	March 2022 – onwards	Corporate Policy

5.6	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.	<p>Following the success of producing a directory of Welsh-medium businesses and services in the County, Menter Caerffili is currently exploring opportunities to develop the resource as an 'app' or an interactive, digital version of it. This work will need to be adequately funded as well as collecting feedback from existing users of the resource.</p> <p>We contributed to the Menter Iaith directory of the businesses we were aware of that provide a service in Welsh. Keen on the idea of having an app.</p>	Ongoing	March 2022	Menter Iaith Caerffili
5.7	Promote the opportunities to follow a career through the medium of Welsh locally as a partnership of organisations.	<p>In partnership with members of the County Language Forum, Menter Iaith Sir Caerffili is committed to promoting the opportunities locally to pursue a career through the medium of Welsh. We welcome the opportunity to contribute to any marketing campaigns or opportunities to target specific sectors.</p> <p>Jobs were promoted with the Council at the Coleg y Cymoedd Welsh Language Skills Work Skills event. Pupils and students need to recognise the value of the Welsh language when looking for a job or choosing a career. Happy to work with partners to hold a Job Fair.</p>	Ongoing	April 2017 – March 2022	Menter Iaith Caerffili

Strategic Area 6 – Infrastructure (Polices and Practise)	Vision: Organisations and services integrate the Welsh language into policies and activities.	Date of Review: Frequency
---	--	--

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.

Number	Action	Progress Comment	Status	Date	Partners
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).	<p>Welsh language speaker views asked and recorded as part of the Rhymney Library – Community Voices questionnaires.</p> <p>Menter Iaith Sir Caerphilly is already working in partnership with CCBC to ensure that the County's Welsh speakers can contribute to consultations through the medium of Welsh. During the period under review, Menter Iaith has supported the Perspective Panel, by co-ordinating and leading a Welsh-medium panel. In addition, the Menter supported the process of producing the Well-being Assessment and the Well-being Plan, by facilitating Welsh-medium sessions with the public. We will continue to support in this way and welcome further opportunities to support Caerphilly Council's consultation exercises.</p> <p>We ensured that departments create a bilingual consultation ethos and support Welsh speakers to participate in those consultations. We work closely with Menter Iaith which helps when we run consultations on various topics. We are happy to facilitate the events and host a table of Welsh speakers and learners.</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>12/21</p> <p>April 2017 – March 2022</p> <p>April 2017 – March 2022</p>	<p>Caerphilly Library Services</p> <p>Menter Iaith Caerffili</p> <p>Corporate Policy</p>

6.2	Welsh language as an integral part of developing and impact assessing proposed Caerphilly County Borough Council policies.	<p>In April 2021 we launched our <i>Integrated Impact Assessment</i>. The assessment must be applied to any policies, reports, projects and proposals that go to Cabinet for decision. Section 7 of the Integrated Impact Assessment focuses on the Welsh language. The section must be completed by officers showing what impact the project or proposal is having on the Welsh language in the borough.</p> <p>Under section 7 of the Council's report template, <i>Integrated Impact Assessment Summary</i>, consideration should be given to the Welsh language. Guidelines are available for staff on our portal and all staff should be aware of and take account of the Welsh Language Standards when writing policies. It should be ensured that there is no negative impact on the Welsh language and that the Welsh language is not treated less favorably than the English language.</p>	Complete but the promotion work is still in progress	April 2017 – March 2022	Corporate Policy
6.3	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.	See response to 6.2	Ongoing	April 2021 – onwards	Corporate Policy
6.4	Encourage wider partners to have the Welsh language as an integral part of developing and impact assessing proposed policies and practices.				