



CYNGOR BWRDEIS TREF SIROL RHONDDA CYNON TAF

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

Welsh Language Cabinet Steering Group

A Meeting of the **Welsh Language Cabinet Steering Group** will be held virtually on
22 April 2021 at 10.00 am

Contact: Emma Wilkins - Council Business Unit, Democratic Services

ITEMS FOR CONSIDERATION

1. DECLARATION OF INTEREST

To receive disclosures of personal interest from Members in accordance with the Code of Conduct.

Note:

1. Members are requested to identify the item number and subject matter that their interest relates to and signify the nature of the personal interest.
2. Where Members withdraw from a meeting as a consequence of the disclosure of a prejudicial interest they must notify the Chairman when they leave.

2. MINUTES

To receive the minutes of the Welsh Language Cabinet Steering Group meeting which was held on 9th October 2019.

(Pages 3 - 8)

3. WELSH LANGUAGE SERVICES - PROGRESS REPORT ON THE WELSH LANGUAGE PROMOTION STRATEGY AND ACTION PLAN

To receive the report of the Director of Public Health, Protection and Community services providing Members with an overview of the Council's performance against the Welsh Language Promotion Strategy Action Plan.

(Pages 9 - 128)

4. WELSH LANGUAGE STANDARDS COMPLIANCE REPORT TO THE WELSH LANGUAGE COMMISSIONER 2020 - 2021

To receive the report of the Director of Public Health, Protection and Community services providing the Steering Group with a copy of the Welsh Language Standards Compliance Report 2020 – 2021.

(Pages 129 - 154)

5. WELSH IN EDUCATION STRATEGIC PLAN - ANNUAL UPDATE 2020

To receive the Joint report of the Director of Education & Inclusion Services and Service Director, Democratic Services and Communication which provides Members with an overview of the Council's Welsh in Education Strategic Plan (WESP) which was presented and agreed at the Cabinet meeting on the 28th January 2021.

(Pages 155 - 226)

6. OVERVIEW OF THE WORK OF MENTER IAITH.

To receive an overview of the work of Menter iaith.

7. URGENT BUSINESS

To consider any other business, which the Chairman by reason of special circumstances is of the opinion should be considered at the meeting as a matter of urgency.

CIRCULATION:

COUNTY BOROUGH COUNCILLORS:

Councillor G Hopkins (Chair)
Councillor J Rosser (Vice-Chair)
Councillor R Bevan
Councillor M Webber
Councillor J James
Councillor E Stephens

OFFICERS:

Paul Mee, Group Director Community & Children's Services
Christian Hanagan, Service Director of Democratic Services & Communication
Gaynor Davies, Director of Education and Inclusion Services
Wendy Edwards, Service Director – Community Services
Steffan Gealy, Welsh Language Services Manager

MENTER IAITH:

Einir Sion

RHONDDA CYNON TAF COUNCIL WELSH LANGUAGE CABINET STEERING GROUP

Minutes of the meeting of the Welsh Language Cabinet Steering Group meeting held on Wednesday, 9 October 2019 at 10.00 am at the Committee Room 1, The Pavilions, Cambrian Park. Clydach Vale, Tonypandy, CF40 2XX.

County Borough Councillors - Welsh Language Cabinet Steering Group Members in attendance:-

Councillor G Hopkins (Chair)

Councillor J Rosser Councillor R Bevan
Councillor M Webber Councillor J James

Officers in attendance

Mr C Hanagan, Service Director of Democratic Services & Communication
Ms G Davies, Director of Education and Inclusion Services
Ms W Edwards, Service Director – Community Services
Mr S Gealy, Welsh Language Services Manager
Mr B Harries, Youth Services Manager
E Siôn, Menter Iaith

1 Welcome and Apology for Absence

The Chair welcomed the attendees to the meeting of the Welsh Language Cabinet Steering Group.

An apology for absence was received from County Borough Councillor E. Stephens.

2 Declaration of Interest

In accordance with the Council's Code of Conduct, there were no declarations made pertaining to the agenda.

3 Minutes

It was **RESOLVED** to approve as an accurate record, the minutes of the meeting of the Welsh Language Cabinet Steering Group held on 29th April 2019.

4 Youth Engagement Participation Service - Welsh Language Progress

With the aid of a PowerPoint presentation, the Youth Services Manager provided the Welsh Language Cabinet Steering Group with a comprehensive overview of the positive progress made within the Youth Engagement and Participation Service in relation to the Welsh Language.

The Steering Group were provided with information in respect of the staff numbers and those who are fluent in the medium of Welsh; the bilingual activities and projects on offer during the daytime, evenings and in the holidays;

and the different levels of support on offer to young people who wish to access services through the medium of Welsh.

The officer detailed the strengths of the service and it was pleasing to learn that each sub-service area contained at least one fluent Welsh speaker. The officer was also pleased to speak of additional funding, which led towards four newly appointed Mental Health and Wellbeing Officers, one of which could communicate through the medium of Welsh. Members acknowledged the importance of the role and the need for young people to access the support in the language of their choice.

The officer drew the Group's attention to the results of the 'Your Voice' survey, where it was concluded that out of the 17 schools within RCT, 26.8% of pupils are able to speak Welsh, but disappointingly, only 2.7% of those use the language outside of school. Discussions ensued around the 'broad' questions asked during the survey, with Menter Iaith commenting that rephrased or follow up questions often provide more clear and concise data. It was added that during recent surveys conducted by Menter Iaith, figures portrayed a more positive picture of the use of the Welsh Language by young people. However, the difficulty of collating such data was acknowledged, with both Members and officers agreeing that a lack of confidence when self-analysing their usage is a key issue for many learners.

Members discussed the psychology of communicating through the medium of Welsh, commenting that young people often choose to socialise in English, regardless of their knowledge of the language. They agreed that the culture of the language in many parts of South Wales, remains a challenge when promoting the language, as many people in RCT consider it a hindrance when communicating through the medium of Welsh.

Nonetheless, the Steering Group were pleased to note the progress outlined within such an integral service area to treat the Welsh Language no less favourably than the English Language. The presentation detailed many opportunities on offer, which encourage young people to gradually their language skills at a range of different ages.

The Chair thanked the officer for the presentation and it was **RESOLVED** to acknowledge the update.

5 Change to the order of the Agenda

The Steering Group agreed that the agenda would be considered out of sequence as detailed in the minutes set out hereunder.

6 Welsh Language Promotion Strategy Progress

The Service Director of Community Services provided the Welsh Language Cabinet Steering Group with an overview of the Council's performance against the Welsh Language Promotion Strategy Action Plan, as approved on January 25th 2017.

The Service Director provided the Steering Group with background to the Strategy and advised that the Plan was developed under Section 145 of the Compliance Notice issued under section 44 of the Welsh Language (Wales)

Measure 2011 and was developed over the course of 2016 in partnership with Sbectrwm, Menter Iaith, Council Services and Elected Members.

Members were reminded that the Action Plan is divided into 2 parts and that all activities and targets are allocated across a number of different themes. Part 1 of the Action Plan outlines the activities and targets that the Council is responsible for achieving either through direct delivery or through the commissioning of services from partner organisations and Part 2 outlines the activities and targets that Fforwm Iaith members are responsible for achieving under their current funding agreements with Welsh Government.

The Service Director spoke of the positive actions taken within RCT to meet the targets set out within the report and Members were referred to Appendix 1, where the progress against targets for each individual service area was detailed. Members were pleased to learn that significant progress had been made in respect of some themes with some targets having already been met within timescales. The Chair was particularly pleased with the progress detailed in respect of the Flying Start provision and commented that he had recently witnessed a swimming lesson being held through the medium of Welsh.

It was recognised that an integral element of the strategy is enhancing the offer to staff and supporting them to access the training available. The Service Director was pleased to confirm that many members of staff were engaging, whether that was as a new learner or as a speaker with a lack of confidence. She explained that Welsh Government has now introduced funded training for Cymraeg Gwaith/Work Welsh.

Members went on to discuss the challenges, which the Council still face, and raised a concern in respect of the action, which permits the Council to 'introduce Welsh as the main medium of teaching in the Foundation Phase in some English-medium primary schools'. The Service Director advised that many of the targets were recognised at the time of development to be ambitious and some were proving to be so in practice for a variety of reasons; and agreed that there was need for certain aims within the Plan to be rephrased.

Discussions ensued around future planning developments and the subsequent need for new schools. One Member spoke of his own ward, commenting that although it is positive for plans to include the provision for Welsh medium schools, there was concern that there was higher demand for English medium or bilingual schools. It was acknowledged that the Authority's current Local Development Plan must give due regard to a technical advice note to consider the impact of planning on the Welsh language, but a number of Members commented on the need for balance and the correct provision available to meet the demands of each individual area. The Cabinet Member for Education advised that although future projections are factored into planning developments, it was difficult to factor in the unknown.

The Service Manager for Welsh Language Services took the opportunity to advise the Steering Group of recent changes to the Welsh Language regulations, with the Welsh Government proposing a target range for Local Authorities in respect of Welsh Medium education. The officer advised that the new WESP would cover a ten-year period and assured Members that it would tie in with the Promotion Strategy for consistency.

The Chair thanked the officer for the comprehensive report, adding that it was

pleasing to see the amount of work undertaken to ensure the Council meets its target and following discussions, the Steering Group **RESOLVED:**

- a) To acknowledge the content of the report;
- b) To approve the continued implementation of the Action Plan subject to the addition of further steps to address the priority areas for improvement as outlined in the report; and
- c) That a WESP report is reported to a future meeting of the Welsh Language Cabinet Steering Group.

7 Welsh Language Commissioner's Standardised List of Place Names

The Welsh Language Service Manager provided the Welsh Language Cabinet Steering Group with a further update in respect of the List of Standardised Welsh Place-names as published by the Welsh Language Commissioner in July 2018 and the Council's responsibilities in relation to this.

The officer reminded Members of the lengthy discussion on the complexities surrounding the adoption of the Welsh Language Commissioner's list of standardised place-names at the Welsh Language Cabinet Steering Group meeting on 10th October 2018. During the meeting, Members resolved, with the agreement of Cabinet, that the Chair of the Steering Group seek written confirmation from the Welsh Language Commissioner to establish the rationale of the list prior to any consultation with local communities. Subsequent correspondence from the Commissioner's office requested that the Council put any consultation process on hold and as such, the Chair of the Welsh Language Cabinet Steering Group responded to the Welsh Language Commissioner agreeing that it would be inadvisable to progress with any consultation based on the published list.

Members were informed that following the above-mentioned decision, a revised list of standardised place-names had been published by the Commissioner and was before them, which included some detail and rationale on the recommendations.

Members were unanimous in their feelings towards adopting any of the recommended changes to the place names within RCT and commented that it would be for the residents of each individual area to decide on its name. The Steering Group felt that although a slight change to a place name might be insignificant to the Members, it might have some significance to the individuals who reside in the area.

Following consideration, the Welsh Language Cabinet Steering Group **RESOLVED:**

- a) To recommend that Cabinet refuse to adopt the List of Welsh Place-names as applicable to Rhondda Cynon Taf. Until otherwise agreed, the Council will continue to utilise the current names outlined within Rhondda Cynon Taf's Local Land and Property Gazetteer (LLPG).
- b) That subject to Cabinet's endorsement of the above-mentioned recommendation, the Chair of the Welsh Language Cabinet Steering Group writes to the Welsh Language Commissioner outlining the Local Authority's position and to request that the current forms of place-names applicable to Rhondda Cynon Taf are used on the Commissioner's website.

This meeting closed at 11.45 am

**Cllr G Hopkins
Chairman.**

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RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

WELSH LANGUAGE CABINET STEERING GROUP

22 APRIL 2021

**WELSH LANGUAGE SERVICES - PROGRESS REPORT ON THE WELSH
LANGUAGE PROMOTION STRATEGY AND ACTION PLAN**

**REPORT OF THE DIRECTOR OF PUBLIC HEALTH, PROTECTION, AND
COMMUNITY SERVICES IN DISCUSSION WITH THE RELEVANT PORTFOLIO
HOLDER CLLR G. HOPKINS**

AUTHORS: Wendy Edwards, Service Director–Community Services (01443 425512)
Steffan Gealy, Service Manager, Welsh Language Services (01443
570002)

1. PURPOSE OF THE REPORT

- 1.1 The purpose of this report is to provide the Welsh Language Steering Group with an overview of the Council's performance against the Welsh Language Promotion Strategy Action Plan, as approved on January 25th 2017.

2. RECOMMENDATIONS

It is recommended that the Welsh Language Cabinet Steering Group:

- 2.1 Note the content of the report;
- 2.2 Consider whether further information is required;
- 2.3 Recommend approval to the continued implementation of the current Action Plan until a new Action Plan is approved to cover the period 2021-2026.
- 2.4 Recommend approval to the engagement of an independent consultant to assess the extent to which the objectives of the 5 Year Strategy have been achieved through the implementation of the 2016-2021 Action Plan; and to advise on the development of a new Action Plan for the next 5 years.

3 REASONS FOR RECOMMENDATIONS

- 3.1 The Council is required to produce a Five Year Strategy to facilitate and promote the Welsh Language in the county under Standard 145 of the Compliance Notice issued under section 44 of the Welsh Language (Wales) Measure 2011. The first Five Year Strategy was approved in 2016 and was published, as required, on the Council's website on 30th October 2016.
- 3.2 As part of the Five Year Strategy the Council must:
- 3.2.1 set a percentage target for increasing or maintaining the number of Welsh speakers in our area by the end of the 5 year period concerned (currently set at +6.8% as agreed at the Welsh Language Cabinet Steering Group in May 2018);
 - 3.2.2 review the strategy and publish a revised version on its website within 5 years of publishing a strategy;
 - 3.2.3 assess the extent to which the Council has implemented the strategy and has reached the target set in terms of the percentage of speakers in our area;
 - 3.2.4 publish the aforementioned assessment on our website, ensuring that it contains a) the number of Welsh speakers in our area, and the age of those speakers; and b) a list of the activities that we have arranged or funded during the previous 5 years in order to promote the use of the Welsh language.
- 3.3 The Action Plan for the Facilitation and Promotion of the Welsh Language was approved by the Welsh Language Steering Group in January 2017. The Welsh Language Steering Group was identified as the appropriate vehicle for monitoring the performance of the Action Plan.
- 3.4 Now that the current Action Plan is nearing the conclusion of its final year in terms of timescale, it is appropriate for the Welsh Language Steering Group to consider the progress made against the targets and actions identified, and agree on any additional actions that need to be taken to ensure any revised plan continues with its stated objectives for the period 2021-2026.
- 3.5 Engaging an external organisation that specialises in language planning to undertake an independent evaluation of the impact of the 2016 - 2021 Action Plan will provide Members with an impartial and objective assessment, and also provide recommendations in respect of areas for further development and/or improvement that can be considered by Members of the Welsh Language Cabinet Steering Group as the next Action Plan is formulated.

4. BACKGROUND

- 4.1 The Strategy and Action Plan (Appendix 1) were developed over the course of 2016 in collaboration with Sbectrwm, an organisation that has extensive experience of language planning; Menter Iaith and members of Fforwm Iaith, Council Services and Elected Members.
- 4.2 Residents were consulted in order to understand what would encourage them to use the Welsh language and which services they felt were most important as a means of promoting the language. They were also invited to highlight the activities they felt would support the use of the language. This consultation took place between April and July 2016.
- 4.3 The feedback provided was crucial to the development of the Welsh Language Promotion Strategy Action Plan which focuses on:
- growing the number of people able to speak Welsh by 6.8% to 29,670 by 2021;
 - increasing the use of the Welsh language in all aspects of community and public life, and
 - raising awareness of the importance of the Welsh language as an essential part of the cultural identity and character of the South Wales valleys.
- 4.4 The importance of ensuring an effective Action Plan that will ensure the successful implementation of the strategy was reinforced when the Welsh Government published Cymraeg 2050 – A million Welsh speakers in July 2017 - its long-term vision for a thriving Welsh language.
- 4.5 The Action Plan is divided into 2 parts:
- Part 1 outlines the activities and targets that the Council is responsible for achieving either through direct delivery or through the commissioning of services from partner organisations;
 - Part 2 outlines the activities and targets that Fforwm Iaith members are responsible for achieving under their current funding agreements with Welsh Government and other organisations which align with the Strategy for the Promotion and Facilitation of the Welsh language.
- 4.6 All activities and targets are allocated across the following themes:
- Education – from early years to secondary provision
 - Language transfer in the home
 - Children, young people and families

- Community activities
- Welsh in the workplace

4.7 It was agreed by the Welsh Language Chief Officer Group at the beginning of July 2016 that a Lead Officer should be identified for each action that was allocated against a Council service to ensure accountability.

4.8 Progress against many of the targets identified in the Action Plan is recorded during the Council's annual service self-evaluation process that ensures consistency across service area plans without adding to the workload for services. This information is then included in the Annual Monitoring Report to the Welsh Language Commissioner.

5. CURRENT POSITION AND PROGRESS

5.1 Appendix 1 includes information on the progress made so far against the targets identified in the Plan. Significant progress has been made over the period of the plan in respect of some themes with some targets having already been met within timescales.

5.2 Due to the impact of Covid-19, progress during 2020-2021 has understandably been limited with service areas focusing on rapidly adjusting to new models of service delivery.

5.3 As stated in last year's report, targets achieved in full and/or embedded for the longer term include the following:

- Relocation and/or extension of the named primary schools to increase Welsh-medium capacity;
- Creation of materials to encourage parents to use Welsh with their children;
- Development of a Joint Strategy led the Youth Engagement and Participation Service to support the use of Welsh as a language for social and leisure activities;
- Establishment of a series of workshops to cater for different interests for example drama;
- Establishment of Language Use Forums in the Welsh-medium schools;
- Organisation of a series of Welsh language social activities in Welsh-medium secondary schools;
- Welsh-language activities have been included as part of the offer at half-term and school holidays e.g. through the Library Service and the Arts Service;

- Training for Language Champions has been made available to staff in Leisure Centres;
- Regular reports are produced by the Welsh Language Compliance Officer on the Council's compliance with the Welsh Language Standards;
- A Language Skills Strategy has been developed and is being implemented;
- A language skills audit was undertaken within the required timescale and a training programme implemented which is delivered on an on-going basis;
- Promotional materials, resources etc. have been developed and continue to be developed on an on-going basis to foster respect for bilingualism;
- The Council intranet is used to sign-post staff to relevant resources and promotional materials are provided to all staff through a variety of means—this will continue on an on-going basis;
- The language preferences of all Council staff have been recorded and continues to be recorded for new staff as they begin their careers with the Council;
- Schemes that foster an environment where the Welsh language is encouraged to be used is evident across all Council offices and email signatures etc. are all bilingual;
- Simultaneous translation facilities are available for internal meetings as Council translators have been trained to provide this service and new appointees to the Welsh Language Service undergo the necessary training.

5.4 Despite the impact of Covid-19, some good progress has been made in respect of a number of actions in 2020-2021, including the following:

- The Council has worked in partnership with Mudiad Meithrin to deliver 'Croesi'r Bont,' which is a language scheme to improve language skills in nursery settings. The focus is on ensuring staff at playgroups and primary school teachers use the same language patterns. The aim is to ease the transition into Welsh-medium education for children whose families do not speak Welsh;
- In addition, Mudiad Meithrin worked with Early Years settings to roll out 'Clebran' – which is a language support package for English speaking registered education providers;

- 12 Flying Start practitioners have now completed Open Learning Welsh and 'Cymraeg Babi' courses at the University of South Wales;
- The percentage of Flying Start places delivered through the medium of Welsh has doubled;
- Welsh Language Services led on the revision of the 'Being Bilingual' booklet to coincide with our new statutory Welsh Education campaign.
- Penderyn Community Primary School will become Welsh medium only from September 2021;
- The Council recently consulted upon opening a new Welsh- medium primary school in Pontypridd which would see an increase in Welsh medium primary school capacity by 93 pupil places;
- The principles of the Welsh language Charter are embedding well in schools. All Welsh medium primary schools have successfully received the bronze award for the language Charter; 8 had achieved the silver award by the beginning of March 2020;
- In English medium primary school, 15 schools have successfully received the bronze award;
- Resources have been created by regional consortia as part of the Welsh Government 'Keep Safe. Keep Learning' plan to support the use of informal Welsh at home during lockdown period;
- Awareness about the Welsh language and its contribution to the history and culture of Wales is being promoted in all schools via the consortia;
- Employment Services have worked with Welsh for Adults to use social media platforms to promote opportunities for families to engage with Welsh language learning opportunities;
- Menter Iaith have engaged with 490 families to raise language awareness;
- Menter Iaith have also engaged a total of 4,450 volunteering hours;
- Welsh medium childcare provision on primary school sites has continued to be expanded over the last 12 months. Two Welsh medium settings have relocated to brand new, purpose built facilities;
- Library service successfully moved a number of its Welsh-medium activities on-line during the pandemic and actively promotes its junior

Welsh language books - issues of this stock rose from 6,923 in 18/19 to 8,621 in 19/20;

- At Coleg y Cymoedd, staff can attend the CYMRAEG GWAITH Scheme (4 hours a week) or the normal CPD sessions at a variety of levels (2 hours a week) in addition to the 2 online courses offered through the National Centre for Learning Welsh;
- In 2017-2018 5.69% of Council staff were fluent Welsh speakers in 2018-2019 this figure rose to 6.95% and in 2019-2020 this figure rose to 7.92%;
- The Learn Welsh Campaign launched during July across all Council services with strong up-take and feedback. This campaign will be used as a template for others. Our Learn Welsh campaign includes a fully integrated list of Council and Community-based courses that is promoted to all staff. This ensures that staff have access to as many options for learning Welsh as possible;
- Welsh Language Services have worked with the RCT Source team to prepare the mandatory e-learning module that highlights to staff what needs to be implemented to ensure compliance with the Standards;
- Welsh Language Services are now also included in the virtual induction for new staff where we have a short presentation to all attendees. This demonstrates the status given to Welsh Language matters within our organisation

6. NEXT STEPS

6.1 It is notable that a great deal of work has been undertaken by Council services and Partners to meet the ambitious targets outlined in the Action Plan. Areas where progress has been more limited will require more intensive focus over the next action plan to cover the period of 2021-2026. This may require:

- Reviewing some of the existing actions to reflect changed circumstances;
- Ensuring the Action Plan reflects changes implemented by the Council and/or partners in respect of organisational structure or responsibilities;
- Discussion with Fforwm Iaith to explore ways in which the partner-led elements of the Action Plan can be reviewed and to establish an agreed process for monitoring progression.

- 6.2 This work would be greatly enhanced through the appointment of an external organisation with specialist knowledge and experience of language planning that can undertake an assessment of the impact of the actions already undertaken and consider whether, and in what area, more work needs to be done by the Council and partners if we are to achieve the ambitions set out in the Welsh Language Promotion Strategy. Great benefit was derived from working with Sbectrwm during the development and formulation of the original Strategy and 2016-21 Action Plan. It is important that a similar approach is adopted as we look forward towards the next five years.

7 EQUALITY AND DIVERSITY IMPLICATIONS

- 7.1 An Equalities Impact Assessment is not required for the purposes of this report.

8 CONSULTATION

- 8.1 A consultation process was undertaken before the Welsh Language Promotion Strategy and Action Plan was approved in 2017.

9 FINANCIAL IMPLICATION(S)

- 9.1 There are no financial implications aligned to this report. However, there will be costs and resources as yet not fully ascertained in respect of implementation of the Strategy and Action Plan and also if the recommendation to appoint an external consultant to evaluate the plan is approved.

Non-compliance with a standard could incur financial penalties of up to £5,000.

10. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

Welsh Language (Wales) Measure 2011 and Welsh Language Statutory Standards 2015 regulate this area of work.

11. LINKS TO THE CORPORATE AND NATIONAL PRIORITIES AND THE WELL-BEING OF FUTURE GENERATIONS ACT.

- 11.1 The Welsh language is a cross-cutting theme in the Corporate Plan and underpins all corporate priorities as the Council is required to comply with the amended Compliance Notice issued by the Welsh Language Commissioner in September 2016.
- 11.2 A statutory Annual Compliance Report is submitted to the Welsh Language Commissioner outlining the work undertaken by the Council to comply with the Welsh language statutory standards that will contribute to the Welsh

Government's longer-term goal of 1 million Welsh speakers by 2050. The work undertaken to achieve these standards involves working collaboratively with partners and residents to facilitate a wide range of opportunities for the use of the Welsh language in communities across the county.

- 11.3 The Welsh language is directly related to Goal 6 of the Well-being of Future Generations Act - a Wales of vibrant culture and thriving Welsh language. It also contributes to the creation of a more equal Wales by providing opportunities for Welsh speakers to access Council services in the medium of Welsh if they so wish.

12. CONCLUSION

- 12.1 Good progress has been made against key areas of the Welsh Language Promotion Action Plan as highlighted in section 5 above. However, some targets have been found to be challenging, and work has been hampered in some areas due to the impact of the Covid-19 pandemic and the implementation of local and national lockdowns during 2020 - 21.
- 12.2 It would be beneficial to have an independent evaluation of what has been achieved so far and to highlight areas that need further development as we work with partners to develop the next Five Year Action Plan.

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Action Plan to Promote the Welsh Language in Rhondda Cynon Taf

The following Action Plan aims to build on the progress made by the Council and its partners in developing the Welsh language in Rhondda Cynon Taf over many years. It is a five year plan which focuses on:

- growing the number of people able to speak Welsh by 3%,
- increasing the use of the Welsh language in all aspects of community and public life, and
- raising awareness of the importance of the Welsh language as an essential part of the cultural identity and character of the South Wales valleys.

The Action Plan reflects the partnership approach that is essential to achieving these aims. It is divided into two parts so that there is clarity between the role and responsibility of the Council and the roles and responsibilities of Fforwm Iaith members for achievement of targets.

Part 1 outlines the activities and targets that the Council is responsible for achieving either through direct delivery or through the commissioning of services from partner organisations;

Part 2 outlines the activities and targets that Fforwm Iaith members are responsible for achieving under their current funding agreements with Welsh Government and other organisations which aligns with the Strategy for the Promotion of the Welsh Language.

It is recognised that the Council has no control over the activities and achievement of targets of partners as identified in Part 2 but the Council may be in a position to work collaboratively and commission Fforwm Iaith members to deliver additional activities in order to meet the Council's targets as identified in Part 1 of the Action Plan.

It should be noted that the overall responsibility for the 5 Year Strategy, and accountability for its implementation lies with the Council in accordance with Standard 145 of the Welsh Language Regulations 2015.

PART 1

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
Education - Early Years provision	Provide appropriate Welsh language and childcare	Work with the <i>Cam wrth Gam</i> project which delivers a Level 3	Ensure that 10 childcare workers from RCT and the	Flying Start	'Cam wrth Gam' (Mudiad Meithrin)	<u>Cam wrth Gam</u> Cam Wrth Gam aren't currently working with RCT schools - there's a cost associated

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	training for early years practitioners in order to increase Welsh-medium provision	Diploma in Children's Care, Learning and Development	surrounding area are trained annually and gain relevant qualifications			<p>with the scheme and maybe there is a need to provide additional financial support to the schools in order to ensure that children have opportunities to qualify.</p> <ul style="list-style-type: none"> One apprentice from RCT currently on the National Training Scheme and Cam Wrth Gam training schemes. <p><u>Cynllun Croesi'r Bont / Clebran</u></p> <ul style="list-style-type: none"> RCT entered into an SLA with Mudiad Meithrin during 2019 for

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>the training of RCT REPS (Registered Education Providers).The methodology uses definite language patterns for daily routines and areas of learning , songs with clear language patterns and baseline assessments with termly assessments of the children's understanding, learning and</p>

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>speech.</p> <ul style="list-style-type: none"> • In addition, language support for English REPS was provided through Mudiad Meithrin's 'Clebran' scheme. • Both language schemes have been impacted by COVID 19. We are negotiating the continuation of both schemes with RCT Officers at present.

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<ul style="list-style-type: none"> • 10 Flying Start Commissioned providers (Welsh Medium) accessed Croesi'r Bont course delivered by Mudiad Meithrin. • 12 Flying Start practitioners have now completed Open Learning Welsh and Cymraeg Babi courses at the University of South Wales.

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	Increase number of children attending Welsh-medium (WM) early years provision	Work with Mudiad Meithrin and Flying Start to promote the advantages of Welsh-medium (WM) and pre-school education	Increase numbers of children attending Welsh-medium (WM) early years provision by 50%	Flying Start	Mudiad Meithrin; Cymraeg i Blant Family Information Service	<ul style="list-style-type: none"> Mudiad Meithrin exploring closer links with FIS and the Flying Start team at RCT in order to work in partnership specifically to deal with promotion of the benefits of WM childcare and education. Virtual meetings have taken place between Mudiad Meithrin and RCT

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>officers to discuss working in partnership to develop new Cylchoedd Meithrin within RCT utilising Cymraeg 2050 Capital Grants and Mudiad Meithrin's 'SAS' Scheme.</p> <ul style="list-style-type: none"> Percentage of Flying Start places delivered through the medium of Welsh has increased from:

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<ul style="list-style-type: none"> • 12% in 2016/17 to • 24% in 2019/20 • A 100% increase between 2016/17 and 2019/20.
	Increase the use of Welsh in playgroups and day nurseries that are mainly English medium	Include the Welsh language in play activities to establish basic numeracy and literacy patterns in Welsh	Identify at least 10 playgroups / day nurseries that are able to introduce basic words, sentence patterns and songs in Welsh.	Flying Start	Wales PPA; PACEY, NDNA Cymru	<ul style="list-style-type: none"> • Mudiad Meithrin can offer 'Clebran' support to Flying Start settings as required (see details of Support given under SLA for REPS above) - 8 Flying Start Commissioned providers (Bi-

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						Lingual) accessed this provision in 19/20.
Education – primary sector	Launch a wide-ranging marketing campaign to promote the advantages of Welsh-medium education and the benefits of bilingualism	Distribute the 'Being Bilingual' leaflet and create other marketing tools to increase numbers in Welsh-medium primary schools	Launch marketing campaign in early 2017 and plan a series of on-going publicity events and activities year on year	Welsh Language Services	Menter Iaith; Yr Urdd; RHAG; Fforwm Iaith; Bro Morgannwg Health Board	<ul style="list-style-type: none"> Welsh Language Services are leading the renewal of the being bilingual booklet to coincide with our new Welsh Education campaign. Welsh Language Services have consulted with community partners via our Fforwm Iaith for their input along

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>with securing registrations services support at Merthyr Tydfil and RCTCBC to disseminate the booklet to each child registered at their venues.</p> <p>Menter Iaith have also offered support to Council representatives on re-designing the current booklet before a new distribution.</p>

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	Increase the capacity of Welsh-medium primary schools in key locations	Relocate Ysgol Gymraeg Tonyrefail to the current Tonyrefail Primary School site	Increase capacity by at least 60 places	Education	School	<ul style="list-style-type: none"> Tonyrefail have been enjoying newly refurbished and improved facilities since September 2018. Capacity increased by 120 (source Cabinet Report 9/4/19) <p>Complete</p>
	Increase the capacity of Welsh-medium primary schools in key locations	Extend Ysgol Gymraeg Llwyncelyn to the adjacent Llwyncelyn Infants site	Increase capacity by at least 100 places	Education	School	<ul style="list-style-type: none"> Extension completed in 2018 as planned. Further improvements undertaken in summer 2019. Capacity

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						increased by 100 (source Cabinet Report 9/4/19) Complete
	Consider the effects of new housing developments on the growth of Welsh-medium education	Plan for the likely increase in demand for Welsh-medium education in development areas	Draw up contingency plans in targeted areas, especially in the south of the county	Education	Regeneration & Planning	<ul style="list-style-type: none"> Education continue to work closely with colleagues from Development Control to ensure they are involved in the planning stages for new housing development at the earliest

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						possible opportunity. Once it is known that a development is definitely going to proceed, and the number of dwellings to be built is agreed, an assessment of the impact on existing schools in the area is undertaken, to determine whether there is a potential shortfall of school places and in which education

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>sector they will be. The required business case for finance for additional school provision (which could be an extension of existing schools or provision of new ones), will then be made.</p> <p>Ongoing.</p>
	Respond to Welsh Government's drive to create a million Welsh speakers by	Introduce Welsh as the main medium of teaching in the Foundation Phase in some	Explore the possibilities of piloting the scheme in a small number of primary	Education	Schools	<ul style="list-style-type: none"> Penderyn Community Primary will become Welsh medium only from September '21.

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	2050	English-medium primary schools	schools to develop children's bilingual skills in the Foundation Phase over the next 5 years			<ul style="list-style-type: none"> • RCT are also increasing the total available capacity of Dolau Primary School (dual language school) to 921, plus 124 part time Nursery places, potentially doubling the capacity for Welsh-medium education dependent on parental choice. • Officers from Education are in

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>the process of finalising the design of this new extension with the housing developer Persimmon, and planning consent is due to be submitted to the Planning Authority imminently.</p> <ul style="list-style-type: none"> The Council have also recently consulted upon opening a new WM primary school in Pontypridd as a

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>part of wider school organisation proposals. This would see an increase in Welsh medium primary school capacity by 93 pupil places and significantly improve the WM offer in the locality. These proposals are currently subject to a legal challenge and so we will provide a further update on</p>

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						this in due course.
	Develop a Language Charter which encourages the use of Welsh in schools and in the community	Adapt the successful Language Charter implemented by Gwynedd and Carmarthenshire LEAs	Develop a Language Charter for pupils studying Welsh as a first or second language	Welsh Language Services	Central South Consortium Menter Iaith Yr Urdd	<ul style="list-style-type: none"> Principles of the Welsh language Charter embedding well in schools. All Welsh medium primary schools have successfully received the bronze award and 8 have achieved the silver award by the beginning of March 2020. In English medium primary school, 15

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>school have successfully received the bronze award. Work is ongoing in promoting the charter in Welsh medium secondary schools, and all have received initial training. Tonyrefail Community School is involved in the Cymraeg Campus pilot for English medium secondary</p>

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>schools. No assessment of Welsh language Charter work undertaken since March 2020 due to Covid-19; assessment and accreditation will be restarting autumn term 2020.</p> <ul style="list-style-type: none"> Partnership work ongoing between Welsh and English medium primary schools. In RCT, 6 Welsh medium schools are in

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>partnership with 11 English medium school. Range of activities undertaken to promote Welsh. Work not evaluated as planned due to lockdown.</p> <ul style="list-style-type: none"> Resources created by regional consortia as part of the WG 'Keep Safe. Keep Learning' plan to support the use of informal Welsh at home during

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>lockdown period.</p> <ul style="list-style-type: none"> • Menter Iaith have supported 9 primary schools to develop their aims noted in their Siarter Iaith by enabling opportunities within their communities for the children and their families to attend and engage.
Education – secondary sector	Increase number of learners in Welsh-medium secondary	Draw up plans to increase WM provision as a result of	Ensure increased numbers in all WM secondary	Education	Schools	<ul style="list-style-type: none"> • RCT's Cabinet have approved 2 projects in the Cynon Valley to

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	schools	projected growth in the primary sector	schools by 2021			increase Welsh medium provision in YGG Aberdâr and YG Rhydywaun, a Welsh medium primary and a Welsh medium secondary school. YGG Aberdâr will benefit from a new on-site Meithrin and an extra 48 pupil places, and YG Rhydywaun will increase in capacity by 192 pupil places. Education are

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						currently in the process of liaising with the WG to secure the funding required through the 21st Century Schools and Colleges Programme for both projects.
	Increase opportunities in EM schools to use Welsh as a medium of instruction	Provide support for English-medium (EM) secondary schools to develop along the language	Identify a few EM secondary schools that are willing and able to increase WM provision in a	Education	Schools	<ul style="list-style-type: none"> Cymraeg Campus, a Language Charter framework that promotes and increases the use of Welsh in EM

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
		continuum	range of subjects			<p>schools is currently being piloted in the secondary sector at Tonyrefail Community School.</p> <ul style="list-style-type: none"> Resources to support pupils' development of Welsh language skills in English medium secondary school created as part of the WG 'Keep Safe. Keep learning programme'.

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						Over 50 resources created and available to all schools on Hwb.
	Enable learners to switch from English-medium to Welsh-medium education at the end of KS2	Explore a 'Cynllun Trochi' (Immersion Scheme) in one of the WM secondary schools in conjunction with neighbouring authorities	Identify one WM school that could support a 'Cynllun Trochi' and then market its availability across neighbouring authorities	Education	Central South Consortium (CSC); School	<ul style="list-style-type: none"> Work ongoing to develop resources to support transition from English medium to Welsh medium schools. Welsh in Education Officer working closely with the immersion unit in Cardiff to create appropriate resources. Resources due to

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						be made available for primary schools and work ongoing in the creation of secondary resources.
	Support language progression from KS2 to KS3	Ensure that the few who do not transfer to WM secondary schools continue to study Welsh as first language	Ensure appropriate collaboration between EM secondary schools to enable provision	Education	Schools	No progress reported.
	Ensure that Welsh Language	Develop a Welsh Language	All learners to understand the	Education	Schools Yr Urdd	<ul style="list-style-type: none"> Awareness about the Welsh

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	Awareness programmes are included in PSE curriculum in secondary schools	Awareness work programme and introduce into the curriculum of all secondary schools	contribution of the Welsh language to the history, culture and social fabric of Wales			language and its contribution to the history and culture of Wales is a key component of the Welsh language charter that is being promoted in schools. CSC literacy team have created a resource that provides schools with information on a range of texts that could be used as part of the school's reading provision to

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>provide learners with access to tests that reflect the identities, landscape and history of Wales.</p> <p>https://www.cscjes-cronfa.co.uk/repository/resource/c0e63014-d7ac-4a66-ae2a-e1c47f47cc05/en</p>
Language Transfer in the Home	Raise awareness of the importance of language transmission	Include general language awareness programmes in PSE courses at	All schools to arrange awareness courses by 2017-18	Education	Schools YEPS Welsh Language Services	<ul style="list-style-type: none"> Ongoing work in all Welsh medium secondary schools in relation to the Welsh Language

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	amongst young Welsh speaking adults	schools				Charter. No accreditation undertaken from March 2020 due to Covid-19. Resources created by regional consortia as part of the WG 'Keep Safe. Keep Learning' programme to support the use of informal Welsh at home during lockdown period.
	Raise awareness of the importance	Arrange language awareness courses and	Language awareness courses and	Communities & Prosperity Service	Menter Iaith Cymraeg i Blant Mudiad Meithrin	<ul style="list-style-type: none"> Due to Covid restrictions engagement

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	of language transmission amongst families	family activities which target parents and children	activities to be established in 6 centres around the county		Welsh Language Services	<p>delivery has been suspended.</p> <p>However all delivery areas have worked with Welsh for Adults to use social media platforms to promote opportunities for families to engage with learning opportunities.</p> <p>Currently an exercise is being undertaken to understand barriers families may face to</p>

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>access learning online, e.g. lack of IT equipment or no access to broadband services.</p> <ul style="list-style-type: none"> • Mudiad Meithrin's 'Clwb Cwtsh' is an 8 week Welsh taster programme focusing on speaking Welsh with young children. During Autumn 2020 sessions are available in North RCT. The sessions are

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>funded by Welsh Government and facilitated (virtually) by Mudiad Meithrin.</p> <ul style="list-style-type: none"> Menter Iaith raise awareness with 490 families per year through their children's Services
	Organise a marketing campaign targeting young	Create an app/video/leaflet and use social media to	Seek funding to produce an app, video and information	Youth Engagement and Participation Service	Menter Iaith Cymraeg i Blant Yr Urdd Mudiad Meithrin	<ul style="list-style-type: none"> No change - Menter Iaith were leading on this project, and have

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	Welsh speaking adults	encourage parents to use Welsh with their children	leaflet and plan marketing campaign by September 2017			<p>been unable to gain the required funding to develop this information – tool.</p> <ul style="list-style-type: none"> • Therefore, in agreement with the other services, Menter Iaith have prioritised creating opportunities for young people before marketing them as there was an obvious need to increase what was on offer.
Children,	Work with key	Develop a joint	Publish joint	Youth	Menter Iaith	<ul style="list-style-type: none"> • A working group

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
Young People and Families	partners to create opportunities for children and young people to use Welsh outside school to strengthen the link between the language of education and the community	strategy that enables Welsh to become the language of social and leisure activities	strategy by October 2017	Engagement & Participation Service	Yr Urdd	<p>was established but due to Covid-19, the group hasn't met since March. YEPS and Menter Iaith are working in partnership to ensure Welsh language provision is available virtually.</p> <ul style="list-style-type: none"> Partnership developed with AM on-line platform via Welsh Government to make the language and

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						music more accessible to young people in RCT
	Increase the number of social activities through the medium of Welsh for primary age children	Arrange a series of workshops to cater for a variety of different interests, e.g. sport, drama, dance, arts and crafts, computer games, outdoor pursuits etc.	Programme to be agreed and implemented by September 2017	Leisure Services Cultural Services	Menter Iaith Yr Urdd	<ul style="list-style-type: none"> On average 40 young people, attend a weekly open access youth provision at Gartholwg Youth Centre prior to lockdown. After-school activities and holiday provision offered for the pupils of the 4

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>Welsh medium schools.</p> <ul style="list-style-type: none"> 490 primary aged children engaged in 950 activity sessions in 6 locations during the last academic year in Menter Iaith's after school clubs.
	Increase the number of social activities through the medium of Welsh for	Establish a network of 'adrannau cymunedol' to provide sports and leisure	Increase the current provision by 100%	Leisure Services	Yr Urdd	<ul style="list-style-type: none"> No update due to COVID-19 and leisure centres being closed. Prior to lockdown dry side activities

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	primary age children	activities				were being delivered in partnership with the Urdd at Llantrisant and Rhondda Leisure centres.
	Provide support for parents with children in WM schools to alleviate concerns about helping with homework	Establish Homework Clubs in WM schools to support parents who are non-Welsh speaking	Discussions to happen during current academic year with a view of establishing Homework Clubs by September 2017	Education	Welsh-medium schools	<ul style="list-style-type: none"> Resources created by regional consortia as part of the WG 'Keep Safe. Keep Learning' programme to support learners to apply and develop their Welsh language

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>skills. A comprehensive bank of resources created include useful resources, work packs, and activities that pupils can complete in line with the fundamental principles of distance and blended learning. Models have been provided that schools and teachers can adapt to meet the</p>

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>needs of their own learners and communities. The principles of the Welsh Language Charter are underpinned throughout all the resources created. The needs of non-Welsh speaking parents have been taken into account as the work has been developed, with bilingual guidance and overview provided in most cases.</p>

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	Encourage greater social use of Welsh by pupils attending WM secondary schools	Every school to agree a Mission Statement and code of conduct and establish Language Use Forums	All Language Use Forums to include representatives of every school year and to be established by September 2017	Youth Engagement & Participation Service	Welsh-medium secondary schools	<ul style="list-style-type: none"> Menter Iaith facilitate a youth forum at all four of our WM secondary schools. No change.
	Provide opportunities for young people in WM secondary schools to use Welsh in the community	Continue with Young People's Forums in all WM secondary schools and support them to arrange a series of social activities	Arrange at least 3 significant Welsh language activities during each school year	Youth Engagement & Participation Service	Menter Iaith Yr Urdd	<ul style="list-style-type: none"> On average 40 young people, attend a weekly open access youth provision at Gartholwg Youth Centre prior to lockdown

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<ul style="list-style-type: none"> • After school activities and holiday provision offered for the pupils of the 4 Welsh medium schools • Menter Iaith have rebranded the service to TIM (Tirau Ieuenctid Menter), and have held 152 meeting with their TIMs over the past academic year

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	Provide opportunities for young people in WM secondary schools to use Welsh outside the classroom	Support current WM youth clubs in Rhydywaun, Llanhari, Pontypridd and Aberdare	Extend current provision to include another 3 locations e.g. Llantrisant, Treorchy	Youth Engagement & Participation Service	Menter Iaith Yr Urdd	<ul style="list-style-type: none"> No change - Provision has been extended to Gartholwg and Penderyn with twice weekly and weekly sessions being provided to an average of 20 young people. <p>Provision was trialled in Pontyclun, Rhondda and Aberdare but stopped due to low attendance.</p>

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>Menter Iaith currently provide provision in Pontypridd.</p> <ul style="list-style-type: none"> • Menter Iaith engaged a total of 4,450 volunteering hours with their youth TIM's during the last financial year have established Sianel TIM on AMAM.cymru/TIM, run a weekly radio programme on GTFM called

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						Sesiwn Sul and have enabled and supported an additional 6 individual events with young people
	Use communication technology to advertise employment opportunities requiring bilingual skills	Develop a designated website, app and directory to advertise jobs and apprenticeships that require Welsh language skills	Set up an information sharing Hub for major employers in the area which can be used to recruit bilingual staff and apprentices	Employment & Training Service Business Services	IT Menter Iaith Businesses	<ul style="list-style-type: none"> The Council emphasizes the importance of Welsh language skills at all induction and job fair events (and includes within all job descriptions). Plans to promote bilingual skills via @TreforestGrowth and

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>ConfidentBusiness RCT Facebook are being developed along with sharing information around the success of sites such as lleol.net and safleswyddi.co.uk.</p> <ul style="list-style-type: none"> WG Welsh in Business Support Officer (Helo Blod Officer) is now based in Menter Iaith with the main aim of supporting

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>business to better develop their bilingual offer.</p> <ul style="list-style-type: none"> • Menter Iaith engaged a total of 4,450 volunteering hours with their youth TIM's during the last financial year have established Sianel TIM on AMAM.cymru/TIM, run a weekly radio programme on GTFM called Sesiwn Sul and have enabled and

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						supported an additional 6 individual events with young people
	Provide childcare through the medium of Welsh	Carry out a review of the childcare needs of parents with children in WM education	Provide after-school or wrap-around childcare in every school that has identified a need	Early Years Service Education	Menter Iaith Welsh-medium schools Kids Clubs Wales	<ul style="list-style-type: none"> Welsh medium childcare provision on primary school sites has continued to be expanded over the last 12 months. Two welsh medium settings

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>have relocated to brand new, purpose built facilities. This has allowed them to increase the range of services they provide, as well as increase the number of CIW registered places available. An additional Welsh medium primary school has received capital funding to remodel areas of the school to allow the</p>

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>onsite meithrin to have dedicated facilities (previously had to share the nursery classroom). This has allowed the meithrin to offer two sessions per day and increase the number of CIW registered places. We are currently in the process of planning two new provisions on other primary school sites that</p>

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>will offer sessional provision for pre-school children and wraparound care for nursery aged children. We are also developing a new provision on the site of a dual language primary school. These will be developed and opened as soon as possible.</p> <ul style="list-style-type: none"> • Menter Iaith have researched, evaluated and discussed the

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						need to increase WM afterschool childcare facilities in the County. Discussions with partners on-going.
	Provide WM childcare opportunities during school holidays	Carry out a review of childcare needs during school holidays	Carry out a review of childcare needs during school holidays	Early Years Service Education	Menter Iaith Kids Clubs Wales	<ul style="list-style-type: none"> Capital funding has allowed us to improve and expand current Welsh medium services, as well as develop two brand new settings. One new holiday club has opened in the last year to offer Welsh medium

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>holiday care.</p> <p>Officers continue to offer support to un-registered after school care providers so that they can register with CIW and expand to offer holiday care.</p> <ul style="list-style-type: none"> • Menter Iaith do not currently have the capacity to run holiday play schemes. <p>Discussions are ongoing with the relevant</p>

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						departments within RCT CBC
	Increase number of Welsh language activities that cater for the interest of families	Build on the success of Parti Ponty and arrange similar events to coincide with Christmas, Santes Dwynwen and St David's Day celebrations	Arrange 3 family fun days during the year in different parts of the county borough	Marketing & Events service	Menter Iaith (Einir) Yr Urdd	<ul style="list-style-type: none"> Parti Ponty's delivery model has been amended to split into 5 separated events spread across the entire county borough. This resulted in 5 family fun days and 2 young adult gigs during 2019 at Treorchy, Pontypridd, Gartholwg, Porth and Aberdare

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>engaging 7,000 people</p> <ul style="list-style-type: none"> • Menter Iaith's services have been transferred online due to the pandemic. Sianel Clwb Carco on YouTube, daily activities for children and families and the promotion of partner events and opportunities have enabled 12000 engagements

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						through varying platforms since March 2020
	Increase number of Welsh language activities that cater for the interest of children and young people	Ensure that swimming lessons are available in Welsh in some WM schools	Some WM schools to be offered swimming lessons in Welsh by January 2018	Leisure Services	Yr Urdd Welsh-medium schools Coleg y Cymoedd	<ul style="list-style-type: none"> Priority has been given to establishing WM after-school swimming lessons, and building staff capacity, before developing our WM provision for schools. No update due to COVID-19.
	Increase number of Welsh	Ensure that a suitable range of	Develop a programme of	The Library Service	Literature Wales	<ul style="list-style-type: none"> 8 craft and storytelling

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	language activities that cater for the interest of children and young people	activities are available for children and young people at libraries.	Welsh language activities to take place during half term and summer holidays.	Cultural Services		<p>activities were held during the half term holidays in October 2019 and February 2020. Three Welsh Language sessions were held at Aberdare and Pontypridd libraries as part of Owain Glyndwr day on the 16th September 2019.</p> <ul style="list-style-type: none"> Many of our planned activities were disrupted by the lockdown

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>which occurred on the 18th March, 2020 and instead a programme of online activities was held. These included posting downloadable activities on Facebook for Easter 2020.</p> <p>Summer 2020 – weekly links to stories in English & Welsh plus downloadable crafts with instructions in English & Welsh;</p>

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>weekly bilingual craft packs available through Order & Collect; promoted Welsh language Summer Reading Challenge digital offer.</p> <ul style="list-style-type: none"> In addition to this we promoted our Welsh language content on the digital platform Borrowbox and promoted Welsh titles to tie in with the Summer

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>Reading Challenge. The shortlist and winners of the Tir Na n-Og awards were also promoted and links to good Welsh Language websites for children recommended.</p> <ul style="list-style-type: none"> • We continue to actively promote our junior Welsh language books and issues of this stock rose from

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						6923 in 18/19 to 8621 in 19/20.
	Increase leisure opportunities through the medium of Welsh	Ensure that swimming lessons are available in after-school provision through the medium of Welsh up to at least Level 1	Swimming lessons up to Level 1 to be available through the medium of Welsh in all main leisure centres by September 2018	Leisure Services	Yr Urdd	<ul style="list-style-type: none"> Welsh medium swimming programs were running well and to full capacity pre lockdown. We are currently looking at plans to resume swimming lessons when it is safe to do so.
	Increase leisure opportunities through the medium of Welsh	Ensure that fitness clubs including yoga, spinning and keep-fit are	Explore the potential of establishing at least 2 WM fitness clubs by	Leisure Services	Yr Urdd	No update due to COVID-19.

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
		available through the medium of Welsh	September 2017 and increase number over the next five years			
	Ensure that Leisure Centres proactively promote the use of Welsh	Appoint a Language Champion in every leisure centre with responsibility for actively promoting Welsh both visually and in its leisure provision	Training for Language Champions to be completed by September 2017 with monitoring processes established to evaluate progress on language use	Leisure Services Welsh Language Services	Yr Urdd Menter Iaith	<ul style="list-style-type: none"> Still to be fully developed across the Council. Sport RCT are good practice examples, as they currently have two Champions who ensure good, consistent Welsh language promotion on social media.

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
Community activities	Ensure community and volunteer involvement in planning and organising Welsh language activities	Set up a network of Community Hubs to promote social activities in Welsh	Establish 2-3 Community Hubs and support them to arrange an annual programme of popular activities/ events	Communities & Prosperity Service Library Service	Menter Iaith	<ul style="list-style-type: none"> Menter Iaith ensure volunteering opportunities throughout the year. During the last academic year 460 volunteers gave 5,200 volunteering hours in 2019-20. Clwb y Bont and Yr Hen Lyfrgell are given continuous support.
	Ensure access	Work with	Increase	Adult Education	Adult Community	<ul style="list-style-type: none"> At Coleg y

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	for adults to Welsh –medium learning opportunities	partners to develop a programme of adult learning courses for Welsh speakers and learners across the county	provision by 5% annually	Service	Learning Partnership Menter Iaith	Cymoedd, staff can attend the CYMRAEG GWAITH Scheme (4 hours a week) or the normal CPD sessions at a variety of levels (2 hours a week) in addition to the 2 online courses offered through the National Centre for Learning Welsh.
	Consider the possibility of establishing a Culture and	Undertake a feasibility study to explore the potential of	Seek funding and carry out feasibility study by September	Tourism Service Regeneration & Planning Service	Welsh Government Menter Iaith	<ul style="list-style-type: none"> Whilst the initial aspiration was to set up a Culture & Tourism Centre in

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	Tourism Centre at the top end of the Cynon valley	establishing a Culture and Tourism Centre in Aberdare	2018			the Aberdare area, this has since been superseded by the various tourism related works and developments that have and are due to take place. Zip World have begun works in the Hirwaun area to open their hugely popular visitor attraction Zip World Tower and Valley's Regional Park (VRP) funding has been

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						secured to develop and enhance tourism assets at Dare Valley Country Park in Aberdare. This will include the creation and installation of two new family bike pump tracks, a completely renovated children's play area, enhancements to accommodation and caravanning facilities, as well

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						as improved signage and interpretation to reflect the Welsh Heritage and Culture of this area of the Cynon Valley. All the above will be developed in line with the requirements of the Welsh Language Standards.
Welsh in the Workplace	The Council to comply fully with the Welsh Language	Continue with the work of the Welsh Language Cabinet Steering	The Steering Group and Working Group to receive	All service areas		<ul style="list-style-type: none"> Compliance reports produced on a regular basis with updates

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	Standards	Group and the Chief Officers Working Group	regular reports from the Welsh Language Officer on compliance issues			provided to relevant groups.
	Increase number of bilingual staff in order to provide services in accordance with requirements of the Welsh Language Standards	Increase number of bilingual staff in order to provide services in accordance with requirements of the Welsh Language Standards	A Language Skills Strategy to be produced by September 2017 with the aim of ensuring by 2025 that the proportion of bilingual staff reflects that of the County Borough	Welsh Language Services	Human Resources	<ul style="list-style-type: none"> In 2017-2018 5.69% of staff were fully bilingual. In 2018-2019 this figure rose to 6.95%. In 2019-2020 this figure rose to 7.92%. <p>More concentrated work</p>

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
			(12.3%)			is to be completed on this theme during this financial year to ensure a robust recruitment process secures Welsh speakers to reach our target.
	Adopt a proactive recruitment policy which will enable the Council to provide more bilingual	All posts will be designated as Welsh 'essential' by default. Managers will be required to provide a business case if	A Language Skills Strategy outlining recruitment policy to be produced by September 2017	Human Resources	Welsh Language Services	<ul style="list-style-type: none"> The Welsh Language – Recruitment and Selection At Rhondda Cynon Taf Procedure was published in January 2018.

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	services in line with requirements of the Welsh Language Standards	Welsh is deemed to be 'desirable' or not required for the post or if there is a requirement to learn if no Welsh speaker can be appointed				This procedure adheres to all requirements of the Welsh Language Statutory Standards and this target.
	Map current levels of Welsh language skills	Undertake a language skills audit of staff and Elected Members	Complete language skills audit by March 2017	Welsh Language Services Human Resources	All services	<ul style="list-style-type: none"> Coleg y Cymoedd undertakes a Staff Skills Survey every 2 years to update our data-base. Next Survey is due January 2021. As at 15

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>September 2020</p> <p>267 Council staff records have no language skills assessment associated with them. HR and Welsh Language Services regularly monitor this number to ensure no increase. Staff are also tasked with contacting the remaining hard to reach staff.</p>
	Provide opportunities for staff to improve	Provide opportunities for staff to improve	Agree a training programme by	Welsh Language Services	All services	<ul style="list-style-type: none"> Learn Welsh Campaign launched during

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	their language skills	their language skills	January 2017			<p>July across all Council services with strong up-take and feedback. This campaign to be used as a template for others.</p> <p>A community campaign was also developed, after extensive partnership work with our strategic community partner Learn Welsh Glamorgan,</p>

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						however this was not published by the Corporate Social Media team.
	Enable staff and Elected Members to be aware of history and culture of Welsh language including compliance with Welsh language legislation	Arrange a programme of Welsh Language Awareness and Compliance training and include in induction for new staff	Agree a training programme by January 2017	Welsh Language Services Member Services Human Resources	All services	<ul style="list-style-type: none"> Welsh Language Services have worked with the RCT Source team to prepare the mandatory e-learning module re: compliance with the Standards. This is to be launched during Quarter

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						2/3. Welsh Language Services are now also included in the virtual induction for new staff where they have a short presentation to all attendees.
	Create an environment that encourages greater use of Welsh	Produce resources, promotional material and visual impacts that promote language use and fosters respect for	On-going	All services		<ul style="list-style-type: none"> Resources in all manner of formats have been developed to encourage people to use their bilingual skills. During 2019-2020

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
		bilingualism				<p>the following were produced</p> <ul style="list-style-type: none"> - RCT Council Estates & Works Signage Manual - Gofalu Trwy'r Gymraeg app was rolled out to all Social Services staff to help with their language skills. - Diwrnod Shwmae and Dydd Gŵyl Dewi were celebrated with coffee mornings at several council sites with

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>large support from non-Welsh speakers and Welsh speakers.</p> <ul style="list-style-type: none"> • Diwrnod Owain Glyndwr was celebrated by inviting nearly 200 school children to our libraries to learn about the history of Glyndwr through storytelling sessions in Welsh and English. - BOG Standards posters – a series of basic phrases

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>which have also been phonetically displayed/spelt for people to practice - situated in toilets across the local authority estate.</p> <p>- Remember to start your conversation with Shwmae, Bore Da or Prynawn Da posters also published - as a visual reminder to staff on a daily basis.</p>

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	Provide intranet support for Welsh speakers and learners	Use intranet to sign-post staff to useful language resources e.g. e-learning, on-line grammar and spell checkers, on-line dictionaries and translation tools	Use intranet to sign-post staff to useful language resources e.g. e-learning, on-line grammar and spell checkers, on-line dictionaries and translation tools	Welsh Language Services	IT	<ul style="list-style-type: none"> Intranet is updated regularly to include the latest guidance and resources.
	Provide intranet support for Welsh speakers and learners	Develop intranet to sign-post staff to Welsh language courses and activities in the community	Complete by September 2017 and continuously update	Welsh Language Services	Menter Iaith University of South Wales Welsh for Adults Centre	<ul style="list-style-type: none"> Our Learn Welsh campaign including a fully integrated, Council and Community, list of

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						courses for promotion to all staff. This was to ensure staff had access to as many lessons as possible.
	Normalise the use of Welsh in the workplace	Assess language preferences of staff in relation to internal operations:- correspondence; forms; complaints; performance reviews; training needs; staff policies, internal	Assessment to be completed by March 2017	Human Resources	All services	<ul style="list-style-type: none"> Language preferences of current staff is captured via the intranet and on appointment for new staff.

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
		meetings etc.				
	Promote schemes that visually illustrate that Welsh is welcomed in the workplace	Continue to develop initiatives that create an environment which fosters the use of Welsh by staff, e.g. badges, posters, lanyards, use of <i>Cymraeg</i> logo on e-mail and intranet, e-mail signatures and out-of-office messages	On-going	Welsh Language Services IT	All services	<ul style="list-style-type: none"> Mail-tip has been authorised by ICT and our GDPR colleagues and will be rolled out during Quarter 3 all new starters will be added via a request it ICT service by Welsh Language Services.
	Distribute Welsh language promotional	<ul style="list-style-type: none"> How to get a translation Staff 	On-going	Welsh Language Services		<ul style="list-style-type: none"> Our intranet includes a Welsh Language Skill

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	material to staff	guidelines booklet - <i>Welsh What's Changed?</i> <ul style="list-style-type: none"> • Badges, lanyards, posters • ICT booklet: <i>Welsh @your fingers</i> • Welsh for Adults Prospectus • Mouse mats • <i>Being Bilingual</i> booklet • Corporate messages 				level next to the person's name in the staff directory. Our team may look to develop a quarterly newsletter, in response to our new working environments and the lack of venues to promote activities in, in order to communicate better with our staff.

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
		summary leaflet				
	Develop confidence in the use of written Welsh	Install Cysill and Cysgair (Welsh language grammar and spell checkers) on all staff and elected members' computers and iPads	All computer packages installed and operational by March 2017	IT	All services	COMPLETED
	Develop bilingual intranet interface and menus and bilingual interface for web applications	Liaise with other local authorities to investigate joint investment in developing bilingual interfaces	Install bilingual interfaces by September 2017	IT	Customer Care	<ul style="list-style-type: none"> Inform has recently been launched along with language choice screens on all our corporate websites Complete

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>d</p> <p>Work still to be completed with external partners to ensure all content and services are bilingual.</p>
	Encourage staff and Elected Members to use Welsh in internal and external meetings and in presentations	Provide training on presentational skills in Welsh and explore the practicalities of providing translation facilities at internal meetings	Draw up a training programme by March 2017	Welsh Language Services Members' Services Human Resources	University of South Wales Welsh For Adults Centre	<ul style="list-style-type: none"> Training provided to new Members and staff during induction programmes is on-going. <p>Simultaneous translation is being provided at</p>

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						Council Committee meetings and other meetings as required.

PART 2

Policy Area	Aims	Activity	Target by 2021	Lead Partner	Potential partners	Progress to date (August 2019)
Education - Early Years provision	Increase number of Cylchoedd Ti a Fi and Cylchoedd Meithrin	Work with Mudiad Meithrin and Flying Start to ensure that provision is available within easy reach of all the main	Increase number of Cylchoedd Ti a Fi and Cylchoedd Meithrin by 50%	Mudiad Meithrin	Flying Start; Family Information Service	<ul style="list-style-type: none"> Officers are currently in discussions with Mudiad Meithrin to open a new meithrin in RCT as part of their Sefydлу a Symud -

		population centres				<p>Set Up and Succeed (SAS) project.</p> <p><u>Mudiad Meithrin</u></p> <ul style="list-style-type: none"> Discussions are taking place with a view to working in partnership with RCT Officers to develop new Cylchoedd Meithrin under the Welsh Government funded SAS Scheme. We are working with an English Medium provider who wishes to
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						<p>develop a new Cylch Meithrin in RCT.</p> <ul style="list-style-type: none"> • Because of Covid 19, Cylchoedd Ti a Fi cannot run at present. We have a peripatetic Swyddog Ti a Fi Officer in RCT . RCT residents are encouraged to follow virtual sessions ‘Ti a Fi Rhithiol De Ddwyrain’ and Swyddog Ti a Fi Teithiol Rhondda Cynon Taf (Emma Williams (Ti a Fi RCT) on
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						<p>Facebook.</p> <ul style="list-style-type: none"> • Ti a Fi Am Dro – (outdoor sessions) have been held during Autumn 2020 in RCT
	Increase the number of Parenting/Family Sessions run by the 'Cymraeg i Blant' scheme	Increase the number of parents who send their children to WM education	Increase the number of Parenting / Family Sessions by 50%	Cymraeg i Blant scheme	Mudiad Meithrin	<ul style="list-style-type: none"> • Please see information below under language transmission
	Provide basic language training for workers in	Organise language sessions that are appropriate for	Every playgroup and day care nursery to be	University of South Wales Welsh for Adults Centre	Wales PPA; PACEY, NDNA Cymru; Flying Start	Learn Welsh Glamorgan ran a project in 2018/19 in partnership with Mudiad Meithrin, 'Mentor Meithrin'

	mainly English-medium settings	early years provision	provided with opportunities to attend language training			<p>where staff of local cylchoedd meithrin were offered language training combined with mentoring on site.</p> <p>This project replaced the project, '1,2,3 Hwyl a Sbri' that was coordinated by Learn Welsh Glamorgan and financed by Welsh Government where practitioners of nurseries all over Wales were provided with 10 week Welsh courses covering the basic language and themes of early years education.</p>
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	Improve language progression from Cylchoedd Meithrin to Welsh-medium education	Provide information to parents about the benefits of Welsh-medium education and awareness training for Meithrin staff	Increase language progression from Cylchoedd Meithrin to WM schools to 90%	Mudiad Meithrin	Flying Start	Progression rate in RCT: 2016-2017 : 68.9% 2017-2018 : 68.0% 2018-2019 : 70.5% 2019-2020: 72.1%
Further education sector	Increase Welsh-medium provision in Coleg y Cymoedd	Develop 'Iaith ar Waith' units in Customer Care across other learning areas	Consolidate provision in Childcare, Health and Social Care, Catering and Tourism and extend to Creative Industries, Engineering	Coleg y Cymoedd	Colegau Cymru	<ul style="list-style-type: none"> In 2019 - 20, Iaith ar Waith (Welsh-medium Customer Care) units were delivered in Childcare, Health and Social Care, Catering, Business, Travel and Tourism, The Creative

			and Construction			Industries, Engineering, Construction, Hairdressing, Beauty, Public Services and Sport courses. Despite early closure due to COVID, 542 learners attained a WJEC accredited unit qualification at Entry Level 3, Level 1 or Level 2 in these courses. Delivery is scheduled for the above plus Automotive Engineering
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						courses in '20-21.
	Increase Welsh-medium provision in Coleg y Cymoedd	Develop bilingual provision in a few mainstream courses e.g. Business, Childcare, Health and Social Care	Ensure that WM units are available in at least five subject areas by 2021	Coleg y Cymoedd	Colegau Cymru	<ul style="list-style-type: none"> In 2019-20, Welsh-medium delivery of the Welsh Baccalaureate lessons provided at both AS and A2 levels in the 'A' Level Centre) leading to Bilingual qualification overall). Welsh-medium GCSE Mathematics re-sit class ran in 2019-20 too. Development work to be agreed with

						Coleg Cymraeg Cenedlaethol in '20 – 21.
	Increase number of learners choosing Welsh-medium modules or units in Coleg y Cymoedd	Raise greater awareness amongst Welsh-speaking learners of bilingual provision available and job opportunities requiring bilingual skills	Increase number of learners studying part of their courses through the medium of Welsh by 50%	Coleg y Cymoedd	Colegau Cymru	<ul style="list-style-type: none"> Slight decrease from 628 learners attaining Welsh-medium Customer Care units in 2018-19 to 542 in 2019-20 due to sudden early closure because of COVID.
	Build on links between Coleg y Cymoedd and Welsh-medium secondary schools	Explore the possibilities of collaborating on WM provision, including GCSE courses	Agree a collaborative programme of delivery by September 2017	Coleg y Cymoedd	Welsh-medium schools Education & Lifelong Learning	<ul style="list-style-type: none"> Collaboration with Ysgol Gyfun Rhydywaun resulted in staff from the school being booked to deliver Welsh-medium First Aid

						<p>courses at Coleg y Cymoedd as enrichment courses to support HSC courses. This had to be cancelled due to COVID along with all other external collaborations.</p>
	<p>Provide social opportunities for college learners to meet and use the Welsh language</p>	<p>Organise an annual programme of events which is popular and wide-reaching in its appeal</p>	<p>Publish programme of events at the beginning of each term and distribute through social media and internet</p>	Coleg y Cymoedd	Menter Iaith	<ul style="list-style-type: none"> A booklet (on-line and in hard copy) is provided for learners at Coleg y Cymoedd, entitled <i>Cymraeg yn y Coleg</i>. It was published in 2019-20 and will be published annually

						<p>at the start of each academic year This includes information Welsh speakers need on curriculum choices, their rights under the Welsh Language Standards, help and support available to them and information about Welsh-themed activities throughout the year including 2 on-line Welsh Clubs (1 for Welsh speakers and 1 for Welsh learners).</p>
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Language Transmission in the Home	Ensure that more parents use Welsh as the language of the home	Increase the number of activities organised by the 'Cymraeg i Blant' scheme which encourages parents to speak Welsh to their children	Increase the number of activities by 100%	Cymraeg i Blant scheme	Mudiad Meithrin University of South Wales Welsh for Adults Centre	<ul style="list-style-type: none"> • Mudiad Meithrin's 'Clwb Cwtsh' has recommenced in north RCT Autumn 2020. The scheme is dependent upon funding from Welsh Government • Cymraeg i Blant works closely with the local health teams to share information about its local support groups for new parents. The aim is to make them aware of the bilingual journey
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						<p>for them and their child and to encourage them to start using Welsh at home from birth.</p> <ul style="list-style-type: none"> • The groups covers baby massage, baby yoga, Welsh rhymetime & sign groups and take place at Aberdare, Treorchy, Pontypridd, Church Village, and Pontyclun. (all groups are currently held online until the end of the year)
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	Raise awareness of the importance of language transmission amongst young Welsh speaking adults	Include general language awareness programmes in PSE courses in college	The college to arrange language awareness courses by 2017-18	Coleg y Cymoedd	Menter Iaith Education & Lifelong Learning	<ul style="list-style-type: none"> The Welsh-medium Customer Care units studied at Coleg y Cymoedd have an element of language awareness built in to them where language transmission is discussed among many other aspects such as the benefit of being able to speak Welsh in the workplace and the advantages this brings in

						terms of potential employability.
Welsh for Adults	Increase the number of adults learning Welsh	Increase marketing activity and extend number of courses available at all levels	Increase number of enrolments by 30%	University of South Wales Welsh for Adults Centre	National Welsh for Adults Centre	<ul style="list-style-type: none"> Despite the effects of Covid 19, as of Sept 2020, we have already reached 1000 enrolments and this does not include the new starter courses which begin Oct 12th 2020. All provision will be on line until it is safe to return to the classroom.

	Increase the number of learners progressing from Entry and Foundation levels to Higher level courses	Provide targeted support and guidance to encourage learners to progress to higher levels of fluency	Increase progression rates to higher levels by 20%	University of South Wales Welsh for Adults Centre	National Welsh for Adults Centre	<ul style="list-style-type: none"> Progression rates are improving to higher level courses despite the effects of Covid 19.
	Provide more language courses in the workplace at various levels of proficiency to enable more employees to work bilingually	Increase workplace provision in the public and voluntary sectors for beginners and tentative Welsh speakers	Increase workplace provision by 100%	University of South Wales Welsh for Adults Centre	National Welsh for Adults Centre	<ul style="list-style-type: none"> Learn Welsh Glamorgan offer bespoke Welsh language training in the workplaces of RhCT, Merthyr and Bridgend. Due to COVID19, Work Welsh at the National level has lost some funding but the service is still offered with

						many taster courses available on line.
	Provide informal opportunities for Welsh learners to meet and practice their language skills	Organise weekly social activities and 'sesiynau sgwrs' (chitchat sessions) to increase confidence and fluency levels	Establish 5 locations in the area to hold weekly opportunities for informal use of Welsh	University of South Wales Welsh for Adults Centre	Menter Iaith	<ul style="list-style-type: none"> Learn Welsh Glamorgan work with the mentrau iaith to offer informal learning events to support the learners and develop their confidence. This provision goes hand in hand with the formal lessons. Since Covid 19, these events have moved on line until it is safe to return to the

						<p>classroom and social locations used.</p> <ul style="list-style-type: none"> • Menter Iaith have planned events in partnership with UCW Welsh Officer, have made presentations during relevant events and are establishing a TIM in UCW • Yr Hen Lyfrgell and Menter Iaith have agreed on a weekly informal chat programme
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						with the Welsh for Adults Centre at UCW and are co-promoting events and opportunities with learners.
	Provide opportunities for Welsh learners to integrate into Welsh speaking networks and organisations	Plan a varied programme of social activities to bring Welsh speakers and learners together	Draw up an annual calendar of events and provide marketing support	University of South Wales Welsh for Adults Centre	Menter Iaith	<ul style="list-style-type: none"> As above, Learn Welsh Glamorgan organises and runs numerous events to support the learners including coffee mornings, reading groups, literature groups, cookery sessions, guest speakers, dramas, walks etc. Learn Welsh

						<p>Glamorgan also run a project called 'Siarad' where 20 learners at Canolradd + are paired with a fluent Welsh speaker and meet for 10 hours to practise and use the Welsh language.</p> <ul style="list-style-type: none">• This provision has moved on-line following the effects of Covid19 until we can safely return to the classroom / society.
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						<ul style="list-style-type: none"> 25 Welsh learners have volunteered with Menter iaith during events one learner is now a member of their management committee
	Provide on-line opportunities for Welsh learners to practice their Welsh	Set up a designated on-line chat room/forum for Welsh learners in the area	To be established by September 2017	University of South Wales Welsh for Adults Centre	Menter iaith	<ul style="list-style-type: none"> All provision is currently on line and learners can chat on line with each other or with fluent speakers as part of the 'Siarad' project. Learners are encouraged to message in Welsh between lessons. Yr Hen Lyfrgell and Menter iaith

						have agreed on a weekly informal chat programme with the Welsh for Adults Centre at UCW and are co-promoting events and opportunities with learners.
Community activities	Use communication technology as an information and networking platform for Welsh speakers and learners	Further develop 'Echlysur' as a communication network which provides information to Welsh speakers and learners about activities, events, job opportunities etc.	Expand marketing of the networking platform and set a five year target of 5,000 contacts	Menter Iaith	Youth Engagement & Participation Service Welsh-medium schools	<ul style="list-style-type: none"> • Menter Iaith have developed new platforms – YouTube Sianel TIM; YouTube Sianel Cwlb Carco; Sianel TIM on AMAM.cymru/TIM; Sesiwn Sul on GTFM; Mailchimp • Additional

						<p>information on Website</p> <ul style="list-style-type: none"> Over the past year we have engaged with over 20,000 through our platforms
	Use communication technology to keep in touch with pupils after they leave WM secondary schools	Ensure that contact details of as many school leavers as possible are added to the networking platform	Collect contact details on an annual basis	Menter Iaith	Youth Engagement & Participation Service Welsh-medium schools	<ul style="list-style-type: none"> Menter Iaith keep in touch with established groups if individuals so wish, they are offered to continue engaging through our opportunities. 36 school leavers continued engaging with Menter Iaith over the past year

	Re-invigorate Clwb y Bont in Pontypridd as a thriving Welsh Language Centre for a range of different partners	Work with trustees of Clwb y Bont to carry out a feasibility study, including a business case, to develop the centre as a powerhouse for language revitalisation	Seek funding and carry out feasibility study by January 2018	Clwb y Bont	Menter Iaith Council Welsh Government	<ul style="list-style-type: none"> • Business Plan and Building Plan developed – funding for feasibility study currently being sought.

Implementation and monitoring

Council services will be required to develop their own Local Action Plans to identify how they will achieve the target(s) they are required to meet if the Strategy is to be successfully implemented by 2021.

Progress against targets will be monitored at an operational level by the Welsh Language Chief Officers Group and updates provided to the Senior Leadership Team every six months.

Reports on progress will be provided to the Cabinet's Welsh Language Steering Group as required but no less than twice a year. Information on the performance of Council services will then be provided to Fforwm Iaith Members.

Fforwm Iaith members will provide updates on the targets identified in Part 2 of the Action Plan at Fforwm Iaith meetings and the Chair of Fforwm Iaith will provide feedback to the Cabinet's Welsh Language Steering Group for information purposes.

It is hoped that in this way the Council and Fforwm Iaith members will be able to work collaboratively to meet the objective of increasing the number of Welsh speakers in the county by 2021 and address any difficulties at the earliest opportunity so that problems can be resolved swiftly and progress secured.

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RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

WELSH LANGUAGE CABINET STEERING GROUP

22 APRIL 2021

**WELSH LANGUAGE STANDARDS COMPLIANCE REPORT
TO THE WELSH LANGUAGE COMMISSIONER
2020 – 2021**

**REPORT OF THE DIRECTOR OF PUBLIC HEALTH, PROTECTION, AND
COMMUNITY SERVICES IN DISCUSSION WITH THE RELEVANT
PORTFOLIO HOLDER CLLR GERAINT HOPKINS**

AUTHORS: Wendy Edwards, Service Director - Community Services
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1. PURPOSE OF THE REPORT

- 1.1 The purpose of the report is to provide the Welsh Language Steering Group with a copy of the Welsh Language Standards Compliance Report 2020 – 2021.

2. RECOMMENDATIONS

It is recommended that the Welsh Language Cabinet Steering Group:

- 2.1 Note the content of the report;
- 2.2 Approve the report for publication on Rhondda Cynon Taf County Borough Council's website, and approve the distribution of the report to each of the authority's offices that are open to the public by no later than 30 June 2021 so that it is made available to the public;
- 2.3 Approve arrangements for publicising the fact that the annual report has been published.

3. REASONS FOR RECOMMENDATIONS

- 3.1 Standards 158, 164 and 170 of the Compliance Notice issued under section 44 of the Welsh Language (Wales) Measure 2011 requires the Council to produce a report (an "annual report") in relation to each

financial year which outlines the way in which the Council has complied with:

- the Service Delivery Standards with which the Council were under a duty to comply during the year in question;
- the Policy Making Standards with which the Council were under a duty to comply during the year in question;
- the Operational Standards with which the Council were under a duty to comply during the year in question.

4. BACKGROUND

- 4.1 Rhondda Cynon Taf received its final Compliance Notice from the Welsh Language Commissioner on 30th September 2015 which outlined the Council's duty to meet 171 of the statutory Welsh Language Standards introduced by the Welsh Government under the Welsh Language (Wales) Measure 2011.
- 4.2 An application to challenge 14 of the Standards was presented to the Commissioner on 29 March 2016. This resulted in the imposition date for achievement of aspects of 3 of the standards (52, 58 and 64¹) being postponed until 31st March 2018.
- 4.3 The report at Appendix 1 covers the fifth full year of the implementation of the standards – from 1 April 2020 to 31 March 2021. The report must be published on the Council's website and made available in each of the Council's offices that are open to the public no later than 30 June 2021.
- 4.4 The Council is under a statutory duty to publicise the fact that it has published an annual report.
- 4.5. As well as complying with the aforementioned Standards in 3.1, the annual report must include the following:
- the number of complaints that were received during the year that relate to the Council's compliance with the (i) service delivery (ii) policy making (iii) operational standards with which it was under a duty to comply;

¹ Standard 52 – full compliance in respect of websites other than the corporate website was not required until 31/3/2018.

Standard 58 – full compliance in respect of social media other than the Council's main social media account was moved to 31/3/2018.

Standard 64 – areas defined as 'reception services' (for example, Libraries, Leisure centres etc) apart from the Council's main reception service was moved forward to 31/8/2018.

- the number of employees who have Welsh language skills at the end of the year in question;
- the number of members of staff who attended training courses offered by the Council in Welsh during the year in question;
- the percentage of the total number of staff who attended training courses offered in Welsh by the Council during the year in question;
- the number of new and vacant posts that the Council advertised during the year which were categorised as posts where - (i) Welsh language skills were essential, (ii) Welsh language skills needed to be learnt when appointed to the post, (iii) Welsh language skills were desirable, or (iv) Welsh language skills were not necessary during the year in question.

5. **CURRENT POSITION**

- 5.1 The Annual Monitoring Report at Appendix 1 outlines the work of the Council over the past year to ensure compliance with the Welsh Language Standards. In previous years, the work undertaken by service areas has mostly been captured via Service Self Evaluations and published as an appendix to the report. But due to the Covid-19 pandemic, it was decided to suspend Service Self Evaluation for the year 2020 – 2021 in order for service areas to focus on responding to the needs of residents during the Covid-19 pandemic.
- 5.2 In addition, the Welsh Language Commissioner suspended investigation into non-compliance between 1st April 2020 and 1st August 2020 in recognition of the service delivery adjustments public sector bodies needed to put in place in light of the pandemic.
- 5.2 Despite the disruption caused by the pandemic, there have been notable successes in Welsh language compliance and service areas should be congratulated for their continued efforts during the crisis. Of particular note are the following:
- Our Learn Welsh Campaign promoting Welsh Language classes available internally and via external partners.
 - The organisation and delivery of Welsh language tuition to 212 members of staff at all levels via our internal Welsh Language Tutor.
 - The introduction of a mandatory e-module for all new starters that discusses the standards and their implications for staff in a more interactive way using infographics and animation.

- The commissioning of local artists, in collaboration with RCT Arts Service, to produce a St David's Day Song for all RCT Schools to learn during 2021-2022.
- Our presentation within all corporate induction sessions – highlighting the importance of the Welsh Language within RCT Council.
- The introduction of Mail-tips to promote more written Welsh being used between Council officers.
- The publishing of the approved List of Welsh place-names as applicable to Rhondda Cynon Taf to Council Senior Officers and all Council Staff.
- The 'mainstreaming' of the Welsh language into new day-to-day operations across the whole organisation, including service-specific videos, for example, walking guide videos, Inspire2work videos and leisure and fitness videos; and Powerpoint presentations and videos on behalf of Early Years to ensure continued interaction and support to parents and young children.
- The introduction of on-line simultaneous translation provision, via Zoom. RCT quickly introduced simultaneous translation provision for Elected Members at Council and Committee meetings by July 2020. This has been well-received.
- In addition to the above, simultaneous translation provision has been readily available to all service areas to ensure full compliance with the Welsh language Standards. On-line Corporate consultation sessions and appointment interviews have been held successfully throughout this period.
- The support of Eisteddfod y Rhondda, a new volunteer led Eisteddfod established during the pandemic and held virtually online.
- The holding of a County-wide virtual jobs fair, using procured software, that mainstreamed the Welsh language into service provision.
- The co-ordination, internally and with external stakeholders, of a new 'Being Bilingual' booklet which promotes Welsh Medium education.
- Diwrnod Shwmae, St David's Day and Welsh Language Rights Day were promoted as part of Welsh language awareness campaigns.
- Completing 3 audits, focusing on Social Media, Websites and Recruitment.

- All official pandemic-related signage and online forms have been fully compliant with the Welsh Language Standards.
- Presentations were delivered at Careers Wales' Careers Fair to highlight the importance of Welsh Language skills to RCT Council.
- The Council continues to offer compliance support to the Central South Consortium Joint Education Service and many other organisations where the Council is the lead authority – such as the Cwm Taf Social Care Workforce Development Service, The Children's Commissioning Consortium Cymru, Joint Educational Psychology Service, Schools HR Service, Staying Well @ Work.

5.2 Despite the good progress made by the Council, challenges remain as we seek to achieve full compliance. Areas that remain challenging include the following:

- The continuing need to increase the number of Welsh speaking staff;
- Monitoring the partnership elements of the 5 Year Strategy;
- Responding to the continuing demand for simultaneous translation cover;
- Ability to respond both to the continuing demand for translation services and the nature of the work which is being required by service areas – e.g. media associated work and instant turnarounds;
- Responding to the increasing need to advise on policy proposals in light of the Welsh Language Commissioner's Guidance published in November 2020;
- Mainstreaming the Strategic 'More than Words' Policy Framework into Social Services provision;
- Challenges surrounding the availability of Welsh IT systems at point of procurement;
- Continuous training and awareness regarding Welsh Language Standards.

5.3 Standard 37, and standards 83 to 93 are particularly challenging as they require significant resourcing. These standards are outlined in Appendix 2.

- 5.4 Even in the face of some of the challenges identified at 5.2 in addition to the Covid-19 crisis, feedback from the Welsh Language Commissioner during the annual meeting with their Compliance Officers continues to be very positive in respect of the progress made in Rhondda Cynon Taf.

6. EQUALITY AND DIVERSITY IMPLICATIONS

An Equalities Impact Assessment is not required.

7. CONSULTATION

A consultation process was not required for this report.

8. FINANCIAL IMPLICATION(S)

There are no financial implications aligned to this report. However, there may be costs and resources as yet not fully ascertained in respect of implementation of any recommendations by the Welsh Language Commissioner as well as continued implementation of the 171 Standards. Non-compliance with a Standard could incur financial penalties of up to £5,000.

9. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

Welsh Language (Wales) Measure 2011 and Welsh Language Statutory Standards 2015 regulate this area of work.

10. LINKS TO THE CORPORATE AND NATIONAL PRIORITIES AND THE WELL-BEING OF FUTURE GENERATIONS ACT.

- 10.1 The Welsh language is a cross-cutting theme in the Corporate Plan and underpins all corporate priorities as the Council is required to comply with the amended Compliance Notice issued by the Welsh Language Commissioner in September 2016.
- 10.2 The Annual Compliance Report outlines the work undertaken by the Council to comply with the Welsh language statutory standards that will contribute to the Welsh Government's longer-term goal of 1 million Welsh speakers by 2050. The work undertaken to achieve these standards involves working collaboratively with partners and residents to facilitate a wide range of opportunities for the use of the Welsh language in communities across the county. Achievement of the standards will prevent complaints from residents who have been unable to access services in the Welsh language.

- 10.3 The content of this report is directly related to Goal 7 of the Well-being of Future Generations Act - a Wales of vibrant culture and thriving Welsh language. Compliance with the standards will support the normalisation of the Welsh language and ensure that the Welsh language is treated no less favourably than the English language. It also contributes to the creation of a more equal Wales by providing opportunities for Welsh speakers to access Council services in the medium of Welsh if they so wish.

11. CONCLUSION

- 11.1 This is the sixth Annual Report published by the Council that highlights the way in which it has complied with the Welsh Language Statutory Standards introduced by the Welsh Government under the Welsh Language (Wales) Measure 2011. The report outlines the good progress made by service areas in embedding arrangements for delivering services through the medium of Welsh.
- 11.2 It is recognised that further work must be done, especially considering the resources needed to meet standards 37¹ & 83 to 93² (which are a challenge). However, the Council is confident that the systems developed to monitor compliance are robust and that support is available for service areas to further improve their performance where required.

Other Information:-

Relevant Scrutiny Committee:

Overview & Scrutiny / Welsh Language Cabinet Steering Group

Contact Officer - Wendy Edwards, Service Director (Community Services)
Steffan Gealy, Service Manager, Welsh Language Services

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RHONDDA CYNON TAF

COUNTY BOROUGH COUNCIL

Welsh Language Standards Compliance Report 2020 – 2021

Prepared in accordance with the requirements of the
Welsh Language (Wales) Measure 2011
April 2021

CONTENTS

Introduction	page 3
Welsh Language Services Unit	page 4
Complaints	page 8
Staff Welsh Language Skills	page 11
Training	page 13
Recruiting to Empty Posts	page 13
Contact Details for Further Information	page 13

INTRODUCTION: Welsh Language Standards

Rhondda Cynon Taf received its final Compliance Notice from the Welsh Language Commissioner on 30th September 2015, which outlined the Council's duty to meet 171 of the statutory Welsh Language Standards established by the Welsh Government under the Welsh Language (Wales) Measure 2011. An application to challenge 14 of the Standards was presented to the Commissioner on 29 March 2016. Following consolidation and further consultation, the Welsh Language Commissioner determined that no action should be applied to 9 of the Standards which were subject to challenge and a variation should be applied to 5 of the Standards, which were subject to challenge. The amended Compliance Notice was presented to RCTCBC on 9th September 2016 and may be viewed in full [here](#)

Vision

Rhondda Cynon Taf County Borough Council is committed to creating an environment which encourages its residents to use Welsh in their interaction with the Council and supporting staff to use Welsh in the workplace. In addition to working towards full compliance of the requirements of the Welsh Language Standards, the Council will aim to ensure that it delivers services in line with all key Welsh Government policies and strategies in relation to the Welsh language.

Governance and accountability

In 2014, the Council established a Welsh Language Cabinet Steering Group as a sub-committee of the Council's Cabinet. It is a cross-party group with community representation. The Welsh Language Cabinet Steering Group oversees strategic developments, considers reports from relevant departments on Welsh language issues, makes recommendations to the Council's Cabinet and monitors Council-wide developments. It has responsibility for assessing the Welsh Language Promotion Strategy Action Plan and monitoring the Council's progress as it seeks to meet the Welsh Language Standards.

Links to Council Policies and Priorities

The Council's commitments under the Welsh Language Standards are integrated into the authority's main organisational documents including the Corporate Plan (Making a Difference) and the Welsh in Education Strategic Plan (WESP). In addition, internal policies, such as HR policies, also mainstream Welsh language issues, which is more effective than preparing stand-alone policies to address Welsh language matters. The Council's priorities are also informed by legislation including the Wellbeing of Future Generations (Wales) Act 2015 and the Social Care and Well-being Act 2016 that place responsibility on the Council to strengthen the Welsh language. The former Act requires public bodies to work towards seven well-being goals, one of which is 'A Wales of vibrant culture and thriving Welsh Language,' while the latter requires public service organisations to consider and respond to the linguistic needs of their users when providing care and support services.

Reporting

This year has been the fifth full year of implementing the Welsh Language Standards under the Welsh Language (Wales) Measure 2011.

This report will be published by 30 June in compliance with Standards 158 and 164 and details how the Council has complied with the following Supplementary Standards:

- Service Delivery Standards
- Operational Standards

- Policy Making Standards

The report also presents data on the required indicators as follows:

- number of staff who have Welsh language skills (Standard 151)
- number of staff who attended training courses listed in Standard 128 if offered in Welsh (Standards 152)
- percentage of the total number of staff who attended any courses listed in Standard 128 (Standards 152)
- number of new and vacant posts that were advertised during the year which were categorised as (i) Welsh language skills essential (ii) Welsh language skills needed to be learnt when appointed to the post (iii) Welsh language skills desirable (iv) Welsh language skills not necessary
- the number of complaints received

Welsh Language Services Unit

The Council recognises that the Welsh Language Standards are to be given a high priority due to the risks involved in terms of non-compliance and also because of its commitment to creating an environment that encourages its residents to use Welsh in their interaction with the Council, supporting staff to use Welsh in the workplace. It recognises whole Council support is needed in order to offer and promote Welsh language services from the first point of contact.

The Council invests in an 18 strong Welsh Language Services Unit which undertakes to support all services and to provide the following:

- advice and support for all service areas on their statutory responsibilities under the Standards
- translation of public facing documents
- in-house Welsh language tutoring
- identification of areas of potential non-compliance
- recording of customer complaints
- reporting on developments to the Welsh Language Cabinet Steering Group
- simultaneous translation at full Council and at other meetings which are open to Members (e.g. scrutiny committees)
- simultaneous translation support to all other service areas such as legal services, human resources
- attendance at the Fforwm Iaith
- liaison with Welsh-medium community organisations as appropriate
- representing the Council at external meetings and be the main point of contact with the Welsh Language Commissioner and relevant Welsh Government Departments
- Cross-departmental support for general promotion of the Welsh language
- Co-ordination and liaison regarding matters pertaining the Welsh in Education Strategic Plan
- Dedicated support for the Royal National Eisteddfod of Wales due to be held in RCT in 2024

The Council invests in a Unit as a pro-active response to the new statutory environment and the type of work that needs to be undertaken to try to support all Council services to meet the Standards in a more cost effective manner.

A Compliance Officer now monitors the performance of services across the Council and their compliance against the Welsh Language Standards that are relevant to them. Consequently, the role affords the Council the opportunity to give further mitigating support to service areas on identifying any possible weaknesses about delivering the requirements of the Standards, in addition

to continuing with some of the more traditional duties of the former Welsh language officer role. The Welsh Language Commissioner's Officer has been generous in its positive feedback on the way Rhondda Cynon Taf Council Borough Council exercises its duties with regards to the Standards. This positive partnership has encouraged more open, constructive dialogue when if it feels the Council has fallen short on occasions.

A part-time Welsh Language Tutor also organises and delivers Welsh Language courses and sessions for Council staff. In the past, the Council paid external providers (e.g. the University of South Wales's Welsh for Adults Centre) to deliver sessions for internal staff but they lacked the desired success of tailoring the sessions to the relevant service areas. To date (31 March 2021), the internal tutor has tutored **212 members of staff** at all levels. The Council continues to work in partnership with the Welsh Government's Work Welsh project, ensuring that Council staff may access on-line support and tutoring. Additionally, the Council have on a number of occasions supported individuals to undertake week long residential courses at Nantgwytheryn – one of the main centres for intensive learning of Welsh, supported by WG.

In recognition of the priority given to the Welsh language by Democratic Services and the Cabinet Office, the Welsh Language Unit now have dedicated translators at senior level to provide text translation and simultaneous translation support to Members and Senior Officers for and at Council and Committee meetings, going above and beyond what the Standards actually require. In order to ensure best possible outcomes and to support other staff, two members of staff has started a post-graduate course in simultaneous translation.

In addition, 2019-2020 saw the appointment of an Eisteddfod Project Officer, whose key objectives will be to liaise with National Eisteddfod officers and Chair of the Working Committee (Pwyllgor Gwaith) on behalf of the Council with regards to the hosting of the National Eisteddfod (Rhondda Cynon Taf 2024). The Eisteddfod Project Officer will work closely with the Pwyllgor Gwaith and National Eisteddfod Officers, schools, community groups and the private sector as a programme of activities is developed that will support the local authority to reach its given contribution target of £350,000 towards hosting the National Eisteddfod in 2024. The Officer will also link with other council service areas that are contributing to the work and cost of hosting the National Eisteddfod, including contributing to the given target.

Guidance documents and resources continued to be produced and disseminated during 2020-2021 (examples below)

RCT Council Bilingual Street Name and Place Names Register

Following Cabinet's agreement to approve a full list of Welsh and English place names, in collaboration with the Welsh Language Commissioner, a register has been shared with Council officers via our intranet. This work also included the publication of Welsh versions of our street names. Whilst a large project in and of itself, this resource will help standardise the Council's approach and reduce the size of signage moving forward. It will also be used by all council services for correspondence, consultations, maps, publications, certificates and licenses and will be integrated with the Council's gazetteer for use by council used software programmes to ensure consistency.

Corporate Induction Videos

RCT Council have produced 'Corporate Induction Videos' that discuss the standards and their implications for staff in a more interactive way using infographics and animation which now form part of all new staff's mandatory induction programme.

Bod Yn Ddwylieithog

Bod yn Ddwylieithog is the Council's information booklet that encourages parents to choose Welsh medium education for their children. During 2020-2021 this booklet has undergone an extensive re-design to coincide with the Council's new statutory Welsh in Education Strategic Plan (WESP). A formal launch will form part of the Council's WESP marketing strategy to be agreed during 2021-2022.

Learn Welsh Campaign

This year saw the first formal, integrated, campaign to encourage staff to learn Welsh at RCT Council. Our poster and information booklet which listed all community and virtual provision was sent to all council staff with the result being that all Council run courses were fully booked in the first few weeks. We intend to launch a similar campaign each year to ensure more people are encouraged to learn – and in a way that they are happy with – online, in a classroom, or independently.

In addition, the Welsh Language Services Unit have led on many successful projects. Of particular note are the following:

Mail-tips

Following the good practice of colleagues in the Welsh Government, RCT Council have deployed the use of mail-tips on users' outlook profiles which let other internal staff know if they are Welsh speakers or learners. The aim of this is to increase the use and confidence of staff to use written Welsh in the workplace.

Online Simultaneous Translation Services

Welsh Language Services have successfully supported ICT and Democratic Services officers to ensure full compliance with the Welsh Language Standards by ensuring members of the public and our Councillors are able to contribute to meetings in Welsh if that is their wish. ICT, through the use of Zoom, have enabled an environment where language channels can be added to Zoom meetings to allow persons to listen in Welsh or the English simultaneous translations depending on their preference.

Culture Campaigns

Welsh Language Services promoted the following Culture Campaigns during 2020-2021.

Dydd Gŵyl Dewi

In collaboration with RCT Arts Service, Welsh Language Services commissioned local artists to produce a song for our schools to learn during 2021-2022 which will be recorded and used to celebrate Dydd Gŵyl Dewi in 2022. This was published as part of the celebrations which also included messages to our communities on our social media platforms and a quiz completed virtually by nearly 500 staff members.

Welsh Language Rights Day

In collaboration with the Welsh Language Commissioner, Welsh Language Services promoted Welsh Language Rights Day by asking all Council services with social media platforms to think of 2 or 3 areas they could highlight where they provide an exceptional Welsh Language service. This resulted in brilliant coverage across Council platforms – of note was our Youth Education and

Participation Services highlighting that 25% of their staff base are Welsh speaking and therefore their provision is available in Welsh at all times.

5 year a strategy to facilitate and promote the Welsh Language

The Unit has continued to lead on the Council's 5 year strategy to facilitate and promote the Welsh Language and focuses on growing the number of people able to speak Welsh by 6.8% to 29,670 by 2021, increasing the use of the Welsh language in all aspects of community and public life, and raising awareness of the importance of the Welsh language as an essential part of the cultural identity and character of the South Wales valleys.

A report outlining progress on of Welsh Language Promotion Strategy and Action Plan is submitted annually to the aforementioned Welsh Language Cabinet Steering Group for discussion. During 2021-2022, there will be a formal evaluation before planning and publication of our new 5 year strategy

Welsh Language Buddy Scheme

Welsh Language Services regularly receive feedback that there are very few opportunities afforded to staff to practice using Welsh in the professional workplace, especially those staff on a Level 3 and 4. We've attempted to combat this by establishing a Buddies Scheme where staff meet on a monthly basis, to help encourage more usage and confidence – however more work is needed to re-establish this in light of the pandemic temporarily pausing the meetings.

Other service areas

Previous Annual Reports would include an appendix detailing the steps other service areas have taken to develop services through the medium of Welsh as recorded in their Service Self-Evaluations. Given that the Council is still dealing with the Covid-19 pandemic, it was agreed that Service Self-Evaluations would be paused for this year. This should resume next year when we will be able to provide more details from each service area on how they have continued to develop Welsh services and comply with the relevant Standards.

COMPLAINTS: STANDARD 158(2) 164(2) 170(2)(d)

The following complaints were received, or continued to be investigated, during/in 2020-2021:

Complaint Date	Nature	Via	Outcome / Response
May 2019 (Ongoing)	Education Services: Allegation of failure to comply with consultation standards when consulting on the proposed school re-organisation in the Pontypridd area.	Welsh Language Commissioner (CSG548)	The Council have presented appeal papers for the Welsh Language Tribunal to consider as the council does not agree with the Commissioner's findings.
October 2019 (Ongoing)	The Executive: Allegation that decision makers have not considered the requirements of standard 88 and 89 when making decisions regarding re-organisation of schools in the Pontypridd area.	Welsh Language Commissioner (CSG633)	The Council received the proposed Report and Decision notice on the 13th August 2020. It replied to present additional matters for consideration on the 24th September 2020 and the 25th February 2021. The council are awaiting correspondence from the Commissioner's Office.
November 2019 (Ongoing)	Revenues and Benefits: Website provision in English only.	Member of the public.	E-account processes available in English only. Department commit to achieving parity by early 2020 in our response to the customer.
March 2020	Highways & Traffic: Road signage in Pontypridd with incorrect Welsh versions.	Member of the public.	Complaint upheld. All signage reviewed and amended as necessary.
April 2020	Waste Services: English only signage regarding waste bin collection points.	Member of the public.	Complaint upheld. Department to issue new bilingual signage.
April 2020	Parks Services: English only signage regarding parks closures due to Covid-19.	Member of the public.	Complaint upheld. Department later issued new bilingual signage.
April 2020	Communications: English only email concerning Memorial Day.	County Borough Councillor.	Complaint upheld. Department reminded to send bilingually moving forward.

May 2020	Planning Services: Welsh version of a public notice regarding a planning application had several mistakes.	Member of the public.	Department updated their standard templates to include a correct Welsh version.
May 2020	Highways & Traffic: Temporary road signage with incorrect Welsh version.	Member of the public.	Complaint upheld. New signs erected.
May 2020	Payroll Services: New starter correspondence in English only.	Member of the public.	All forms translated and sent bilingually moving forward, unless language preference is already recorded.
May 2020	Communications: Tweet with incorrect Welsh spelling.	Member of the public.	All new scheduled tweets updated to include new version.
May 2020	Education Services: Email re: HUB provision in English only.	Member of the public.	Department reminded of the need to ensure all information sent to schools is sent bilingually.
May 2020	Communications: Waste Services tweets in English only on corporate social media accounts.	Member of the public.	Following an internal audit the department were reminded of their statutory duties to comply and use the already available resources.
June 2020	Revenues and Benefits: Correspondence being sent in Welsh and English.	Member of the public.	The complainant was informed of our statutory duties to provide all correspondence in Welsh and English when it is being sent to more than one person at a time. We are unable to send in only one language when it is being sent to more than one person at the same time.
June 2020	Education Services: Signage includes an unusual translation for the word 'wipes'.	Member of the public.	It is agreed that <i>clytiau</i> does convey wipes in this context and is ok to continue using.
July 2020	Education Services: Not permitting out of county children to attend their most local education services – which	Member of the public.	Policy amended to reflect the council's commitment to increasing the number of Welsh speakers within Wales as part of the Welsh Governments Cymraeg 2050 policy and our WESP.

	are in RCT boundaries.		
August 2020	Highways & Traffic: Brown Tourism sign does not contain a full Welsh version of the destination.	Member of the public.	Complaint not-upheld. Given the age of the sign, it would have been erected prior to the introduction of the Welsh Language Standards. Customer made aware that upon renewal it will be fully compliant, Welsh first.
August 2020	Public Health and Protection: Fail to provide a Welsh correspondence Service to a member of the Public.	Welsh Language Commissioner (CSG751)	The Council accepted fault but were able to avoid a formal investigation by demonstrating the proactive steps officers have taken to deal with the nature of the complaint and ensure refresher training for all affected staff.
August 2020	Customer Care: Payment line recordings in Welsh are not well pronounced.	Member of the public.	All recordings were re-recorded, and staff tested the new approach.
August 2020	Highways & Traffic: Sign placed by a commissioned partner had an incorrect Welsh version.	2 x Member of the public.	Signs were removed by the contractor. The works were postponed by the Council. Contractor reminded to check with the Council for future notices placed on our behalf.
August 2020	Highways & Traffic: Temporary road signs with incorrect Welsh version.	Member of the public.	Signs were amended and the contractor reminded to check and comply with the Standards at all times.
September 2020	Communications: Incorrect spelling in Welsh tweet.	Member of the public.	Future tweets amended to reflect the required change.
October 2020	Education Services: Email correspondence in English only.	Member of the public.	Department reminded to send all information bilingually moving forward.
October 2020	RCT Arts Service: Tweets on behalf of commissioned Service with incorrect Welsh spelling.	Member of the public.	Artists alerted to the error and replacement issued.
October 2020	Consultation Team: Broken link to Welsh consultation.	County Borough Councillor.	Department updated the link and the Cllr was notified of the change.
October 2020	Creditors:	Member of the public.	Department translated templates and issued bilingually now.

	Email correspondence in English only.		
October 2020	Legal Services: Freedom of Information request response in English only to a bilingual query.	Member of the public.	Complaint Upheld. A formal apology was issued to the member of the public and staff reminded of the need to respond to all Welsh only and bilingual correspondence with a Welsh response. Staff received refresher training and the council's correspondence decision tree for future reference. A copy of the original correspondence was also re-issued in Welsh to the member of the Public.
October 2020 (see similar ongoing issue from November 2019)	Revenues and Benefits: Council tax online Services not available in Welsh.	Member of the public.	E-account processes available in English only. Department commit to achieving parity by early 2020 in our response to the customer. This has now been extended twice to Summer 2021.
November 2020	HR Services: English and Welsh deadline dates different for responses to staff survey.	Member of the public.	Department issued an update email to clarify to all what the correct dates were.
November 2020	Highways & Traffic: Street Name Sign with incorrect Welsh version.	Member of the public.	Member of the public consulted on Welsh version, update added to our database and new sign issued because the old sign needed replacing.
January 2021	Parks Services: Signage with incorrect Welsh version.	Member of the public.	This complaint was for a sign on land rented by a third party. The Council provided the correct Welsh translation as a gesture of good will to our tenant.
January 2021	Public Health and Protection Services: Correspondence with Welsh only address in the envelope window.	Member of the public.	The complainant was informed of our statutory duties to provide all correspondence in Welsh and English when it is being sent to more than one person at a time and not to treat the Welsh language any less favourably than the English language which is why the Welsh address appears first.
January 2021	Children Services: Vaccine for personal carers correspondence in English only.	Member of the public.	Complaint upheld. Department reminded of the need to send all correspondence being sent to more than one person at the same in Welsh and English.
February 2021	Inclusion Services: Response to correspondence in English only.	Member of the public.	Complaint upheld. Full apology provided. Personal record updated to reflect language preference. Correspondence re-issued in Welsh.

February 2021	Corporate Estates: Schools no-smoking signage with incorrect Welsh version	Member of the public.	Templates updated and shared with all schools.
March 2021	Highways & Traffic: Temporary road traffic signage in English only.	Member of the Public.	Contractor notified of the need to supply Bilingual versions of all signage erected for the Public.
March 2021	Highways & Traffic: Temporary road traffic signage with incorrect Welsh version.	Member of the Public.	The signs had been removed before we were able to investigate further.
March 2021	The Executive: Email correspondence in English only.	A county Borough Councillor.	Department reminded to send all covering emails as well as attached correspondence in Welsh and English when sending to more than one person (or Cllrs) at the same time.
March 2021	Waste Services: Public signage at a Recycling Centre with incorrect Welsh version.	A County Borough Councillor.	Signs are being amended to include the correct Welsh version.
December 2020 – Ongoing	Adult Social Services: Allegation that a Welsh language service request was refused.	Welsh Language Commissioner	An internal investigation is still ongoing concerning this matter.

STAFF WELSH LANGUAGE SKILLS: STANDARD 170(2)(a)

This section outlines the number of employees/post holders who had Welsh language skills at the end of 2019-2020 (March 2020). The figures are based on the records kept in accordance with Standard 151 based on the requirements of Standard 127.

Year	Staff Base *	Staff Type	No Skills **	%
17 - 18	7061	Non-schools based staff	4730	66.99%
18 - 19	7067	Non-schools based staff	3871	54.78%
19 - 20	7181	Non-schools based staff	3134	43.64%
20 – 21	7351	Non-schools based staff	3264	44.40%
Year	Staff Base *	Staff Type	Fluent	%
17 - 18	7061	Non-schools based staff	402	5.69%
18 - 19	7067	Non-schools based staff	491	6.95%
19 - 20	7181	Non-schools based staff	569	7.92%
20 – 21	7351	Non-schools based staff	622	8.46%
Year	Staff Base *	Staff Type	Welsh Language Level 1	%
17 - 18	7061	Non-schools based staff	1562	22.12%
18 - 19	7067	Non-schools based staff	2261	31.99%
19 - 20	7181	Non-schools based staff	2658	37.01%
20 – 21	7351	Non-schools based staff	2914	39.64%

				Welsh Language Level 2	%
18 - 19	7067	Non-schools staff	based	315	4.46%
19 - 20	7181	Non-schools staff	based	349	4.86%
20 – 21	7351	Non-schools staff	based	363	4.93%
				Welsh Language Level 3	%
18 - 19	7067	Non-schools staff	based	129	1.83%
19 - 20	7181	Non-schools staff	based	137	1.90%
20 – 21	7351	Non-schools staff	based	146	1.98%
				Welsh Language Level 4	%
18 - 19	7067	Non-schools staff	based	119	1.68%
19 - 20	7181	Non-schools staff	based	143	1.99%
20 – 21	7351	Non-schools staff	based	162	2.20%
				Welsh Language Level 5	%
18 - 19	7067	Non-schools staff	based	372	5.26%
19 - 20	7181	Non-schools staff	based	426	5.93%
20 – 21	7351	Non-schools staff	based	460	6.25%

*Staff base is not a headcount, it includes multiple employment i.e. An employee will be counted for every post that they hold. The staff bases also include casual employees.

**Figure also includes staff who have yet to reply to the questionnaire.

TRAINING FOR STAFF: STANDARD 170 (2)(b) and (c)

There was no change from the 2019-2020 position with regards to training on Recruitment & Advertising, Performance Management, Complaints and Disciplinary procedures, Induction Dealing with Public and Health and Safety, based on the records kept in accordance with Standard 152 based on the requirements of Standard 128.

RECRUITING TO EMPTY POSTS: STANDARD 170 (ch)

The following figures are kept in accordance with Standard 154 based on the requirements of Standard 136. From September 2017 all new posts are designated Welsh essential Level 1 (basic Welsh) with options for managers to recruit on level 2 to level 5 depending on post. The number of posts at level 1 to 5 are as follows:

Welsh Language Skills	L1	254
Welsh Language Skills	L2	4
Welsh Language Skills	L3	1
Welsh Language Skills	L4	0
Welsh Language Skills	L5	3

Progress in this area has been slow considering last year's figures and the admission by service areas that more Welsh speaking skills are needed. More work needs to be undertaken to raise managers' awareness of the importance of the recruitment assessments as an integral part of workforce planning which is why an audit was recently commissioned to examine this area. Increasing Welsh Language speaking officers will directly mitigate any areas of concern with regards to the delivery of Welsh Language.

Further information:

Welsh Language Services Unit

Rhondda Cynon Taf County Borough Council

Pavilion D

Clydach Vale

Tonypandy

Rhondda Cynon Taf

CF40 2XX

Tel: 01443 570001

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Appendix 2

Standard 37

Any publicity or advertising material that you produce must be produced in Welsh, and if you produce the advertising material in Welsh and in English, you must not treat the Welsh language version less favourably than you treat the English language version.

Standards 83-93

83 When you form, revise or present your corporate identity, you must not treat the Welsh language less favourably than the English language.

84 If you offer an education course that is open to the public, you must offer it in Welsh. You must comply with standard 84 in every circumstance, except:

- when an assessment carried out in accordance with standard 86 comes to the conclusion that there is no need for that course to be offered in Welsh.

Standard 85 – N/A

86 If you develop an education course that is to be offered to the public you must assess the need for that course to be offered in Welsh; and you must ensure that the assessment is published on your website.

87 When you announce a message over a public address system, you must make that announcement in Welsh and, if the announcement is made in Welsh and in English, the announcement must be made in Welsh first.

88 When you formulate a new policy, or review or revise an existing policy, you must consider what effects, if any (whether positive or adverse), the policy decision would have on

- (a) opportunities for persons to use the Welsh language, and
- (b) treating the Welsh language no less favourably than the English language.

89 When you formulate a new policy, or review or revise an existing policy, you must consider how the policy could be formulated (or how an existing policy could be changed) so that the policy decision would have 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.

90 When you formulate a new policy, or review or revise an existing policy, you must consider how the policy could be formulated (or how an existing policy could be changed) so that the policy decision would not have adverse effects, or so that it would have decreased adverse effects, on

- (a) opportunities for persons to use the Welsh language, and
- (b) treating the Welsh language no less favourably than the English language.

91 When you publish a consultation document which relates to a policy decision, the document must consider, and seek views on, the effects (whether positive or adverse) that the policy decision under consideration would have on -(a)
opportunities for persons to use the Welsh language, and

- (b) treating the Welsh language no less favourably than the English language.

92 When you publish a consultation document which relates to a policy decision the document must consider, and seek views on, how the policy under consideration could be formulated or revised so that it would have 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.

93 When you publish a consultation document which relates to a policy decision the document must consider, and seek views on, how the policy under consideration could be formulated or revised so that it would not have adverse effects, or so that it would have decreased adverse effects, on -

- (a) opportunities for persons to use the Welsh language, and
- (b) treating the Welsh language no less favourably than the English language.

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

WELSH LANGUAGE CABINET STEERING GROUP

22nd APRIL 2021

WELSH IN EDUCATION STRATEGIC PLAN – ANNUAL UPDATE 2020

JOINT REPORT OF THE HEAD OF DEMOCRATIC SERVICES AND DIRECTOR OF EDUCATION AND INCLUSION SERVICES

1. PURPOSE OF THE REPORT

- 1.1 To provide the Welsh Language Cabinet Steering Group Members with an overview of the Council's Welsh in Education Strategic Plan (WESP) which was presented and agreed at the Cabinet meeting on the 28th January 2021.

2. RECOMMENDATIONS

It is recommended that Members:

- 2.1 Note the information provided in respect of the Council's Welsh in Education Strategic Plan.

3 REASONS FOR RECOMMENDATIONS

- 3.1 The need to update Steering Group Members on the WESP, following its consideration at Cabinet.

4. BACKGROUND

- 4.1 At the Cabinet meeting on the 28th January 2021, Cabinet Members were presented with an update on the actions outlined in Rhondda Cynon Taf County Borough Council's (RCTCBC's) Welsh in Education Strategic Plan (WESP) for the period between 2017 and 2020 as approved by the Welsh Government (WG) on the 15th of March 2018.
- 4.2 The 2019 to 2020 annual update was due to be the last annual update for this WESP, however, due to the Covid-19 pandemic, the WESP had been extended to cover the period between 2020 to 2021.

- 4.3 The link to the Cabinet report considered can be found here: [WESP](#). In addition Appendix 1 to this report outlines the Update of Progress – December 2020 and accompanying progress plan.
- 4.4 The WESP was scrutinised by the Children & Young People Scrutiny Committee at its meeting on the [27th January, 2021](#).
- 4.5 Following consideration of the information provided, Cabinet [agreed](#) the annual update.

5 EQUALITY AND DIVERSITY IMPLICATIONS

- 5.1 This report is for information purposes only and has no negative or adverse equality or diversity implications associated with its content.

6 CONSULTATION

- 6.1 Not applicable however, consultation on the New WESP will need to be taken forward during the next 12 months.

7 FINANCIAL IMPLICATION(S)

- 7.1 Any financial implications are outlined within the cabinet report.

8 LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

- 8.1 There are no legal implications at present.

9 LINKS TO THE CORPORATE AND NATIONAL PRIORITIES AND THE WELL-BEING OF FUTURE GENERATIONS ACT.

- 9.1 The WESP links to RCTCBC's Corporate Plan, specifically the priority:
- Prosperity – Creating the opportunity for people and businesses to be innovative, entrepreneurial and fulfil their potential and prosper.
 - Ensuring we have good schools so all children have access to a great education.
- 9.2 The delivery of the WESP will contribute to all seven well-being goals within the Future Generation (Wales) Act 2015 and due regard has been made to the Five Ways of Working, as contained within the Wellbeing of Future Generations (Wales) Act 2015

10 CONCLUSION

- 10.1 The Council remains committed to ensuring the availability of Welsh medium education, from the early years through to primary and secondary education before progressing through to higher and further education, so that all learners whatever their learning needs access Welsh medium provision. This is in line with Welsh Government's vision for one million Welsh speakers in Wales by 2050 as set out in Cymraeg 2050.
- 10.2 Moving forward, a new WESP will need to be developed and consulted upon and information in respect of this new plan can be brought back to a future steering group meeting.

Other Information:-

Relevant Scrutiny Committee – Children & Young People Scrutiny Committee

LOCAL GOVERNMENT ACT 1972

AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

WELSH LANGUAGE CABINET STEERING GROUP

16th MARCH 2021

WELSH IN EDUCATION STRATEGIC PLAN – ANNUAL UPDATE 2020

**JOINT REPORT OF THE HEAD OF DEMOCRATIC SERVICES AND
DIRECTOR OF EDUCATION AND INCLUSION SERVICES**

Background Papers

- Cabinet – [28th January 2021](#)

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

MUNICIPAL YEAR 2020/2021

CABINET

28TH JANUARY 2021

WELSH IN EDUCATION STRATEGIC PLAN – ANNUAL UPDATE 2020

REPORT OF THE DIRECTOR OF EDUCATION AND INCLUSION SERVICES

AUTHOR: Gaynor Davies, Director of Education and Inclusion Services

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to provide Members with an update on the actions outlined in Rhondda Cynon Taf County Borough Council's (RCTCBC's) Welsh in Education Strategic Plan (WESP) for the period between 2017 and 2020 as approved by the Welsh Government (WG) on the 15th of March 2018. The previous 2019 to 2020 annual update was due to be the last annual update for this WESP, however, due to the Covid-19 pandemic, this WESP has been extended to cover the period between 2020 to 2021.

2. RECOMMENDATIONS

It is recommended that Members:

- 2.1 Note the contents of this report.
- 2.2 Consider and agree the annual update provided within this report.

3. REASONS FOR RECOMMENDATIONS

- 3.1 To provide Cabinet with an update on the actions outlined in RCTCBC's WESP for the extended period between 2020 to 2021.

4. BACKGROUND

- 4.1 The School Standards and Organisation (Wales) Act 2013¹ placed a duty on all Local Authorities in Wales to consult on, produce and review three year plans that provided the strategic direction for the planning and delivery of Welsh medium and Welsh language education in their locality. Since RCTCBC's 2017 to 2020 WESP was initially prepared and submitted to the WG in 2016, there have been significant changes in the Welsh medium education sector at local and national levels. Changes have been mainly influenced by WG legislation, in particular the new Welsh in Education Action Plan – 2017 to 2021 and further implementation of the 21st Century

¹ [The School Standards and Organisation \(Wales\) Act 2013](#)

Schools and Colleges Programme². The impact of these changes will not be fully evident in the County Borough of Rhondda Cynon Taf (RCT) until well beyond the duration of this WESP. In addition, the WG has updated the regulations regarding WESP's. The Welsh in Education Strategic Plan (Wales) Regulations 2019³ and The Welsh in Education Strategic Plans (Wales) (Amendment) (Coronavirus) Regulations 2020⁴ focus on four key proposals, the principal two being:

- Extending the duration of the WESP from its current three year implementation cycle to a ten year implementation cycle (2022 to 2032).
- Removal of the current duty on Local Authorities to plan their provision of Welsh medium education based on demand with the requirement that Local Authorities achieve targets set by the WG, which aim to increase the percentage of year one learners in Welsh medium education over the duration of the WESP.

- 4.2 RCTCBC welcomes these proposals, but it is mindful that in order to deliver on any agreed targets, various influences must be aligned and external challenges addressed.
- 4.3 Notwithstanding the significant changes in the Welsh medium education sector at local and national levels, along with the complexities of the global Covid-19 pandemic, RCTCBC has continued to support the agreed actions as outlined in its current WESP, with the aim of increasing and improving its Welsh medium education provision and speakers.
- 4.4 Integral to achieving these goals is ensuring there are good schools so all children and young people have equitable access to good English and Welsh medium and Welsh language education. RCTCBC will deliver this by supporting children to have the best start in life and be ready for learning through an improved early years' system and childcare offer and by investing in new and significantly improved 21st Century Schools.
- 4.5 RCTCBC remains committed to ensuring the availability of Welsh medium education, from the initial early years through to primary and secondary education then progressing through to higher and further education, for all learners whatever their learning need in line with achieving the vision of one million people in Wales being Welsh speakers by 2050 as set out in Cymraeg 2050: A Million Welsh Speakers⁵ (Cymraeg 2050).
- 4.6 This is evident in RCTCBC's ambitious Band B 21st Century Schools and Colleges Programme, which comprises a range of projects to increase Welsh medium capacity in the County Borough of RCT.

5. CURRENT POSITION

² [21st Century Schools and Colleges Programme](#)

³ [The Welsh in Education Strategic Plan \(Wales\) Regulations 2019](#)

⁴ [The Welsh in Education Strategic Plans \(Wales\) \(Amendment\) \(Coronavirus\) Regulations 2020](#)

⁵ [Cymraeg 2050: A Million Welsh Speakers](#)

5.1 The WESP includes seven outcomes setting out how Local Authorities are expected to improve Welsh medium and Welsh language education in the locality. The priorities are:

- **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 to secondary school.
- **Outcome 3:** More learners aged 14 to 16 studying for qualifications through the medium of Welsh.
- **Outcome 4:** More learners aged 14 to 19 study subjects through the medium of Welsh, in schools, colleges and work based learning.
- **Outcome 5:** More learners with advanced skills in Welsh.
- **Outcome 6:** Welsh medium provision for learners with additional learning needs (ALN).
- **Outcome 7:** Workforce planning and continuing professional development.

STATUTORY SCHOOL AGED LEARNERS WHO ACCESS THEIR EDUCATION THROUGH THE MEDIUM OF WELSH ACROSS THE FIVE LOCAL AUTHORITY AREAS THAT COMPRISE THE CENTRAL SOUTH CONSORTIUM JOINT EDUCATION SERVICE

5.2 The table that follows outlines the total percentage of statutory school aged learners (aged five to fifteen) who access their learning through Welsh medium primary, middle and secondary schools across each of the five Local Authority areas that comprise the Central South Consortium Joint Education Service (CSC JES) for the previous three academic years and is derived from the Pupil Level Annual School Census (PLASC):

Total Percentage of Statutory School Aged Learners who Access their Learning Through Welsh Medium Primary, Middle and Secondary Schools			
Local Authority	Total Percentage of Statutory School Aged Learners		
	2018	2019	2020
Bridgend County Borough Council	7.8%	7.5%	7.4%
Cardiff City Council	14.8%	15.0%	15.3%
Merthyr Tydfil County Borough Council	7.3%	7.6%	7.72%
Rhondda Cynon Taf County Borough Council	18.8%	18.0%	18.8%
Vale of Glamorgan Council	12.4%	12.7%	12.8%
CSC JES	13.9%	14.0%	14.2%

5.3 The data demonstrates stability in the total percentage of statutory school aged learners who access their learning through Welsh medium primary, middle and secondary schools across each of the five Local Authority areas that comprise the CSC JES for the previous three academic years.

- 5.4 RCTCBC has the highest percentage statutory school aged learners who access their learning through Welsh medium primary, middle and secondary schools across each of the five Local Authority areas that comprise the CSC JES for the previous three academic years.

SURPLUS CAPACITY

- 5.5 Each Local Authority in Wales has a statutory responsibility to ensure that there is a sufficient supply of suitable school places to meet statutory requirements for early years, primary, secondary and post 16 provision for parents/carers that choose to educate their children through the medium of English or Welsh. To meet this requirement, RCTCBC has responsibility for the pupil admissions of English medium schools and Welsh medium schools and funds a number of voluntary aided schools that manage their own admissions.
- 5.6 The capacities of all school provision is kept under regular, annual review by RCTCBC's Directorate of Education and Inclusion Services using data obtained from PLASC, school forecasts, annual admission requests and live birth information from Cwm Taf University Health Board. Any increase in learner populations, particularly within Welsh medium provision, is closely monitored and, if the increase is sustained and clear within the catchment area of a particular school, consideration is given to making the required increase in capacity, by whatever means is most appropriate and most suited to that particular school.
- 5.7 The majority of the Welsh medium primary schools in the County Borough of RCT currently have surplus places. There is currently 28.1% surplus capacity in Welsh medium primary schools. However, there are a number of primary schools where growth in capacity is needed. As such, action has or is currently being taken to address these issues. For example, RCTCBC:
- Has committed to invest £3.69 million at Ysgol Gynradd Gymraeg Aberdar to provide a further 48 places.
 - Has brought together the primary and secondary schools to form the new Ysgol Garth Olwg to become a 3 to 19 all through school, to enable the primary school to expand into the surplus space available in the secondary school.
 - Is currently expanding Dolau Primary School as a result of planned housing development in the area – this new provision will provide 540 Welsh medium primary places.
 - Is increasing the capacity at Penderyn Primary School to become a Welsh medium only primary school – the capacity of the school will increase in September 2021.
 - Committed to invest in building a new Welsh medium primary school in Greater Pontypridd area of RCT on the Heol Y Celyn Primary School site, increasing the number of Welsh medium places available in the area. (It should be noted that at the time the WESP Annual Update was submitted to the WG the decision by the Court of Appeal on this proposal was still pending. However, since this date, the Court of Appeal have

subsequently found in favour of RCTCBC on this and the other proposals that were subject to a Judicial Review).

5.8 Furthermore, RCTCBC has also committed to increasing the quality and availability of early years Welsh medium provision co-located on primary school sites by spending £4 million on:

- Ysgol Gynradd Gymraeg Abercynon – Creation and establishment of a new childcare setting into dedicated premises on the school site to expand identified need in the community.
- Ysgol Gynradd Gymraeg Aberdar – Construction of a four classroom extension to increase capacity, car parking provision and the creation of a dedicated Cylch Meithrin, to expand identified need in the community delivering additional fee paying childcare services for the area.
- Ysgol Llanhari – Location of a modular building on the school site to provide dedicated, suitable premises for Flying Start and fee paying childcare services.
- YGG Evan James – Refurbish and remodel the interior layout to create dedicated, suitable premises for fee paying childcare services
- Ysgol Gynradd Gymraeg Ynyswen – Location of a modular building on the school site to provide dedicated, suitable premises for fee paying childcare services.
- Ysgol Gynradd Dolau/Dolau Primary School – Creation and establishment of a dedicated childcare facility on the school site to expand identified need in the community.
- Ysgol Gynradd Gymraeg Llantrisant – Location of a modular building on the school site to provide additional capacity for early years and childcare.

5.9 The majority of the Welsh medium secondary schools in the County Borough of RCT have sufficient surplus places. There is currently 23.1% surplus capacity in Welsh medium secondary schools. However, there is one secondary school where growth in capacity is needed. As such, the following action is currently being taken to address this issue:

- RCTCBC's 21st Century Schools and Colleges Programme has bid for £12.16 million to increase the capacity of Ysgol Gyfun Rhydywaun from 1,040 learner places to 1,225 learner places. This will be achieved by adding additional teaching accommodation along with a new sports facilities to complement the recently completed 3G sports pitch. These additions will provide state of the art facilities for both Ysgol Gyfun Rhydywaun and the local community, increasing opportunities for wider participation. It is anticipated that the proposed new teaching accommodation will be completed in readiness for the 2022/2023 academic year.

SPEND ON WELSH MEDIUM EDUCATION IN RECENT YEARS

5.10 RCTCBC continues to deliver and support its long term strategic investment programme of modernisation to create school environments that meet the

needs of our communities and provide the best learning provision and outcomes for children and young people in the County Borough of RCT and the wider community. The programme of capital investment is supported with Local Authority funding, WG 21st Century Schools and Colleges Programme Band B Capital Grant, WG Reducing Infant Class Sizes Capital Grant, WG Welsh Medium Capital Grant, WG Early Years Capital Grant, WG Childcare Grant, WG Community Hub Grant and Community Infrastructure Levy funding.

- 5.11 The table that follows outlines the key Welsh medium school projects were included in RCTCBC's Capital Programme for the previous three years and are included in the overall strategic programme and include a combination of refurbishments, remodelling, demolitions and new buildings:

RCTCBC's Capital Programme for the Previous Three Years			
RCTCBC's Capital Programme 2020/2021 to 2022/2021 which was agreed by RCTCBC's Cabinet on 15th February 2018⁶	RCTCBC's Capital Programme 2020/2021 to 2022/2021 which was agreed by RCTCBC's Cabinet on 14th February 2019⁷	RCTCBC's Capital Programme 2020/2021 to 2022/2021 which was agreed by RCTCBC's Cabinet on 20th February 2020⁸	
Tonyrefail Primary School – Creation of improved accommodation for Ysgol Gynradd Gymraeg Tonyrefail due for completion in October 2018.			
Llwyncelyn Infants School and Ysgol Gynradd Gymraeg Llwwncelyn – Creation of improved and extended facilities to Ysgol Gynradd Gymraeg Llwwncelyn due for completion September 2018.			
	Ysgol Gynradd Gymraeg Abercynon – Relocation of the existing childcare setting into dedicated premises on the school site.	Ysgol Gynradd Gymraeg Abercynon – Creation and establishment of a new childcare setting into dedicated premises on the school site to expand identified need in the community.	
	Ysgol Gynradd Gymraeg Aberdar – Construction of a four classroom extension to	Ysgol Gynradd Gymraeg Aberdar – Construction of a four classroom extension to	

⁶ Cabinet Report – 15th February 2018 – The Council's Capital Programme 2018/2019 to 2020/2021

⁷ Cabinet Report – 14th February 2019 – The Council's Capital Programme 2019/2020 to 2021/2022

⁸ Cabinet Report – 20th February 2020 – The Council's Capital Programme 2020/2021 to 2022/2023

	increase capacity to include dedicated, suitable premises for fee paying childcare services.	increase capacity, car parking provision and the creation of a dedicated Cylch Meithrin, to expand identified need in the community delivering additional fee paying childcare services for the area.
	Ysgol Gynradd Gymunedol Gymraeg Llantrisant – Construct of a two classroom extension to increase capacity at the school.	Ysgol Gynradd Gymunedol Gymraeg Llantrisant – Construction of a two classroom extension to increase capacity at the school.
	Ysgol Llanhari – Location of a modular building on the school site to provide dedicated, suitable premises for Flying Start and fee paying childcare services.	
	YGG Evan James – Refurbish and remodel the interior layout to create dedicated, suitable premises for fee paying childcare services	
	Ysgol Gynradd Gymraeg Ynyswen – Location of a modular building on the school site to provide dedicated, suitable premises for fee paying childcare services.	
		Ysgol Gynradd Dolau/Dolau Primary School – Creation and establishment of a dedicated childcare facility on the school site to expand identified need in the community.
		Hirwaun Primary School – Construction of a brand new English medium primary school on the existing school site. Increasing the capacity of English medium primary school enabled growth in Penderyn Community Primary School, currently a dual language school, as the

		school will become Welsh medium primary school only in September 2021. Completion of the project, including all external works, will be summer 2021.
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PLANNED MINOR CAPITAL WORKS

5.12 The planned minor capital works programme allocation includes an on-going rolling programme for kitchen refurbishments/remodelling, window and door replacements, essential works, electrical rewiring, fire alarm upgrades, toilet refurbishments, Equalities Act/compliance works, access condition surveys, boiler replacement, roof renewal, improvements to schools, asbestos remediation works, schools investment programme and capitalisation of ICT hardware/software and licences.

5.13 The table that follows outlines the planned programme capital works spend over the previous three years in Welsh medium primary and secondary schools.

RCTCBC's Planned Programme Capital Works Spend			
School	2017/2018	2018/2019	2019/2020
Welsh Medium Primary Schools	£569,322.94	£293,626.84	£340,616.38
Welsh Medium Secondary Schools	£1,557,210.69	£897,938.48	£1,057,128.72
Total	£2,126,533.63	£1,191,565.32	£1,397,745.72

OUTCOME 1: MORE SEVEN YEAR OLD CHILDREN BEING TAUGHT THROUGH THE MEDIUM OF WELSH

PRIMARY SCHOOLS

5.14 RCTCBC has seventeen Welsh medium primary schools located throughout the County Borough. There are two all through schools for 3 to 19 year olds: Ysgol Garth Olwg and Ysgol Llanhari, three dual language primary schools for 3 to 11 year olds: Dolau Primary, Heolycelyn Primary and Penderyn Primary Schools and 12 primary schools for 3 to 11 year olds.

5.15 The table that follows outlines the total number of primary school aged learners attending schools in RCTCBC, split by English medium and Welsh medium for the previous three academic years and is derived from the PLASC:

Total Number of Primary School Aged Learners Attending Schools in RCTCBC Split by English Medium and Welsh Medium						
Category	Year					
	2017/2018		2018/2019		2019/2020	
	Number	%	Number	%	Number	%

Total Number of Learners Attending English Medium Primary Schools	18,241	80.9%	18,153	80.9%	18,078	81.0%
Total Number of Learners Attending Welsh Medium Primary Schools	4,291	19.0%	4,269	19.0%	4,220	18.9%
Total Number of Learners Attending Primary Schools	22,532		22,422		22,298	

5.16 The data demonstrates stability in the ratio split in primary school aged learners attending English and Welsh medium primary schools in RCTCBC for the previous three academic years.

YEAR TWO LEARNERS

5.17 The table that follows outlines the total number of primary school aged learners attending Welsh medium primary schools in RCTCBC, split by year group and Key Stage for the previous three academic years and is derived from the PLASC:

Total Number of Primary School Aged Learners Attending Welsh Medium Primary Schools in RCTCBC Split by Year Group and Key Stage				
Key Stage	Year Group	Year		
		2017/2018	2018/2019	2019/2020
Foundation Phase	Pre Nursery	73	24	27
	Pre Nursery Part Time	0	19	29
	Nursery	519	421	406
	Nursery Part Time	0	140	130
	Reception	554	517	565
	Reception Part Time	0	1	0
	Year One	530	537	506
	Year Two	543	516	534
Foundation Phase Total		2,219	2,219	2,015
Foundation Phase Part Time Total		0	0	160
Key Stage Two	Year Three	512	533	507
	Year Four	532	499	521
	Year Five	539	528	486
	Year Six	489	534	509
Key Stage Two Total		2,072	2,072	2,094
Primary School Total		4,291	4,269	4,220

5.18 The data demonstrates a decrease in the total number of primary school learners between the academic years 2017/2018 (4,291) to 2018/2019

(4,269) of 22 learners and between the academic years 2018/2019 (4,269) to 2019/2020 (4,220) of 49 learners.

- 5.19 The data also shows the number of seven year old (Year Two) learners who receive their education through the medium of Welsh. Between the academic years 2017/2018 (543) and 2019/2020 (516), the number of learners decreased by 27 (4.97%). However, between the academic years 2018/2019 (516) and 2019/2020 (534), the number of learners increased by 18 (+3.48%).
- 5.20 This is below the target set in the 2017 to 2020 WESP of 630 seven year old (Year Two) learners who receive their education through the medium of Welsh for the academic year 2019/2020.

OUTCOME 2: MORE LEARNERS CONTINUING TO IMPROVE THEIR LANGUAGE SKILLS ON TRANSFER FROM PRIMARY TO SECONDARY SCHOOL

SECONDARY SCHOOLS

- 5.21 RCTCBC has four Welsh medium secondary schools located throughout the County Borough to ease access. There are two all through schools for 3 to 19 year olds: Ysgol Garth Olwg and Ysgol Llanhari and two secondary schools for 11 to 19 years olds: Ysgol Gyfun Cwm Rhondda and Ysgol Gyfun Rhydywaun. Learners residing in the County Borough of Merthyr Tydfil also access Welsh medium secondary school education at Ysgol Gyfun Rhydywaun. All learners who attend these schools study all of their education through the medium of Welsh.
- 5.22 The table that follows outlines the total number of secondary school aged learners attending schools in RCTCBC, split by English and Welsh medium for the previous three academic years and is derived from the PLASC:

Total Number of Secondary School Aged Learners Attending Schools in RCTCBC Split by English Medium and Welsh Medium						
Category	Year					
	2017/2018		2018/2019		2019/2020	
	Number	%	Number	%	Number	%
Total Number of Learners Attending English Medium Secondary Schools	12,550	80.7%	12,685	80.6%	12,868	80.4%
Total Number of Learners Attending Welsh Medium Secondary Schools	3,010	19.3%	3,058	19.4%	3,141	19.6%
Total Number of Learners Attending Secondary Schools	15,560		15,743		16,009	

- 5.23 The data demonstrates stability in the ratio split in secondary school aged learners attending English and Welsh medium secondary schools in RCTCBC for the previous three academic years.

YEAR NINE LEARNERS

- 5.24 The table that follows outlines the total number of secondary school aged learners attending Welsh medium secondary schools in RCTCBC, split by year group and Key Stage for the previous three academic years and is derived from the PLASC:

Total Number of Secondary School Aged Learners Attending Welsh Medium Secondary Schools in RCTCBC Split by Year Group and Key Stage				
Key Stage	Year Group	Year		
		2017/2018	2018/2019	2019/2020
Key Stage Three	Year Seven	545	577	588
	Year Eight	533	538	554
	Year Nine	504	527	523
Key Stage Three Total		1,582	1,642	1,665
Key Stage Four	Year Ten	491	496	513
	Year Eleven	434	485	489
Key Stage Three Total		925	981	1,002
Key Stage Five/Sixth Form	Year Twelve	300	241	289
	Year Thirteen	203	213	184
	Year Fourteen	0	1	1
Key Stage Five/Sixth Form Total		503	455	474
Secondary School Total		3,010	3,058	3,141

- 5.25 The data demonstrates an increase in the total number of secondary school learners between the academic years 2017/2018 (3,010) to 2018/2019 (3,058) of 48 learners and between the academic years 2018/2019 (3,058) to 2019/2020 (3,141) of 83 learners.
- 5.26 The data also shows the number of fourteen year old (Year Nine) learners who receive their education through the medium of Welsh. Between the academic years 2017/2018 (504) and 2018/2019 (527), the number of learners increased by 23 (+4.56%). However, between the academic years 2018/2019 (527) and 2019/2020 (523), the number of learners decreased by 4 (0.75%).
- 5.27 This is above the target set in the 2017 to 2020 WESP of 520 fourteen year old (Year Nine) learners who receive their education through the medium of Welsh for the academic year 2019/2020.

TRANSITION RATES

- 5.28 The table that follows shows the transition rates from each Key Stage for the previous three years academic years in RCTCBC and is derived from the PLASC:

Transition From Each Key Stage for the Previous Three Years in RCTCBC	
Transition	Year

	2017/2018	2018/2019	2019/2020
Foundation Phase to Key Stage Two	97.7%	98.2%	98.3%
Key Stage Two to Key Stage Three	111.7%	113.9%	110.1%
Key Stage Three to Key Stage Four	95.5%	98.4%	97.3%
Key Stage Four to Key Stage Five	62.2%	55.5%	59.6%

5.29 An analysis of transition data indicates that transition of learners between Key Stages does not appear to be a significant problem in RCTCBC.

5.30 The growth in learners from Key Stage Two to Key Stage Three (primary school to secondary school transition) is due to out of county learners attending Welsh medium secondary schools in the County Borough of RCT. For example, Ysgol Gyfun Rhydywaun in the Cynon valley area of RCT is the only Welsh medium secondary school option for learners residing in the County Borough of Merthyr Tydfil due to there being no Welsh medium secondary school located in the County Borough of Merthyr Tydfil.

MOVEMENT OF LEARNERS IN WELSH MEDIUM SCHOOLS

5.31 On 18th November 2020, a report was presented to RCTCBC's Children and Young People's Scrutiny Committee⁹ which outlined the movement of learners in Welsh medium schools in the County Borough of RCT.

5.32 The 2020 PLASC suggested that 4,220 primary aged learners in the County Borough of RCT were receiving their education through the medium of Welsh.

5.33 During the academic year 2019/2020, 873 primary aged learners moved school within the County Borough of RCT. Of this cohort, 83 learners moved into a Welsh medium school (35 learners moved due to house moves) and 72 learners left a Welsh medium school (24 learners moved due to house moves). This equates to a net increase of 11 learners.

5.34 The 2020 PLASC suggested that 3,141 secondary aged learners in the County Borough of RCT were receiving their education through the medium of Welsh.

5.35 During the academic year 2019/2020, 213 secondary aged learners moved school within in the County Borough of RCT. Of this cohort, 6 learners moved into a Welsh medium school (4 due to house moves) and 15 learners left (4 due to house moves). This equates to a net reduction of 9 learners.

⁹ [Children and Young People's Scrutiny Report – 18th November 2020 – Movement of Pupils in Welsh Medium Schools](#)

- 5.36 RCTCBC continues to monitor the numbers of learners attending Welsh medium schools.

OUTCOME 3: MORE LEARNERS AGED 14 TO 16 STUDYING FOR QUALIFICATIONS THROUGH THE MEDIUM OF WELSH

- 5.37 Please note that updated data is not provided on Outcome Three as the measures are no longer published by the WG. However, further updates can be seen in Appendix One – Update of Progress – December 2020.

OUTCOME 4: MORE LEARNERS AGED 14 TO 19 STUDY SUBJECTS THROUGH THE MEDIUM OF WELSH, IN SCHOOLS, COLLEGES AND WORK BASED LEARNING

- 5.38 Please note that updated data is not provided on Outcome Three as the measures are no longer published by the WG. However, further updates can be seen in Appendix One – Update of Progress – December 2020.

OUTCOME 5: MORE LEARNERS WITH ADVANCED SKILLS IN WELSH

- 5.39 Please note that updated data is not provided on Outcome Three as the measures are no longer published by the WG. However, further updates can be seen in Appendix One – Update of Progress – December 2020.

OUTCOME 6: WELSH MEDIUM PROVISION FOR LEARNERS WITH ADDITIONAL LEARNING NEEDS (ALN)

- 5.40 Considerable changes are planned in Wales in relation to the statutory provision required to meet the needs of learners with Special Educational Needs (SEN) and Additional Learning Needs (ALN). The Additional Learning Needs and Education Tribunal (Wales) Act 2018¹⁰ (The ALNET Act) was introduced in January 2018. The ALNET Act requires Local Authorities to keep the arrangements for supporting learners with SEN and ALN within their locality under review and consider whether these are sufficient. This includes a statutory requirement to take all reasonable steps to create a bilingual system of support for learners with SEN and ALN. The ALNET Act will be supported by new regulations, including secondary legislation and a new statutory ALN Code (The New Code). The Draft ALN Code for Wales – December 2018¹¹ (The Draft Code) is based on the following principles:

- Meeting the needs of learners with SEN and ALN should be part of a whole school approach to school improvement.
- Learners must be supported to participate in mainstream education and in the National Curriculum as fully as possible wherever this is feasible.

- 5.41 Until the anticipated implementation of The New Code in September 2021, Local Authorities are required to comply with the existing SEN Code of Practice for Wales 2002¹² (The 2002 Code) to fulfil their statutory duties towards children and young people with SEN and ALN.

¹⁰ [The Additional Learning Needs and Education Tribunal \(Wales\) Act 2018](#)

¹¹ [The Draft ALN Code for Wales – December 2018](#)

¹² [SEN Code of Practice for Wales 2002](#)

- 5.42 In RCTCBC, a total of £3.4 million Additional Needs Funding (ANF) is available to mainstream primary and secondary schools to ensure statutory mainstream provision for learners is robust and to support mainstream inclusion for learners with severe and persistent needs.
- 5.43 For learners with more significant needs, who experience difficulties with mainstream education, more specialist placements are required. RCTCBC has a range of specialist provisions which includes:
- 44 Learning Support Classes (LSC's).
 - 2 Pupil Referral Units (PRU's).
 - 4 Special Schools.
- 5.44 Placements within these specialist provisions are agreed by RCTCBC's Access and Inclusion Service Panels.
- 5.45 RCTCBC provides an excellent range of LSC provisions attached to mainstream primary and secondary schools. However, in light of the requirements of The ALNET Act, concerns regarding rising exclusions and an increase in requests for social, emotional and behavioural difficulties (SEBD) placements, a report was presented to RCTCBC's Cabinet on 17th December 2019¹³ where it was recommended to enhance the current LSC provision to address the aforementioned issues. Additionally, schools are reporting increasing levels of learners with mental health and social, emotional and behavioural difficulties in mainstream contexts.
- 5.46 An analysis of data within the report (Cabinet – 17th December 2019) confirmed that:
- There is currently insufficient SEBD provision in the secondary sector.
 - There is currently no discreet specialist provision for Welsh medium learners with significant ALN.
- 5.47 RCTCBC currently spends in the region of £4.1 million annually on the provision of LSC's. There are currently approximately 362 learners accessing the 44 LSC provisions within the County Borough of RCT.
- 5.48 Currently Welsh medium learners with significant SEN and ALN who would meet the criteria for LSC provision are supported by a specialist peripatetic team – The Welsh Complex Needs Team. The Welsh Complex Needs Team, which includes a Welsh medium specialist teacher and two Learning Support Assistants, provides support through an inclusive delivery model whereby learners are provided with specialist support within their mainstream settings.

¹³ [Cabinet Report – 17th December 2019 – Review of Learning Support Class Provision for Learners with Social, Emotional and Behavioural Difficulties \(SEBD\) Significant Additional Learning Needs \(ALN\)](#)

- 5.49 During the academic year 2019/2020, The Welsh Complex Needs Team supported 14 learners with an age range between eight (Year Three) and fourteen (Year Nine) of which:
- Eight attended Key Stage Two.
 - Six attended Key Stage Three.
- 5.50 Data analysis suggests that learners accessing support from The Welsh Complex Needs Team are making progress that is comparable to that of their peers in English medium LSC's. An evaluation of the provision was undertaken in the Autumn Term of 2019 and showed that this inclusive model adopted in Welsh medium settings has been very positive.
- 5.51 In response to the aforementioned data analysis contained within the report (Cabinet – 17th December 2019), RCTCBC's Cabinet approved proposals for change and sought to:
- Enhance the continuum of provision that effectively addresses the need for specialist SEBD provision within Key Stage Three and Key Stage Four.
 - Create a specialist LSC provision for Welsh medium Key Stage Three and Key Stage Four learners with significant SEN and ALN.
 - The commencement of a consultation on proposals to enhance LSC provision for Welsh medium Key Stage Three and Key Stage Four learners with SEBD by establishing a LSC at Ysgol Garth Olwg.
- 5.52 Due to the impact of the Covid-19 pandemic, the proposals to enhance LSC provision for Welsh medium Key Stage Three and Key Stage Four learners with SEBD by establishing a LSC at Ysgol Garth Olwg were lapsed and, as such, on 25th June 2020, RCTCBC's Cabinet¹⁴ agreed to progress with an amended proposal to extend an earlier pilot to fund mainstream secondary schools to establish their own alternative curriculum for learners with significant SEBD. As a result, in September 2020, funding was provided to Ysgol Garth Olwg to establish an in house, school based alternative provision that ensures learners presenting with SEBD can have their needs met within their local Welsh medium mainstream school.

OUTCOME 7: WORKFORCE PLANNING AND CONTINUING PROFESSIONAL DEVELOPMENT

- 5.53 The Welsh Language Commissioner's Briefing Note: The Welsh Language and the Statutory Education Workforce in Wales¹⁵ published in August 2020, outlined the importance of ensuring sufficient numbers of Welsh medium teachers in reaching the vision of one million people in Wales being Welsh speakers by 2050 as set out in Cymraeg 2050. As such, the briefing note outlines a number of recommendations.

¹⁴ Cabinet Report – 25th June 2020 – Review of Learning Support Class Provision for Learners with Social, Emotional and Behavioural Difficulties (SEBD) Significant Additional Learning Needs (ALN)

¹⁵ Welsh Language Commissioner – Briefing Note – The Welsh Language and the Statutory Education Workforce in Wales – 6th August 2020

5.54 In order to create more Welsh speakers, our education system is dependent on its workforce and we must work to ensure we create a workforce with robust linguistic skills, able to inspire and motivate learners in Welsh medium education. In the year 2020, RCTCBC employed 12,457 people, of which 5,290 (42.4%) were school based staff. The data in the table that follows illustrates the number and percentage of staff who identified themselves as fluent or fairly fluent in Welsh and was correct as at 17th August 2020:

Number of Staff who Identify Themselves as Fluent or Fairly Fluent in Welsh							
Number of Employees with Welsh Language Skills		Fluent (Welsh Language Level Four and Five)		Fairly Fluent (Welsh Language Level Three)		Total (Welsh Language Level Three, Four and Five)	
Category	Total Number of Staff	Number	%	Number	%	Number	%
All Staff	12,457	1,317	10.5%	318	2.5%	1,635	13.1%
School Based Staff	5,290	742	14.0%	175	3.3%	917	17.3%
Non-School Based Staff	7,167	575	8.0%	143	1.9%	718	10.0%

5.55 The table demonstrates that 1,635 (13.1%) of school based staff have fluent or fairly fluent Welsh language skills (Welsh Language Levels Three, Four and Five).

5.56 RCTCBC has demonstrated its commitment to Welsh medium education workforce planning for schools in the County Borough of RCT by working in collaboration with other Local Authorities and the CSC JES. In continuing this commitment, RCTCBC and the CSC JES will continue to:

- Provide clear leadership progression opportunities for the Welsh medium sector through leadership development programmes at various levels including the Aspiring Headteacher Programme with subsequent NPQH assessment.
- Provide Newly Qualified Teachers (NQTs) with Welsh language skills courses at different levels.
- Continue to develop and support secondary school teachers who are not subject specialists.
- Provide Welsh language skills courses at different levels for school learning support workers.
- Provide school learning support workers who have attended the Welsh Language Sabbatical with continued professional learning, networking and opportunities to share of best practice.

- Provide continued professional learning to support learning support workers in the Welsh medium sector in order to meet identified needs.
- Provide Welsh Language Sabbatical Scheme participants with continued professional learning, networking and opportunities to share best practice within and across schools.
- Ensure that professional learning opportunities are in place to take account of the language progression of staff.
- Ensure that the CSC JES Welsh in Education Officers supports school leaders to accurately complete the Welsh language element of the School Workforce Census.

6. EQUALITY AND DIVERSITY IMPLICATIONS

- 6.1 There are no negative or adverse equality or diversity implications associated with this report.

7. CONSULTATION

- 7.1 There are no consultation implications aligned to this report.

8. FINANCIAL IMPLIACTIONS

- 8.1 There are no financial implications aligned to this report.

9. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

- 9.1 The following legislation is aligned to this report:
- The School Standards and Organisation (Wales) Act 2013¹⁶.
 - Welsh in Education Strategic Plan (Wales) Regulations 2019¹⁷.
 - The Welsh in Education Strategic Plans (Wales) (Amendment) (Coronavirus) Regulations 2020¹⁸.

10. LINKS TO THE COUNCIL'S CORPORATE PLAN/FUTURE GENERATIONS (WALES) ACT 2015

- 10.1 There are links to RCTCBC's Corporate Plan for the period between 2020 to 2024, specifically the priority:
- Prosperity – Creating the opportunity for people and businesses to be innovative, entrepreneurial and fulfil their potential and prosper.
 - Ensuring we have good schools so all children have access to a great education.

¹⁶ [The School Standards and Organisation \(Wales\) Act 2013](#)

¹⁷ [Welsh in Education Strategic Plan \(Wales\) Regulations 2019](#)

¹⁸ [The Welsh in Education Strategic Plans \(Wales\) \(Amendment\) \(Coronavirus\) Regulations 2020](#)

- 10.2 The delivery of the WESP will contribute to all seven well-being goals within the Future Generation (Wales) Act 2015 and due regard has been made to the Five Ways of Working, as contained within the Wellbeing of Future Generations (Wales) Act 2015.

11.CONCLUSION

- 11.1 RCTCBC has the highest percentage statutory school aged learners who access their learning through Welsh medium primary, middle and secondary schools across each of the five Local Authority areas that comprise the CSC JES for the previous three academic years.
- 11.2 The majority of the Welsh medium primary and secondary schools in the County Borough of RCT currently have surplus places. However, there are a number of primary and secondary schools where growth in capacity is needed. As such, action has or is currently being taken to address these issues.
- 11.3 Furthermore, RCTCBC has also committed to increasing the quality and availability of early years Welsh medium provision co-located on primary school sites by spending £4 million on a number of projects.
- 11.4 Data demonstrates stability in the ratio split in primary school aged learners attending English and Welsh medium primary schools in RCTCBC for the previous three academic years. The data also shows the number of seven year old (Year Two) learners who receive their education through the medium of Welsh. Between the academic years 2017/2018 (543) and 2019/2020 (516), the number of learners decreased by 27 (4.97%). However, between the academic years 2018/2019 (516) and 2019/2020 (534), the number of learners increased by 18 (+3.48%). This is below the target set in the 2017 to 2020 WESP of 630 seven year old (Year Two) learners who receive their education through the medium of Welsh for the academic year 2019/2020.
- 11.5 Similarly, data demonstrates stability in the ratio split in secondary school aged learners attending English and Welsh medium secondary schools in RCTCBC for the previous three academic years. The data also shows the number of fourteen year old (Year Nine) learners who receive their education through the medium of Welsh. Between the academic years 2017/2018 (504) and 2018/2019 (527), the number of learners increased by 23 (+4.56%). However, between the academic years 2018/2019 (527) and 2019/2020 (523), the number of learners decreased by 4 (0.75%). This is above the target set in the 2017 to 2020 WESP of 520 fourteen year old (Year Nine) learners who receive their education through the medium of Welsh for the academic year 2019/2020.
- 11.6 Alongside this, an analysis of transition data indicates that transition of learners between Key Stages does not appear to be a significant problem in RCTCBC.

- 11.7 During the academic year 2019/2020, 873 primary aged learners moved school within the County Borough of RCT. Of this cohort, 83 learners moved into a Welsh medium school (35 learners moved due to house moves) and 72 learners left a Welsh medium school (24 learners moved due to house moves). This equates to a net increase of 11 learners.
- 11.8 Similarly, during the academic year 2019/2020, 213 secondary aged learners moved school within in the County Borough of RCT. Of this cohort, 6 learners moved into a Welsh medium school (4 due to house moves) and 15 learners left (4 due to house moves). This equates to a net reduction of 9 learners.
- 11.9 RCTCBC continues to monitor the numbers of learners attending Welsh medium schools.
- 11.10 During the academic year 2019/2020, The Welsh Complex Needs Team supported 14 learners with an age range between eight (Year Three) and fourteen (Year Nine) of which:
- Eight attended Key Stage Two.
 - Six attended Key Stage Three.
- 11.11 Data analysis suggests that learners accessing support from The Welsh Complex Needs Team are making progress that is comparable to that of their peers in English medium LSC's. An evaluation of the provision was undertaken in the Autumn Term of 2019 and showed that this inclusive model adopted in Welsh medium settings has been very positive.
- 11.12 In September 2020, funding was provided to Ysgol Garth Olwg to establish an in house, school based alternative provision that ensures learners presenting with SEBD can have their needs met within their local Welsh medium mainstream school.
- 11.13 In order to create more Welsh speakers, our education system is dependent on its workforce and we must ensure we create a workforce with robust linguistic skills, able to inspire and motivate learners in Welsh medium and Welsh language education. RCTCBC recognises that our education system is dependent on its workforce and we must work to ensure we create a workforce with robust linguistic skills, able to inspire and motivate learners in Welsh medium education. RCTCBC is committed to Welsh medium and Welsh language education workforce planning for schools in the County Borough of RCT, and has and will continue to work in collaboration with other Local Authorities and the CSC JES in order to create more Welsh speakers.
- 11.14 Looking ahead to the new WESP, which will be consulted upon later this year, in addition to the initiatives, actions, and commitments that will be included to facilitate and support the growth of the Welsh language, there are a number of 21st Century Schools projects that will be delivered in tandem to support the agreed outcomes. These projects include, but are not

limited to, constructing a new school for YGG Llyn Y Forwyn, and continuing to work on the feasibility to provide a new school for YG Cwm Rhondda. Both of these projects were included within the 'Planning for Welsh Medium School Places' report brought before Cabinet in April 2019, and both of these projects continue to be progressed.

- 11.15 RCTCBC remains committed to ensuring the availability of Welsh medium education, from the initial early years through to primary and secondary education then progressing through to higher and further education, for all learners whatever their learning need in line with achieving the vision of one million people in Wales being Welsh speakers by 2050 as set out in Cymraeg 2050.

Rhondda Cynon Taf County Borough Council

Welsh in Education Strategic Plan – 2017 to 2020

Appendix One – Update of Progress – December 2020

School Organisation				
Success Criteria	Milestones/Sub Actions	Progress 2018	Progress 2019	Progress 2020
<p>Outcome 1:</p> <p>More seven year old learners being taught through the medium of Welsh.</p> <p>Achieve target of 21.0% (550) in the academic year 2016/2017 and achieve target of 23.0% (560) in the academic year 2017/2018.</p> <p>Outcome 2:</p> <p>More learners continuing to improve their language skills on transfer from primary to secondary school.</p>	<p>New and improved school buildings with appropriate capacity levels to fully meet forecasted demand for Welsh medium provision in their catchment areas.</p>	<p>A report was presented to Rhondda Cynon Taf County Borough Council's (RCTCBC's) Cabinet on the 20th September 2018 with proposals to enhance Welsh medium provision in the Cynon Valley, Pontypridd area and Taff Ely.</p>	<p>Cabinet approval for the proposal was granted in July 2019.</p> <p>This project will increase the Welsh medium numbers in the Pontypridd area of Rhondda Cynon Taf (RCT) by 93 places and provide learners with facilities that are fit for the 21st Century.</p> <p>The first stage of the Business Case funding procedure has been submitted to the Welsh Government (WG).</p>	<p>These proposals are currently subject to a legal challenge. A further update on this in due course.</p>
	<p>Extend school buildings to meet forecasted demand for Welsh medium provision in their catchment area.</p>	<p>A report was presented to RCTCBC's Cabinet on 20th September 2018 to obtain approval to commence projects to extend Ysgol Gynradd Gymraeg Aberdar</p>	<p>Design work on both projects is underway. The first stage of the funding application process has been approved by the WG.</p>	<p>21st Century Schools and Colleges Programme funding via the WG has been secured for Ysgol Gynradd Gymraeg Aberdar which will see the existing school benefit from a four classroom</p>

		and Ysgol Gymraeg Rhydywaun.		<p>extension incorporating a new on site Cylch Meithrin providing an extra 48 learner places. A contractor will be appointed before the new year and works are expected to commence in the spring of 2021.</p> <p>The Outline Business Case for Ysgol Gymraeg Rhydywaun has been approved by the WG. This project will increase the capacity of the school by 192 learner places. A contractor has been appointed and the detailed designs are nearing completion. RCTCBC are working towards submitting a Full Business Case to the WG in the New Year with an anticipated construction start date of April 2021.</p> <p>Progress of both projects are currently on programme.</p>
	Revisions to catchment areas of some Welsh medium primary schools, to better align supply and demand for Welsh medium	A report was presented to the RCTCBC's Cabinet on 20 th September 2018 to obtain approval to commence consultation on proposals	Cabinet approval for these proposals was granted in April 2019.	Excellent progress has been made and the new school building in Hirwaun has been completed.

<p>school places (to utilise spare capacity that currently exists). As at January 2017, there were a total of 550 spare learner places across all Welsh medium primary schools and 1,146 spare learner places in all Welsh medium secondary schools in RCT. The WG guidance states that we must first utilise spare capacity that exists within a reasonable distance before any new provision can be made.</p>	<p>which include making Penderyn Primary School a full Welsh medium primary school, with alterations to its catchment area.</p>	<p>WG funding was secured and works to build the new English medium school are underway. This will allow the English medium learners to relocate.</p> <p>The project programme is on target to make Penderyn Community Primary School a Welsh only primary school by September 2021.</p>	<p>Following completion of the externals it is expected that this school site will be fully complete by the summer of 2021 to allow the English medium learners currently attending Penderyn Community Primary to relocate in September 2021.</p> <p>Penderyn Community Primary will become Welsh medium in September 2021 and as consulted upon, will have an increased catchment area.</p>
<p>Consider making dual language primary schools into full Welsh medium primary schools.</p>	<p>Work is progressing under Band B of RCTCBC's 21st Century Schools and Colleges Programme.</p> <p>In addition, a report was presented to RCTCBC's Cabinet on the 20th September 2018 to consider a proposal in the south of the County Borough and to enhance available capacity at Dolau Primary School (dual language school).</p>	<p>As reported above, the project programme is on target to make Penderyn Community Primary School a Welsh medium only primary school by September 2021.</p> <p>RCTCBC's Cabinet approval to extend Dolau Primary School with the longer term goal to create two separate Welsh medium and English medium provisions was granted in April 2019. Thus doubling the Welsh medium learner provision.</p>	<p>Information on Penderyn Community Primary school is above.</p> <p>Officers from RCTCBC are in the process of finalising the design of this new extension for Dolau Primary School with the housing developer Persimmon. Panning consent is due to be submitted to RCTCBC's Planning department imminently.</p>

		<p>RCTCBC will continue to work to secure appropriate funding to deliver full Welsh medium schools removing dual language status.</p> <p>Proposals are also under consideration to amend the language category of Penderyn Community Primary School from its current dual language status to a 3 to 11 Welsh medium community primary school with a capacity of 231 learners (plus nursery) all of which will be Welsh medium provision.</p>	<p>Planning for this extension has been submitted and RCTCBC will continue to work with its delivery partners to deliver this project as soon as possible.</p>	<p>As is mentioned above, as well as the plans to make Penderyn Primary School and Dolau Primary School Welsh Medium primary provisions, RCTCBC recently consulted upon opening a new Welsh medium primary school in Pontypridd as part of wider school organisation proposals. These proposals are currently subject to a legal challenge and so we will provide a further update on this in due course.</p>
	<p>Relocation of pre-school provision, such as Cylch Meithrin, to school sites whenever opportunities arise.</p> <p>This has recently been successfully achieved, with the relocation of Cylchoedd Meithrin from community venues to Ysgol Gynradd Gymraeg Tonyrefail and Ysgol Gynradd Gymraeg Llwynceilyn.</p>	<p>This model of co-location of community facilities on school sites will also be considered as part of RCTCBC's Band B 21st Century Schools and Colleges Programme.</p> <p>In addition, Business Cases have been submitted to the WG for funding to provide additional provision in areas where demand has been</p>	<p>The Welsh Medium Capital Grant bid was successful and six projects have had funding approved, the projects are progressing well.</p> <p>In addition, the Childcare Offer Capital Grant bid was successful. Work to enhance the Welsh medium wrap-around provision at Ysgol Gynradd Gymraeg Evan James is complete. An improved and extended</p>	<p>A new childcare facility at Ysgol Llanhari opened in January 2020. This increased capacity from 19 Care Inspectorate Wales (CIW) registered places to 69. The provider has also been able to extend the facility to include after school and holiday care, as well as full day care for children under two years of age.</p>

Co-location of this kind of provision on school sites will greatly assist the process of transition into statutory schooling.

recognised by the Child Care Sufficiency Assessment.

RCTCBC has been successful in securing £3.5 million of Welsh Medium Capital Grant funding for six projects aimed at enhancing pre-school provision on various school sites in the County Borough of RCT.

A bid has also been submitted to access the Childcare Offer Capital Grant. This includes bids to enhance Welsh medium wrap-around care for nursery aged children in three settings.

Meithrin and wrap around provision at Ysgol Gymraeg Llanhari will be open in January 2020.

Design development is ongoing on the other projects.

A new childcare facility next to Ysgol Gynradd Gymraeg Ynyswen opened in September 2020. This has increased CIW registered places from 24 to 30. The provider plans to extend their facility to offer an afternoon session and holiday care, thus increasing the number of Welsh medium places available further.

Plans are progressing for new Welsh medium childcare facilities on the sites of Ysgol Gynradd Gymraeg Abercynon, Ysgol Gynradd Gymraeg Aberdar and Dolau Primary School. It is hoped the new facilities at Ysgol Gynradd Gymraeg Abercynon and Dolau Primary School will be completed by September 2021, with the facility at Ysgol Gymraeg Aberdar being completed by September 2022.

All projects will greatly assist the process of transition into

				statutory schooling and ensure a language continuum for children.
	<p>Appropriate business cases prepared with evidence to support bids for monies to provide additional school capacity from housing developers where opportunities arise.</p>	<p>A report was presented to RCTCBC's Cabinet on 20th September 2018 to obtain approval to commence consultation on a proposal to create a new school provision, with 540 places in total for the new Llanilid housing development in Llanharan. This consultation phase will end on 31st December 2018.</p> <p>This provision will open, in the first instance, as an extension to Dolau Primary School, which is a dual language primary school. This will enable the new provision to be established as part of a recognised, successful school and will also give parents/carers purchasing homes on the development the option of choosing a Welsh medium education for their children.</p>	<p>Cabinet approval to extend Dolau Primary School with the longer term goal to create two separate Welsh medium and English medium provisions was granted in April 2019. Thus doubling the Welsh medium learner provision.</p> <p>Planning for this extension has been submitted and RCTCBC will continue to work with its delivery partners to deliver this project as soon as possible.</p> <p>In May 2019 a report was presented to RCTCBC's Cabinet which outlined plans to provide a new Welsh medium primary school for the Taf Ely area should a number of housing development sites come to fruition. This will be developed in more detail should planning consent be secured. We will continue to</p>	<p>An update on this project is above.</p> <p>This work is continuous and is undertaken as part of RCTCBC's statutory school planning duties. Education Officers work closely with Planning Officers to ensure that the increase for demand for Welsh medium education that arises from housing developments are appropriately managed and financial interventions are covered under the developers planning obligations.</p> <p>Funding opportunities are being constantly reviewed as part of the 21st Century Schools and Colleges Programme to support and enhance financial contributions from housing developers.</p> <p>This work is ongoing.</p>

			work with the land owners to ensure that the educational needs of Welsh medium learners are met.	
	<p>Increase the number of parents/carers choosing Welsh medium provision for their children by:</p> <ul style="list-style-type: none"> • Providing annual training for front-line staff on the benefits of being bilingual and positive messaging for parents/carers. • Building on the 'Being Bilingual' booklet, to promote the advantages of Welsh medium education and the benefits of bilingualism. <p>Improve language progression from Flying Start settings to Welsh medium primary education to 90.0% by 2021 by providing training and fostering closer links between provisions and neighbouring Welsh medium primary schools.</p> <p>Increasing opportunities for</p>	<p>'Being Bilingual' booklet is circulated within all Flying Start commissioned and RCTCBC childcare settings for staff to share with parents/carers. This to be part of an awareness raising campaign.</p> <p>Commissioned Welsh medium Flying Start childcare places have increased over the last 18 months and continue to grow through the approved supplier scheme. Flying Start Welsh medium childcare places are now 25.0% of the commissioned placements.</p>	<p>Rhondda South Delivery area, delivered awareness session for parents in Ysgol Gynradd Gymraeg Llwyncelyn.</p> <p>Twenty Flying Start practitioners have completed 'Croesi'r Bont' Courses.</p> <p>Twelve Flying Start practitioners have enrolled to start training from September 2019 in Open Learning Welsh and Cymraeg Babi courses at the University of South Wales.</p> <p>Mudiad Meithrin have delivered Croesi'r Bont course within Ynishir and Wattstown setting.</p>	<p>Flying Start and Children and Family Centres distribute over 200 'Being Bilingual' booklets annually.</p> <p>The eight Flying Start commissioned providers (bilingual) accessed the Clebran workshop delivered by Mudiad Meithrin.</p>

	parents/carers to choose Welsh medium education for their children by increasing the number of Flying Start Welsh medium places.			
Page 186	<p>Increase use of Welsh language in service delivery</p> <p>Flying Start:</p> <ul style="list-style-type: none"> • Include the 'Being Bilingual' booklet in Flying Start birth registration packs. <p>Childcare:</p> <ul style="list-style-type: none"> • Increase childcare practitioner use and promotion of the Welsh language within all Flying Start commissioned child care settings through training and bespoke packages. • Use Flying Start Childcare Observational Assessment Monitoring Tool to gain baseline of Welsh medium provision. (Baseline 71.0% on use and promotion of Welsh 	<p>Funding secured to provide Welsh language training in the Autumn Term. Intend to extend to commissioned Flying Start childcare settings.</p> <p>Re-administration of assessment suggests increase of 7.0% to 78.0%.</p>	<p>Flying Start and Children and Family Centres distribute over 200 'Being Bilingual' booklets annually.</p> <p>Percentage of Flying Start places delivered through the medium of Welsh increased from 12.0% in 2016/2017 to 24.0% in 2018/2019.</p> <p>Six Flying Start settings – 36 practitioners, have undertaken the relevant training provided by our in-house Welsh language tutor over a six week period.</p>	<p>Flying Start and Children and Family Centres distribute over 200 'Being Bilingual' booklets annually.</p> <p>The percentage of Flying Start places delivered through the medium of Welsh has increased from 12.0% in 2016/2017 to 24.0% in 2019/2020. This is a 100.0% increase between 2016/2017 and 2019/2020.</p> <p>The eight Flying Start commissioned providers (bilingual) accessed the Clebran workshop delivered by Mudiad Meithrin.</p>

	<p>language – aim for 10.0% increase).</p> <p>Parent and Family Support:</p> <ul style="list-style-type: none"> • Include Welsh language awareness and taster sessions as part of parent/carer workshops. 			
	<p>Talk and Play:</p> <ul style="list-style-type: none"> • Increase use of basic Welsh phrases in Talk and Play Playgroups. • Increase use of Welsh reading books and songs. • Explore use of Welsh version of the 'WellComm' Assessment. <p>Children's Centres:</p> <ul style="list-style-type: none"> • Encourage Welsh language course providers to deliver from Children's Centres. • Deliver themed family open days and Welsh language taster sessions. <p>Increase number of Welsh medium Flying Start</p>	<p>Enhanced use and introduction of phrase of the week. Bilingual story books now used and these are loaned to parents/carers. Weekly singing of Welsh songs and nursery rhymes. Assessment offered in Welsh but literature is not in Welsh</p> <p>Free usage of facilities provided to encourage course delivery. Taster sessions held and included clog dancing, silent Welsh disco, Welsh for beginners. 200 attendees over three days. In addition, Welsh themed singing and dancing Teddy Bears Picnic (3,500 in attendance).</p>	<p>Welsh Language Services have provided RCTCBC's Communications and Public Relations Team with a number of resources and content to promote via our social media channels, including the Welsh Government's Cymraeg i Blant videos.</p>	<p>The percentage of Flying Start places delivered through the medium of Welsh has increased from 12.0% in 2016/2017 to 24.0% in 2019/2020. This is a 100.0% increase between 2016/2017 and 2019/2020.</p> <p>As the nearest commissioned Welsh medium Flying Start provider may be some distance from a family, Welsh medium approved suppliers (spot purchasers) are used to provide Welsh medium nursery provision to families in their locality. This process is being reviewed in preparation for the next round of tendering of Flying Start places, to ensure a</p>

	<p>placements by 10.0% (total 25.0% Welsh medium placements).</p> <p>Increase spot purchasing of childcare contracts to include an additional three Welsh medium providers.</p>	25.0% of Flying Start placements are now Welsh medium.		more proactive offer of Welsh medium nursery places.
Youth Engagement and Participation Service and Partners				
<p>Outcome 3:</p> <p>More 14 to 16 year old learners studying qualifications through the Welsh medium.</p> <p>Outcome 4:</p> <p>More 16 to 19 year old learners studying through the Welsh medium in schools, colleges or work based learning.</p>	<p>Research and create an information tool for young people stating the benefits and options of Welsh medium further education and employment. This will need to be produced with young people.</p>	<p>Following further research it was clear there are not enough Welsh medium further education opportunities to create a tool.</p>	<p>Menter Iaith are unable to progress the information tool due to lack of Welsh language further education opportunities.</p>	<p>Menter Iaith are unable to progress the information tool due to lack of Welsh language further education opportunities.</p>
	<p>Complete a summary report evidencing the research findings highlighting the appropriate tool to use to share this information with young people.</p> <p>Promote the information tool to young people.</p>	<p>Menter Iaith are now researching the creation of a video promoting the Welsh language.</p> <p>Information tool will not be viable.</p>	<p>Menter Iaith have not been able to complete the promotion video.</p>	<p>Menter Iaith have not been able to complete the promotion video. The Youth Engagement and Participation Service (YEPS) have supported Careers Wales in creating an educational video for learners at Welsh and English medium secondary schools to promote the career benefits of bilingualism.</p>
	<p>Identify partners/organisations that could deliver bespoke language awareness</p>	<p>Menter Iaith and the Urdd have completed these sessions.</p>	<p>The Urdd have delivered raising awareness sessions at the following schools:</p>	<p>Youth Workers from the Urdd have been furloughed due to the current Covid-19 restrictions, therefore raising</p>

sessions for young people highlighting the value of having Welsh language as a skill.	The Urdd delivered raising awareness sessions to 350 young people at Tonypany Community College, Aberdare Community School and Mountain Ash Comprehensive School.	<ul style="list-style-type: none"> • St John's the Baptist Church in Wales High. • Mountain Ash Comprehensive School. • Aberdare Community School. • Ysgol Nant Gwyn. • Pontypridd High. • Treorchy Comprehensive. 	awareness sessions have not taken place.
Coordinate and monitor the delivery of these sessions in schools/colleges and community settings.	Aberdare Community School, Mountain Ash Comprehensive School, Pontypridd High and Ysgol Nant Gwyn have been successful with their application for 2019.	<p>The Urdd have delivered raising awareness sessions at the following schools:</p> <ul style="list-style-type: none"> • St John's the Baptist Church in Wales High. • Mountain Ash Comprehensive School. • Aberdare Community School. • Ysgol Nant Gwyn. • Pontypridd High. • Treorchy Comprehensive. 	Youth Workers from the Urdd have been furloughed due to the current Covid-19 restrictions, therefore raising awareness sessions have not taken place.
Evaluate the effectiveness of these sessions through questionnaires/surveys and generate a report.	Applications for 2019 will be sent to RCTCBC's Directorate of Education and Inclusion Services Senior Management Team and Welsh departments in schools.	Sessions are still on-going, but will be evaluated when finished.	Youth Workers from Urdd have been furloughed due to the current Covid-19 restrictions, therefore raising awareness sessions have not taken place.

<p>Coordinate a timetable of events to target Sixth Form and college learners to meet and use the Welsh language by providing social opportunities for them.</p>	<p>Menter Iaith and the Urdd offer provision for post-16 young people by organising concerts and other events including senior Youth Clubs at Treorchy Comprehensive and Pontypridd High for 30+ young people.</p> <p>Menter Iaith support Welsh speaking young people to present a weekly radio show on GTFM every Sunday (with over 1,000 listeners).</p> <p>The Urdd offer Sixth Form learners volunteering opportunities at various events including sports competitions and residential weekends.</p>	<p>The Urdd and Menter Iaith hold Youth Forums at Ysgol Llanhari, Ysgol Gyfun Rhydywaun and Ysgol Garth Olwg. These Youth Forums arrange social opportunities for young people to have further opportunities to socialise through the Welsh language.</p> <p>The Urdd have 70 Volunteers aged between 16 and 25 who support and promote Welsh language provision.</p>	<p>The Youth Forums at all four Welsh medium secondary schools did not meet between March and September due to the Covid-19 restrictions.</p> <p>Menter Iaith are promoting the Youth Forums with the YEPS support at all four Welsh medium secondary schools, to the new cohort of Year Twelve learners.</p>
<p>Promote the events.</p> <p>Record the number of young people attending and evaluate through questionnaires and surveys.</p>	<p>Events promoted through the schools/colleges, Wicid website, the YEPS and social media:</p> <ul style="list-style-type: none"> • Menter Iaith – 25+ young people. • Urdd – 40+ young people. • The YEPS – Volunteering opportunities only offered from September 2018. 	<p>Events promoted through the schools/colleges, Wicid website, the YEPS and social media:</p> <ul style="list-style-type: none"> • Urdd – 70 volunteers. • The YEPS – 6 volunteers. 	<p>Physical activities have not been arranged due to the current Covid-19 restrictions.</p> <p>The YEPS have developed a partnership to make Welsh medium music and drama more accessible to young people in the County Borough of RCT, young performers from across</p>

				Wales are promoted through the WICID website.
	<p>Deliver 'Cymraeg Bob Dydd' to encourage young people studying Welsh as a second language to take on further study to encourage the use of the language outside of school.</p> <p>Record the number of young people attending and evaluate through questionnaires and surveys.</p>	<p>The Urdd delivered awareness raising sessions to 350 young people at Tonypandy Community College, Aberdare Community School and Mountain Ash Comprehensive School.</p> <p>The secondary schools have liaised with the Urdd Youth Worker on utilising the offer of £500 to promote the Welsh language, e.g. Tafwyl, Eisteddfod and bringing in external tutors to promote cultural activities.</p> <p>Applications for 2018/2019 will be sent to RCTCBC's Directorate of Education and Inclusion Services Senior Management Team and Welsh departments in schools.</p>	<p>The Urdd have delivered language awareness raising sessions at the following schools:</p> <ul style="list-style-type: none"> • St John's the Baptist Church in Wales High. • Mountain Ash Comprehensive School. • Aberdare Community School. • Ysgol Nant Gwyn. • Pontypridd High. • Treorchy Comprehensive. 	<p>Youth Workers from Urdd have been furloughed due to the current Covid-19 restrictions, therefore language awareness sessions have not taken place.</p> <p>The YEPS have supported Career Wales in creating an educational video for learners at Welsh and English medium secondary schools to promote the career benefits of bilingualism.</p>
	Deliver social Welsh medium events and activities for young people including residential opportunities,	The YEPS Welsh medium after school clubs offered at all four Welsh medium secondary schools during term times.	The Urdd have 350 members between 16 and 25. These members participate in a range of activities including	Prior to Covid-19 restrictions on average 40 young people, attend a weekly open access Youth Club on at Garth Olwg Youth Centre these young

	<p>eisteddfodau, sport and accreditation.</p>	<p>Summer holiday activities offered through the medium of Welsh for both Welsh and English medium schools, included gorge walking, rafting and team building. In total, 241 activities were offered through the medium of Welsh, with 269 participants and 41.0% of these were identified as being vulnerable young people.</p> <p>Accredited courses (Work Related Education and PSE) were delivered to 45 young people at three Welsh medium secondary schools.</p>	<p>sport and culture, residential trips and accredited learning.</p> <p>The YEPS Welsh medium after school clubs offered at all four Welsh medium secondary schools during term times.</p> <p>Summer holiday activities offered through the medium of Welsh for both Welsh and English medium schools, included gorge walking, rafting and team building. In total, 666 sessions were offered through the medium of Welsh, with over 1000 participants and 44.0% of these were identified as vulnerable young people.</p>	<p>people have been offered the opportunity to engage in virtual provision due to the current Covid-19 restrictions.</p> <p>After school activities and holiday provision is offered for the learner's at all four Welsh medium secondary schools.</p> <p>Meter laith support young people to deliver weekly Welsh language radio sessions.</p> <p>Menter laith plan, film and edit videos for young people through the medium of Welsh.</p>
	<p>Map out the current provision offered by Local Authorities and community organisations through the medium of Welsh, identifying gaps and highlight areas of need.</p> <p>Ensure that the provision that is offered is advertised on Dewis.</p>	<p>A Working Group share information on current provision and have identified evening provision and post-16 provision as significant gaps. The YEPS now offer a Welsh medium Youth Club at Ysgol Garth Olwg with 25+ attending and at Penderyn with 15+ attending. The Urdd, Menter laith and the</p>	<p>The YEPS now offer Welsh medium Youth Clubs at Garth Olwg with 35+ attending and Penderyn with 15+ attending. The club at Talbot Green was not well attended and therefore did not continue.</p> <p>The Urdd and Menter laith hold Youth Forums at</p>	<p>Due to current Covid-19 restrictions all provision is now virtual.</p> <p>Provision is promoted through Wicid website and the YEPS and Menter laith social media platforms.</p>

		<p>YEPS offer evening provision at Talbot Green. These clubs are also open to Welsh learners.</p> <p>Menter Iaith and the Urdd offer post 16 provision at Treorchy and Pontypridd following the mapping exercise.</p> <p>The YEPS have updated information on Dewis and the Wicid website. The Working Group have identified that promoting the provisions to young people would also be effective using social media, therefore Twitter, Snapchat, Facebook and Instagram have been utilised.</p>	<p>Llanahri, Rhydywaun and Garth Olwg. These Youth Forums arrange social opportunities for young people to have further opportunities to socialise through the medium of Welsh.</p> <p>The Urdd have 70 Volunteers aged between 16 and 25 who support.</p> <p>Information is shared by partners at the Youth Support Services Strategy Working Group, to ensure a comprehensive provision is offered to young people and a sufficient opportunity to participate through the Welsh language is provided. This will be promoted on the YEPS website and social media platforms.</p>	
	<p>Establish links with the RCTCBC Youth Forum and other Youth Forums regarding the promotion of Welsh language provision.</p>	<p>Menter Iaith support Youth Forums at all four Welsh medium secondary schools. Individuals from these Youth Forums attend the YEPS Youth Forum that is held quarterly.</p>	<p>Menter Iaith support Youth Forums at all four Welsh medium secondary schools. The young people from these Youth Forums organise provision for other learners to</p>	<p>The Youth Forums did not meet between March and September this year due to Covid-19 restrictions. The YEPS are now meeting monthly and Menter Iaith are promoting their Forum at all</p>

			socialise through the medium of Welsh.	four Welsh medium secondary schools. Once the Menter Iaith support for Youth Forums is re-established, they will participate in the YEPS Youth Forum.
	Work in partnership to coordinate and deliver Holiday Programmes through the medium of Welsh.	This is developed each term, in line with the YEPS Programme. The YEPS, Urdd and Menter Iaith utilise each other's social media platforms along the Wicid website to promote opportunities to young people.	This is developed each term, in line with the YEPS Programme. The YEPS, Urdd and Menter Iaith utilise each other's social media platforms along with the Wicid website to promote opportunities to young people. Information is shared by partners at the Youth Support Services Strategy Working Group to ensure a comprehensive provision is offered to young people with a sufficient opportunity to participate through the medium of Welsh.	This year all holiday provision has been virtual. The demand for Welsh medium virtual provision has been far less than physical provision. Some virtual activities have been offered through the medium of Welsh or bilingually, including Garth Olwg Virtual Youth Club.
	Promote activities delivered through the medium of Welsh through websites and social media platforms.	This is developed each term, in line with the YEPS Programme. The YEPS, the Urdd and Menter Iaith utilise each other's social media	This is developed each term, in line with the YEPS Programme. The YEPS, Urdd and Menter Iaith utilise each other's social media	All provision has been promoted to young people through the YEPS, Urdd and Menter Iaith's social media

		platforms along with the Wicid website to promote opportunities to young people.	platforms along with the Wicid website to promote opportunities to young people. Over 100 young people participated in the YEPS activities through the medium of Welsh. The Urdd and Menter Iaith hold annual events for young people.	platforms along with the Wicid website.
	Identify champions (both young people and adults) that can attend community events to engage with the public and promote activities on offer through the medium Welsh in the County Borough of RCT.	The Welsh Language Working Group has focused on promoting provision through the medium of Welsh. Young people from the Menter Iaith Youth Forums promote opportunities in the County Borough of RCT for young people at their schools. The YEPS staff attended several community events during the summer to promote opportunities for young people, including Welsh medium provision.	Young people from the Menter Iaith Youth Forums promote opportunities in the County Borough of RCT for young people at their Schools. The YEPS staff attended several community events during the summer to promote opportunities for young people, including Welsh medium provision.	The YEPS and Menter Iaith have not attended any community events this year due to the current Covid-19 restrictions.

<p>Outcome 5:</p> <p>More Learners with higher skills in Welsh.</p>	<p>Establish a Welsh Language Working Group that will develop a joint Strategy by September 2017 that enables Welsh to become the language of social and leisure activities.</p> <p>Welsh Language Working Group meetings to take place quarterly, with set agenda and minutes.</p> <p>Complete an Action Plan alongside the Strategy to be updated quarterly in line with the Strategy.</p>	<p>The Welsh Language Working Group was established with Youth Workers from the YEPS, the Urdd and Menter Iaith. As part of the Action Plan the Welsh Language Working Group have worked in partnership to offer several social opportunities for young people in the County Borough of RCT to participate in sport, leisure and cultural opportunities through the medium of Welsh. This includes after school activities in all four Welsh medium secondary schools, holiday provision and two Welsh medium Youth Clubs (Talbot Green and Garth Olwg), offering evening provision for Welsh speaking young people and Welsh learners.</p> <p>The Urdd and the YEPS supported Menter Iaith at Parti Ponty, which was an event held in Pontypridd to promote the Welsh language.</p>	<p>The Welsh Language Working Group has not met, however, the Urdd and Menter Iaith will be part of a Sport, Leisure, Arts and Culture Group, as part of the Youth Support Services Strategy. This will ensure that the Welsh language is considered across all provisions. These meeting will take place termly.</p> <p>An Action Plan will be created following the meeting to hold different organisations accountable for the Welsh provision they offer.</p> <p>The Urdd and the YEPS supported Menter Iaith at Parti Ponty, which was an event held in Pontypridd to promote the Welsh language.</p>	<p>The Sport, Leisure, Arts and Culture Group has continued to meet, however, the Urdd have not been able to attend due staff being furloughed.</p> <p>Co-ordinated Welsh language community provision has not been arranged for this year due to the current Covid-19 restrictions. Virtual support and provision has been offered to young people, including virtual youth club.</p>
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Rhondda Cynon Taf County Borough Council

Welsh in Education Strategic Plan – 2017 to 2020

Appendix One – Update of Progress – December 2020

School Organisation				
Success Criteria	Milestones/Sub Actions	Progress 2018	Progress 2019	Progress 2020
<p>Outcome 1:</p> <p>More seven year old learners being taught through the medium of Welsh.</p> <p>Achieve target of 21.0% (550) in the academic year 2016/2017 and achieve target of 23.0% (560) in the academic year 2017/2018.</p> <p>Outcome 2:</p> <p>More learners continuing to improve their language skills on transfer from primary to secondary school.</p>	<p>New and improved school buildings with appropriate capacity levels to fully meet forecasted demand for Welsh medium provision in their catchment areas.</p>	<p>A report was presented to Rhondda Cynon Taf County Borough Council's (RCTCBC's) Cabinet on the 20th September 2018 with proposals to enhance Welsh medium provision in the Cynon Valley, Pontypridd area and Taff Ely.</p>	<p>Cabinet approval for the proposal was granted in July 2019.</p> <p>This project will increase the Welsh medium numbers in the Pontypridd area of Rhondda Cynon Taf by 93 places and provide learners with facilities that are fit for the 21st Century.</p> <p>The first stage of the Business Case funding procedure has been submitted to the Welsh Government (WG).</p>	<p>These proposals are currently subject to a legal challenge. A further update on this will be available in due course.</p>
	<p>Extend school buildings to meet forecasted demand for Welsh medium provision in their catchment area.</p>	<p>A report was presented to RCTCBC's Cabinet on 20th September 2018 to obtain approval to commence projects to extend Ysgol Gynradd Gymreag Aberdar and Ysgol Gymreag Rhydywaun.</p>	<p>Design work on both projects is underway. The first stage of the funding application process has been approved by the WG.</p>	<p>21st Century Schools and Colleges Programme funding via the WG has been secured for Ysgol Gynradd Gymreag Aberdar which will see the existing school benefit from a four classroom extension incorporating a new on site Cylch Meithrin providing an extra 48 learner places. A contractor will be appointed before the new year and works are expected to commence in the spring of 2021.</p>

				<p>The Outline Business Case for Ysgol Gymreag Rhydywaun has been approved by the WG. This project will increase the capacity of the school by 192 learner places. A contractor has been appointed and the detailed designs are nearing completion. RCTCBC are working towards submitting a Full Business Case to the WG in the New Year with an anticipated construction start date of April 2021.</p> <p>Progress of both projects are currently on programme.</p>
	<p>Revisions to catchment areas of some Welsh medium primary schools, to better align supply and demand for Welsh medium school places (to utilise spare capacity that currently exists). As at January 2017, there were a total of 550 spare learner places across all Welsh medium primary schools and 1,146 spare learner places in all Welsh medium secondary schools in Rhondda Cynon Taf. The WG guidance states that we must first utilise spare capacity that exists within a reasonable distance before any new provision can be made.</p>	<p>A report was presented to the RCTCBC's Cabinet on 20th September 2018 to obtain approval to commence consultation on proposals which include making Penderyn Primary School a full Welsh medium primary school, with alterations to its catchment area.</p>	<p>Cabinet approval for these proposals was granted in April 2019.</p> <p>WG funding was secured and works to build the new English medium school are underway. This will allow the English medium learners to relocate.</p> <p>The project programme is on target to make Penderyn Community Primary School a Welsh only primary school by September 2021.</p>	<p>Excellent progress has been made and the new school building in Hirwaun has been completed.</p> <p>Following completion of the externals it is expected that this school site will be fully complete by the summer of 2021 to allow the English medium learners currently attending Penderyn Community Primary to relocate in September 2021.</p> <p>Penderyn Community Primary will become Welsh medium in September 2021 and as consulted upon, will have an increased catchment area.</p>

<p>Consider making dual language primary schools into full Welsh medium primary schools.</p>	<p>Work is progressing under Band B of RCTCBC's 21st Century Schools and Colleges Programme.</p> <p>In addition, a report was presented to RCTCBC's Cabinet on the 20th September 2018 to consider a proposal in the south of the County Borough and to enhance available capacity at Dolau Primary School (dual language school).</p> <p>RCTCBC will continue to work to secure appropriate funding to deliver full Welsh medium schools removing dual language status.</p> <p>Proposals are also under consideration to amend the language category of Penderyn Community Primary School from its current dual language status to a 3 to 11 Welsh medium community primary school with a capacity of 231 learners (plus nursery) all of which will be Welsh medium provision.</p>	<p>As reported above, the project programme is on target to make Penderyn Community Primary School a Welsh medium only primary school by September 2021.</p> <p>RCTCBC's Cabinet approval to extend Dolau Primary School with the longer term goal to create two separate Welsh medium and English medium provisions was granted in April 2019. Thus doubling the Welsh medium leaner provision.</p> <p>Planning for this extension has been submitted and RCTCBC will continue to work with its delivery partners to deliver this project as soon as possible.</p>	<p>Information on Penderyn Community Primary school is above.</p> <p>Officers from RCTCBC are in the process of finalising the design of this new extension for Dolau Primary School with the housing developer Persimmon. Panning consent is due to be submitted to RCTCBC's Planning department imminently.</p> <p>As is mentioned above, as well as the plans to make Penderyn Primary School and Dolau Primary School Welsh Medium primary provisions, RCTCBC recently consulted upon opening a new Welsh medium primary school in Pontypridd as part of wider school organisation proposals. These proposals are currently subject to a legal challenge and so we will provide a further update on this in due course.</p>
<p>Relocation of pre-school provision, such as Cylch Meithrin, to school sites whenever opportunities arise.</p>	<p>This model of co-location of community facilities on school sites will also be considered as part of RCTCBC's Band B 21st Century Schools and Colleges Programme.</p>	<p>The Welsh Medium Capital Grant bid was successful and six projects have had funding approved, the projects are progressing well.</p>	<p>A new childcare facility at Ysgol Llanhari opened in January 2020. This increased capacity from 19 Care Inspectorate Wales (CIW) registered places to 69. The provider has also</p>

This has recently been successfully achieved, with the relocation of Cylchoedd Meithrin from community venues to Ysgol Gynradd Gymraeg Tonyrefail and Ysgol Gynradd Gymraeg Llwynceilyn.

Co-location of this kind of provision on school sites will greatly assist the process of transition into statutory schooling.

In addition, Business Cases have been submitted to the WG for funding to provide additional provision in areas where demand has been recognised by the Child Care Sufficiency Assessment.

RCTCBC has been successful in securing £3.5 million of Welsh Medium Capital Grant funding for six projects aimed at enhancing pre-school provision on various school sites in the Rhondda, Cynon and Taff areas of Rhondda Cynon Taf (RCT).

A bid has also been submitted to access the Childcare Offer Capital Grant. This includes bids to enhance Welsh medium wrap-around care for nursery aged children in three settings.

In addition, the Childcare Offer Capital Grant bid was successful. Work to enhance the Welsh medium wrap-around provision at Ysgol Gynradd Gymraeg Evan James is complete. An improved and extended Meithrin and wrap around provision at Ysgol Gymraeg Llanhari will be open in January 2020.

Design development is ongoing on the other projects.

been able to extend the facility to include after school and holiday care, as well as full day care for children under two years of age.

A new childcare facility next to Ysgol Gynradd Gymreag Ynyswen opened in September 2020. This has increased CIW registered places from 24 to 30. The provider plans to extend their facility to offer an afternoon session and holiday care, thus increasing the number of Welsh medium places available further.

Plans are progressing for new Welsh medium childcare facilities on the sites of Ysgol Gynradd Gymreag Abercynon, Ysgol Gynradd Gymreag Aberdar and Dolau Primary School. It is hoped the new facilities at Ysgol Gynradd Gymreag Abercynon and Dolau Primary School will be completed by September 2021, with the facility at Ysgol Gymreag Aberdar being completed by September 2022.

All projects will greatly assist the process of transition into statutory schooling and

				ensure a language continuum for children.
	Appropriate business cases prepared with evidence to support bids for monies to provide additional school capacity from housing developers where opportunities arise.	<p>A report was presented to RCTCBC's Cabinet on 20th September 2018 to obtain approval to commence consultation on a proposal to create a new school provision, with 540 places in total for the new Llanilid housing development in Llanharan. This consultation phase will end on 31st December 2018.</p> <p>This provision will open, in the first instance, as an extension to Dolau Primary School, which is a dual language primary school. This will enable the new provision to be established as part of a recognised, successful school and will also give parents/carers purchasing homes on the development the option of choosing a Welsh medium education for their children.</p>	<p>Cabinet approval to extend Dolau Primary School with the longer term goal to create two separate Welsh medium and English medium provisions was granted in April 2019. Thus doubling the Welsh medium learner provision.</p> <p>Planning for this extension has been submitted and RCTCBC will continue to work with its delivery partners to deliver this project as soon as possible.</p> <p>In May 2019 a report was presented to RCTCBC's Cabinet which outlined plans to provide a new Welsh medium primary school for the Taf Ely area of RCT should a number of housing development sites come to fruition. This will be developed in more detail should planning consent be secured. We will continue to work with the land owners to ensure that the educational needs of Welsh medium learners are met.</p>	<p>An update on this project is above.</p> <p>This work is continuous and is undertaken as part of RCTCBC's statutory school planning duties. Education Officers work closely with Planning Officers to ensure that the increase for demand for Welsh medium education that arises from housing developments are appropriately managed and financial interventions are covered under the developers planning obligations.</p> <p>Funding opportunities are being constantly reviewed as part of the 21st Century Schools and Colleges Programme to support and enhance financial contributions from housing developers.</p> <p>This work is ongoing.</p>
	Increase the number of parents/carers choosing Welsh medium provision for their children by:	'Being Bilingual' booklet is circulated within all Flying Start commissioned and RCTCBC childcare settings for staff to share with	Rhondda South Delivery area, delivered awareness session for parents in Ysgol Gynradd Gymreag Llwynycelyn.	Flying Start and Children and Family Centres distribute over 200 'Being Bilingual' booklets annually.

- Providing annual training for front-line staff on the benefits of being bilingual and positive messaging for parents/carers.
- Building on the 'Being Bilingual' booklet, to promote the advantages of Welsh medium education and the benefits of bilingualism.

Improve language progression from Flying Start settings to Welsh medium primary education to 90.0% by 2021 by providing training and fostering closer links between provisions and neighbouring Welsh medium primary schools.

Increasing opportunities for parents/carers to choose Welsh medium education for their children by increasing the number of Flying Start Welsh medium places.

parents/carers. This to be part of an awareness raising campaign.

Commissioned Welsh medium Flying Start childcare places have increased over the last 18 months and continue to grow through the approved supplier scheme. Flying Start Welsh medium childcare places are now 25.0% of the commissioned placements.

Twenty Flying Start practitioners have completed 'Croesi'r Bont' Courses.

Twelve Flying Start practitioners have enrolled to start training from September 2019 in Open Learning Welsh and Cymraeg Babi courses at the University of South Wales.

Mudiad Meithrin have delivered Croesi'r Bont course within Ynishir and Wattstown setting.

The eight Flying Start commissioned providers (bilingual) accessed the Clebran workshop delivered by Mudiad Meithrin.

<p>Increase use of Welsh language in service delivery</p> <p>Flying Start:</p> <ul style="list-style-type: none"> • Include the 'Being Bilingual' booklet in Flying Start birth registration packs. <p>Childcare:</p> <ul style="list-style-type: none"> • Increase childcare practitioner use and promotion of the Welsh language within all Flying Start commissioned child care settings through training and bespoke packages. • Use Flying Start Childcare Observational Assessment Monitoring Tool to gain baseline of Welsh medium provision. (Baseline 71.0% on use and promotion of Welsh language – aim for 10.0% increase). <p>Parent and Family Support:</p> <ul style="list-style-type: none"> • Include Welsh language awareness and taster sessions as part of parent/carer workshops. 	<p>Funding secured to provide Welsh language training in the Autumn Term. Intend to extend to commissioned Flying Start childcare settings.</p> <p>Re-administration of assessment suggests increase of 7.0% to 78.0%.</p>	<p>Flying Start and Children and Family Centres distribute over 200 'Being Bilingual' booklets annually.</p> <p>Percentage of Flying Start places delivered through the medium of Welsh increased from 12.0% in 2016/2017 to 24.0% in 2018/2019.</p> <p>Six Flying Start settings – 36 practitioners, have undertaken the relevant training provided by our in-house Welsh language tutor over a six week period.</p>	<p>Flying Start and Children and Family Centres distribute over 200 'Being Bilingual' booklets annually.</p> <p>The percentage of Flying Start places delivered through the medium of Welsh has increased from 12.0% in 2016/2017 to 24.0% in 2019/2020. This is a 100.0% increase between 2016/2017 and 2019/2020.</p> <p>The eight Flying Start commissioned providers (bilingual) accessed the Clebran workshop delivered by Mudiad Meithrin.</p>
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	<p>Talk and Play:</p> <ul style="list-style-type: none"> • Increase use of basic Welsh phrases in Talk and Play Playgroups. • Increase use of Welsh reading books and songs. • Explore use of Welsh version of the 'WellComm' Assessment. <p>Children's Centres:</p> <ul style="list-style-type: none"> • Encourage Welsh language course providers to deliver from Children's Centres. • Deliver themed family open days and Welsh language taster sessions. <p>Increase number of Welsh medium Flying Start placements by 10.0% (total 25.0% Welsh medium placements).</p> <p>Increase spot purchasing of childcare contracts to include an additional three Welsh medium providers.</p>	<p>Enhanced use and introduction of phrase of the week. Bilingual story books now used and these are loaned to parents/carers. Weekly singing of Welsh songs and nursery rhymes. Assessment offered in Welsh but literature is not in Welsh</p> <p>Free usage of facilities provided to encourage course delivery. Taster sessions held and included clog dancing, silent Welsh disco, Welsh for beginners. 200 attendees over three days. In addition, Welsh themed singing and dancing Teddy Bears Picnic (3,500 in attendance).</p> <p>25.0% of Flying Start placements are now Welsh medium.</p>	<p>Welsh Language Services have provided RCTCBC's Communications and Public Relations Team with a number of resources and content to promote via our social media channels, including the Welsh Government's Cymraeg i Blant videos.</p>	<p>The percentage of Flying Start places delivered through the medium of Welsh has increased from 12.0% in 2016/2017 to 24.0% in 2019/2020. This is a 100.0% increase between 2016/2017 and 2019/2020.</p> <p>As the nearest commissioned Welsh medium Flying Start provider may be some distance from a family, Welsh medium approved suppliers (spot purchasers) are used to provide Welsh medium nursery provision to families in their locality. This process is being reviewed in preparation for the next round of tendering of Flying Start places, to ensure a more proactive offer of Welsh medium nursery places.</p>
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Youth Engagement and Participation Service and Partners

<p>Outcome 3:</p> <p>More 14 to 16 year old learners studying qualifications through the Welsh medium.</p> <p>Outcome 4:</p>	<p>Research and create an information tool for young people stating the benefits and options of Welsh medium further education and employment. This will need to produced with young people.</p>	<p>Following further research it was clear there are not enough Welsh medium further education opportunities to create a tool.</p> <p>Menter laith are now researching the creation of a</p>	<p>Menter laith are unable to progress the information tool due to lack of Welsh language further education opportunities.</p>	<p>Menter laith are unable to progress the information tool due to lack of Welsh language further education opportunities.</p> <p>Menter laith have not been able to complete the</p>
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More 16 to 19 year old learners studying through the Welsh medium in schools, colleges or work based learning.	Complete a summary report evidencing the research findings highlighting the appropriate tool to use to share this information with young people. Promote the information tool to young people.	video promoting the Welsh language. Information tool will not be viable.	Menter Iaith have not been able to complete the promotion video.	promotion video. The Youth Engagement and Participation Service (YEPS) have supported Careers Wales in creating an educational video for learners at Welsh and English medium secondary schools to promote the career benefits of bilingualism.
	Identify partners/organisations that could deliver bespoke language awareness sessions for young people highlighting the value of having Welsh language as a skill.	Menter Iaith and the Urdd have completed these sessions. The Urdd delivered raising awareness sessions to 350 young people at Tonybandy Community College, Aberdare Community School and Mountain Ash Comprehensive School.	The Urdd have delivered raising awareness sessions at the following schools: <ul style="list-style-type: none"> • St John's the Baptist Church in Wales High. • Mountain Ash Comprehensive School. • Aberdare Community School. • Ysgol Nant Gwyn. • Pontypridd High. • Treorchy Comprehensive. 	Youth Workers from the Urdd have been furloughed due to the current Covid-19 restrictions, therefore raising awareness sessions have not taken place.
	Coordinate and monitor the delivery of these sessions in schools/colleges and community settings.	Aberdare Community School, Mountain Ash Comprehensive School, Pontypridd High and Ysgol Nant Gwyn have been successful with their application for 2019.	The Urdd have delivered raising awareness sessions at the following schools: <ul style="list-style-type: none"> • St John's the Baptist Church in Wales High. • Mountain Ash Comprehensive School. • Aberdare Community School. • Ysgol Nant Gwyn. • Pontypridd High. • Treorchy Comprehensive. 	Youth Workers from the Urdd have been furloughed due to the current Covid-19 restrictions, therefore raising awareness sessions have not taken place.

Evaluate the effectiveness of these sessions through questionnaires/surveys and generate a report.	Applications for 2019 will be sent to RCTCBC's Directorate of Education and Inclusion Services Senior Management Team and Welsh departments in schools.	Sessions are still on-going, but will be evaluated when finished.	Youth Workers from Urdd have been furloughed due to the current Covid-19 restrictions, therefore raising awareness sessions have not taken place.
Coordinate a timetable of events to target Sixth Form and college learners to meet and use the Welsh language by providing social opportunities for them.	<p>Menter Iaith and the Urdd offer provision for post-16 young people by organising concerts and other events including senior Youth Clubs at Treorchy Comprehensive and Pontypridd High for 30+ young people.</p> <p>Menter Iaith support Welsh speaking young people to present a weekly radio show on GTFM every Sunday (with over 1,000 listeners).</p> <p>The Urdd offer Sixth Form learners volunteering opportunities at various events including sports competitions and residential weekends.</p>	<p>The Urdd and Menter Iaith hold Youth Forums at Ysgol Llanhari, Ysgol Gyfun Rhydywaun and Ysgol Garth Olwg. These Youth Forums arrange social opportunities for young people to have further opportunities to socialise through the Welsh language.</p> <p>The Urdd have 70 Volunteers aged between 16 and 25 who support and promote Welsh language provision.</p>	<p>The Youth Forums at all four Welsh medium secondary schools did not meet between March and September due to the Covid-19 restrictions.</p> <p>Menter Iaith are promoting the Youth Forums with the YEPS support at all four Welsh medium secondary schools, to the new cohort of Year Twelve learners.</p>
<p>Promote the events.</p> <p>Record the number of young people attending and evaluate through questionnaires and surveys.</p>	<p>Events promoted through the schools/colleges, Wicid website, the YEPS and social media:</p> <ul style="list-style-type: none"> • Menter Iaith – 25+ young people. • Urdd – 40+ young people. • The YEPS – Volunteering opportunities only offered from September 2018. 	<p>Events promoted through the schools/colleges, Wicid website, the YEPS and social media:</p> <ul style="list-style-type: none"> • Urdd – 70 volunteers. • The YEPS – 6 volunteers. 	<p>Physical activities have not been arranged due to the current Covid-19 restrictions.</p> <p>The YEPS have developed a partnership to make Welsh medium music and drama more accessible to young people in the County Borough of RCT, young performers from across</p>

				Wales are promoted through the WICID website.
	<p>Deliver 'Cymraeg Bob Dydd' to encourage young people studying Welsh as a second language to take on further study to encourage the use of the language outside of school.</p> <p>Record the number of young people attending and evaluate through questionnaires and surveys.</p>	<p>The Urdd delivered awareness raising sessions to 350 young people at Tonypandy Community College, Aberdare Community School and Mountain Ash Comprehensive School.</p> <p>The secondary schools have liaised with the Urdd Youth Worker on utilising the offer of £500 to promote the Welsh language, e.g. Tafwyl, Eisteddfod and bringing in external tutors to promote cultural activities.</p> <p>Applications for 2018/2019 will be sent to RCTCBC's Directorate of Education and Inclusion Services Senior Management Team and Welsh departments in schools.</p>	<p>The Urdd have delivered language awareness raising sessions at the following schools:</p> <ul style="list-style-type: none"> • St John's the Baptist Church in Wales High. • Mountain Ash Comprehensive School. • Aberdare Community School. • Ysgol Nant Gwyn. • Pontypridd High. • Treorchy Comprehensive. 	<p>Youth Workers from Urdd have been furloughed due to the current Covid-19 restrictions, therefore language awareness sessions have not taken place.</p> <p>The YEPS have supported Career Wales in creating an educational video for learners at Welsh and English medium secondary schools to promote the career benefits of bilingualism.</p>
	Deliver social Welsh medium events and activities for young people including residential opportunities, eisteddfodau, sport and accreditation.	<p>The YEPS Welsh medium after school clubs offered at all four Welsh medium secondary schools during term times.</p> <p>Summer holiday activities offered through the medium of Welsh for both Welsh and English medium schools, included gorge walking, rafting and team building. In total, 241 activities were</p>	<p>The Urdd have 350 members between 16 and 25. These members participate in a range of activities including sport and culture, residential trips and accredited learning.</p> <p>The YEPS Welsh medium after school clubs offered at all four Welsh medium secondary schools during term times.</p>	<p>Prior to Covid-19 restrictions on average 40 young people, attend a weekly open access Youth Club on at Garth Olwg Youth Centre these young people have been offered the opportunity to engage in virtual provision due to the current Covid-19 restrictions.</p> <p>After school activities and holiday provision is offered for the learner's at all four</p>

		<p>offered through the medium of Welsh, with 269 participants and 41.0% of these were identified as being vulnerable young people.</p> <p>Accredited courses (Work Related Education and PSE) were delivered to 45 young people at three Welsh medium secondary schools.</p>	<p>Summer holiday activities offered through the medium of Welsh for both Welsh and English medium schools, included gorge walking, rafting and team building. In total, 666 sessions were offered through the medium of Welsh, with over 1000 participants and 44.0% of these were identified as vulnerable young people.</p>	<p>Welsh medium secondary schools.</p> <p>Meter laith support young people to deliver weekly Welsh language radio sessions.</p> <p>Menter laith plan, film and edit videos for young people through the medium of Welsh.</p>
	<p>Map out the current provision offered by Local Authorities and community organisations through the medium of Welsh, identifying gaps and highlight areas of need.</p> <p>Ensure that the provision that is offered is advertised on Dewis.</p>	<p>A Working Group share information on current provision and have identified evening provision and post-16 provision as significant gaps. The YEPS now offer a Welsh medium Youth Club at Ysgol Garth Olwg with 25+ attending and at Penderyn with 15+ attending. The Urdd, Menter laith and the YEPS offer evening provision at Talbot Green. These clubs are also open to Welsh learners.</p> <p>Menter laith and the Urdd offer post 16 provision at Treorchy and Pontypridd following the mapping exercise.</p> <p>The YEPS have updated information on Dewis and the Wicid website. The Working Group have identified that promoting the provisions to young people would also be</p>	<p>The YEPS now offer Welsh medium Youth Clubs at Garth Olwg with 35+ attending and Penderyn with 15+ attending. The club at Talbot Green was not well attended and therefore did not continue.</p> <p>The Urdd and Menter laith hold Youth Forums at Llanahri, Rhydywaun and Garth Olwg. These Youth Forums arrange social opportunities for young people to have further opportunities to socialise through the medium of Welsh.</p> <p>The Urdd have 70 Volunteers aged between 16 and 25 who support.</p> <p>Information is shared by partners at the Youth Support Services Strategy Working Group, to ensure a</p>	<p>Due to current Covid-19 restrictions all provision is now virtual.</p> <p>Provision is promoted through Wicid website and the YEPS and Menter laith social media platforms.</p>

		effective using social media, therefore Twitter, Snapchat, Facebook and Instagram have been utilised.	comprehensive provision is offered to young people and a sufficient opportunity to participate through the Welsh language is provided. This will be promoted on the YEPS website and social media platforms.	
	Establish links with the RCTCBC Youth Forum and other Youth Forums regarding the promotion of Welsh language provision.	Menter Iaith support Youth Forums at all four Welsh medium secondary schools. Individuals from these Youth Forums attend the YEPS Youth Forum that is held quarterly.	Menter Iaith support Youth Forums at all four Welsh medium secondary schools. The young people from these Youth Forums organise provision for other learners to socialise through the medium of Welsh.	<p>The Youth Forums did not meet between March and September this year due to Covid-19 restrictions. The YEPS are now meeting monthly and Menter Iaith are promoting their Forum at all four Welsh medium secondary schools.</p> <p>Once the Menter Iaith support for Youth Forums is re-established, they will participate in the YEPS Youth Forum.</p>
	Work in partnership to coordinate and deliver Holiday Programmes through the medium of Welsh.	This is developed each term, in line with the YEPS Programme. The YEPS, Urdd and Menter Iaith utilise each other's social media platforms along the Wicid website to promote opportunities to young people.	<p>This is developed each term, in line with the YEPS Programme. The YEPS, Urdd and Menter Iaith utilise each other's social media platforms along with the Wicid website to promote opportunities to young people.</p> <p>Information is shared by partners at the Youth Support Services Strategy Working Group to ensure a comprehensive provision is offered to young people with a sufficient opportunity to</p>	<p>This year all holiday provision has been virtual. The demand for Welsh medium virtual provision has been far less than physical provision. Some virtual activities have been offered through the medium of Welsh or bilingually, including Garth Olwg Virtual Youth Club.</p>

		participate through the medium of Welsh.	
Promote activities delivered through the medium of Welsh through websites and social media platforms.	This is developed each term, in line with the YEPS Programme. The YEPS, the Urdd and Menter Iaith utilise each other's social media platforms along with the Wicid website to promote opportunities to young people.	<p>This is developed each term, in line with the YEPS Programme. The YEPS, Urdd and Menter Iaith utilise each other's social media platforms along with the Wicid website to promote opportunities to young people.</p> <p>Over 100 young people participated in the YEPS activities through the medium of Welsh.</p> <p>The Urdd and Menter Iaith hold annual events for young people.</p>	All provision has been promoted to young people through the YEPS, Urdd and Menter Iaith's social media platforms along with the Wicid website.
Identify champions (both young people and adults) that can attend community events to engage with the public and promote activities on offer through the medium Welsh in the County Borough of RCT.	<p>The Welsh Language Working Group has focused on promoting provision through the medium of Welsh.</p> <p>Young people from the Menter Iaith Youth Forums promote opportunities in the County Borough of RCT for young people at their schools.</p> <p>The YEPS staff attended several community events during the summer to promote opportunities for young people, including Welsh medium provision.</p>	<p>Young people from the Menter Iaith Youth Forums promote opportunities in the County Borough of RCT for young people at their Schools.</p> <p>The YEPS staff attended several community events during the summer to promote opportunities for young people, including Welsh medium provision.</p>	The YEPS and Menter Iaith have not attended any community events this year due to the current Covid-19 restrictions.

<p>Outcome 5:</p> <p>More Learners with higher skills in Welsh.</p>	<p>Establish a Welsh Language Working Group that will develop a joint Strategy by September 2017 that enables Welsh to become the language of social and leisure activities.</p> <p>Welsh Language Working Group meetings to take place quarterly, with set agenda and minutes.</p> <p>Complete an Action Plan alongside the Strategy to be updated quarterly in line with the Strategy.</p>	<p>The Welsh Language Working Group was established with Youth Workers from the YEPS, the Urdd and Menter Iaith. As part of the Action Plan the Welsh Language Working Group have worked in partnership to offer several social opportunities for young people in the County Borough of RCT to participate in sport, leisure and cultural opportunities through the medium of Welsh. This includes after school activities in all four Welsh medium secondary schools, holiday provision and two Welsh medium Youth Clubs (Talbot Green and Garth Olwg), offering evening provision for Welsh speaking young people and Welsh learners.</p> <p>The Urdd and the YEPS supported Menter Iaith at Parti Ponty, which was an event held in Pontypridd to promote the Welsh language.</p>	<p>The Welsh Language Working Group has not met, however, the Urdd and Menter Iaith will be part of a Sport, Leisure, Arts and Culture Group, as part of the Youth Support Services Strategy. This will ensure that the Welsh language is considered across all provisions. These meeting will take place termly.</p> <p>An Action Plan will be created following the meeting to hold different organisations accountable for the Welsh provision they offer.</p> <p>The Urdd and the YEPS supported Menter Iaith at Parti Ponty, which was an event held in Pontypridd to promote the Welsh language.</p>	<p>The Sport, Leisure, Arts and Culture Group has continued to meet, however, the Urdd have not been able to attend due staff being furloughed.</p> <p>Co-ordinated Welsh language community provision has not been arranged for this year due to the current Covid-19 restrictions. Virtual support and provision has been offered to young people, including virtual youth club.</p>
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RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

WELSH IN EDUCATION STRATEGIC PLAN – 2017 TO 2020

UPDATE OF PROGRESS – DECEMBER 2020

INTRODUCTION

As requested by the Welsh Government (WG), this document provides an update on the actions outlined in Rhondda Cynon Taf County Borough Council's (RCTCBC's) Welsh in Education Strategic Plan (WESP) for the period between 2017 and 2020 as approved by the WG on the 15th of March 2018. The previous 2019 to 2020 update was due to be the last update for this WESP, however, due to Covid-19, the period of the WESP has been extended to cover the period 2020 to 2021. It has been requested that an update is submitted to the WG by no later than 20th December 2020.

Since RCTCBC's 2017 to 2020 WESP was initially prepared and submitted to the WG in 2016, there have been significant changes in the Welsh medium education sector at local and national levels. Changes have been mainly influenced by WG legislation, in particular the new Welsh in Education Action Plan – 2017 to 2021¹ and further implementation of the 21st Century Schools and Colleges Programme². The impact of these changes will not be fully evident in the County Borough of Rhondda Cynon Taf (RCT) until well beyond the duration of the current WESP. In addition, the WG has updated the regulations regarding WESPs. The Welsh in Education Strategic Plan (Wales) Regulations 2019³ focus on four key proposals, the principal two being:

- Extending the duration of the WESP from its current three year implementation cycle to a ten year implementation cycle.
- Removal of the current duty on Local Authorities to plan their provision of Welsh medium education based on demand with the requirement that Local Authorities achieve targets set by the WG which aim to increase the percentage of year one learners in Welsh medium education over the duration of this WESP.

RCTCBC welcomes these proposals, but it is mindful that in order to deliver on any agreed targets, various influences must be aligned and external challenges addressed.

Notwithstanding the significant changes in the Welsh medium education sector at local and national levels, along with the complexities of the global Covid-19 pandemic, RCTCBC has continued to support the agreed actions as outlined in its current WESP, with the aim of increasing and improving its Welsh medium education provision and speakers.

As RCTCBC looks to the future, it wants to build on what it has achieved to date and make sure that every town and community in RCT is a great place to live, work and play. RCTCBC's ambition is for everyone to be as healthy, independent and prosperous as possible throughout their lives. Enabling access to a good education, developing skills and decent employment opportunities are all key priority areas.

¹ [Welsh in Education Action Plan – 2017 to 2021](#)

² [21st Century Schools and Colleges Programme](#)

³ [Welsh in Education Strategic Plan \(Wales\) Regulations 2019](#)

Integral to achieving these goals is ensuring there are good schools so all children and young people have access to great Welsh medium and Welsh language education. RCTCBC will deliver this by supporting children to have the best start in life and be ready for learning through an improved early years' system and childcare offer and by investing in new and significantly improved 21st Century Schools.

CURRENT POSITION

STATUTORY SCHOOL AGED LEARNERS WHO ACCESS THEIR EDUCATION THROUGH THE MEDIUM OF WELSH ACROSS THE FIVE LOCAL AUTHORITY AREAS THAT COMPRISE THE CENTRAL SOUTH CONSORTIUM JOINT EDUCATION SERVICE

The table that follows outlines the total percentage of statutory school aged learners (aged five to fifteen) who access their learning through Welsh medium primary, middle and secondary schools across each of the five Local Authority areas that comprise the Central South Consortium Joint Education Service (CSCJES) for the previous three academic years and is derived from the Pupil Level Annual School Census (PLASC):

Total Percentage of Statutory School Aged Learners (Aged Five to Fifteen) who Access their Learning Through Welsh Medium Primary, Middle and Secondary Schools			
Local Authority	Total Percentage of Statutory School Aged Learners		
	2018	2019	2020
Bridgend County Borough Council	7.57%	7.46%	7.40%
Cardiff City Council	14.81%	15.05%	15.30%
Merthyr Tydfil County Borough Council	7.33%	7.63%	7.72%
Rhondda Cynon Taf County Borough Council	18.80%	18.90%	18.81%
Vale of Glamorgan Council	12.38%	12.69%	12.79%
Central South Consortium Joint Education Service	13.92%	14.08%	14.16%

The data demonstrates stability in the total percentage of statutory school aged learners (aged five to fifteen) who access their learning through Welsh medium primary, middle and secondary schools across each of the five Local Authority areas that comprise the CSCJES for the previous three academic years.

RCTCBC has the highest percentage statutory school aged learners (aged five to fifteen) who access their learning through Welsh medium primary, middle and secondary schools across each of the five Local Authority areas that comprise the CSCJES for the previous three academic years.

OUTCOME 1: MORE SEVEN YEAR OLD CHILDREN BEING TAUGHT THROUGH THE MEDIUM OF WELSH

PRIMARY SCHOOLS

RCTCBC has seventeen Welsh medium primary schools located throughout the County Borough to ease access. There are two all through schools for 3 to 19 year olds: Ysgol Garth Olwg and Ysgol Llanhari, three dual language primary schools for 3 to 11 year olds: Dolau Primary, Heolycelyn Primary and Penderyn Primary Schools and 12 primary schools for 3 to 11 year olds. All learners who attend these schools study all of their education through the medium of Welsh.

The table that follows outlines the total number of primary school aged learners attending schools in RCTCBC, split by English medium and Welsh medium for the previous three academic years and is derived from the PLASC:

Total Number of Primary School Aged Learners Attending Schools in RCTCBC Split by English Medium and Welsh Medium						
Category	Year					
	2017/2018		2018/2019		2019/2020	
	Number	%	Number	%	Number	%
Total Number of Learners Attending English Medium Primary Schools	18,241	80.95%	18,153	80.96%	18,078	81.07%
Total Number of Learners Attending Welsh Medium Primary Schools	4,291	19.04%	4,269	19.03%	4,220	18.93%
Total Number of Learners Attending Primary Schools	22,532		22,422		22,763	

The data demonstrates stability in the ratio split in primary school aged learners attending English and Welsh medium primary schools in RCTCBC for the previous three academic years.

The capacities of all school provision is kept under regular, annual review by RCTCBC's Directorate of Education and Inclusion Services using data obtained from PLASC, school forecasts, annual admission requests and live birth information from Cwm Taf University Health Board. Any increase in learner populations, particularly within Welsh medium provision, is closely monitored and, if the increase is sustained and clear within the catchment area of a particular school, consideration is given to making the required increase in capacity, by whatever means is most appropriate and most suited to that particular school.

The majority of the Welsh medium primary schools in the County Borough of RCT currently have surplus places. However, there are a number of primary schools where growth in capacity is needed. As such, action has or is currently being taken to address these issues. For example, RCTCBC:

- Has committed to invest £3.3 million at Ysgol Gynradd Gymreag Aberdar to provide a further 60 places.
- Has brought together the primary and secondary schools to form the new Ysgol Garth Olwg to become a 3 to 19 all through school, to enable the primary school to expand into the surplus space available in the secondary school.
- Dolau Primary School is currently being expanded as a result of planned housing development in the area – this new provision will provide 540 Welsh medium primary places.
- Penderyn Primary School will become a Welsh medium only provision in September 2021 increasing the capacity of the school.

Furthermore, RCTCBC has also committed to increasing the quality and availability of early years Welsh medium provision co-located on primary school sites by spending £3.5 million on:

- The creation of a new childcare facility at Ysgol Gynradd Gymreag Aberdar.
- The relocation of an existing childcare facility at Ysgol Llanhari from a former house to a new location on the school site.
- Significantly improving the facilities of an existing childcare facility at Ysgol Gynradd Gymreag Evan James.

YEAR TWO LEANERS

The table that follows outlines the total number of primary school aged learners attending Welsh medium primary schools in RCTCBC, split by year group and Key Stage for the previous three academic years and is derived from the PLASC:

Total Number of Primary School Aged Learners Attending Welsh Medium Primary Schools in RCTCBC Split by Year Group and Key Stage				
Key Stage	Year Group	Year		
		2017/2018	2018/2019	2019/2020
Foundation Phase	Pre Nursery	73	24	27
	Pre Nursery Part Time	0	19	29
	Nursery	519	421	406
	Nursery Part Time	0	140	130
	Reception	554	517	565
	Reception Part Time	0	1	0
	Year One	530	537	506
	Year Two	543	516	534
Foundation Phase Total		2,219	2,015	2,038
Foundation Phase Part Time Total		0	160	159
Key Stage Two	Year Three	512	533	507
	Year Four	532	499	521
	Year Five	539	528	486
	Year Six	489	534	509
Key Stage Two Total		2,072	2,094	2,023
Primary School Total		4,291	4,269	4,220

The data demonstrates a slight decrease in the total number of primary school learners between the academic years 2017/2018 (4,291) to 2018/2019 (4,269) of 22 learners and between the academic years 2018/2019 (4,269) to 2019/2020 (4,220) of 49 learners.

The data also shows the number of seven year old (Year Two) learners who receive their education through the medium of Welsh. Between the academic years 2017/2018 (543) and 2019/2020 (516), the number of learners decreased by 27 (4.97%). However, between the academic years 2018/2019 (516) and 2019/2020 (534), the number of learners increased by 18 (+3.48%).

This is below the target set in the 2017 to 2020 WESP of 630 seven year old (Year Two) learners who receive their education through the medium of Welsh for the academic year 2019/2020.

OUTCOME 2: MORE LEARNERS CONTINUING TO IMPROVE THEIR LANGUAGE SKILLS ON TRANSFER FROM PRIMARY TO SECONDARY SCHOOL

SECONDARY SCHOOLS

RCTCBC has four Welsh medium secondary schools located throughout the County Borough to ease access. There are two all through schools for 3 to 19 year olds: Ysgol Garth Olwg and Ysgol Llanhari and two secondary schools for 11 to 19 years olds: Ysgol Gyfun Cwm Rhondda and Ysgol Gyfun Rhydywaun. Learners residing in the County Borough of Merthyr Tydfil also access Welsh medium secondary school education at Ysgol Gyfun Rhydywaun. All learners who attend these schools study all of their education through the medium of Welsh.

The table that follows outlines the total number of secondary school aged learners attending schools in RCTCBC, split by English and Welsh medium for the previous three academic years and is derived from the PLASC:

Total Number of Secondary School Aged Learners Attending Schools in RCTCBC Split by English Medium and Welsh Medium						
Category	Year					
	2017/2018		2018/2019		2019/2020	
	Number	%	Number	%	Number	%
Total Number of Learners Attending English Medium Secondary Schools	12,550	80.65%	12,685	80.57%	12,868	80.37%
Total Number of Learners Attending Welsh Medium Secondary Schools	3,010	19.34%	3,058	19.42%	3,141	19.62%
Total Number of Learners Attending Secondary Schools	15,560		15,743		16,009	

The data demonstrates stability in the ratio split in secondary school aged learners attending English and Welsh medium secondary schools in RCTCBC for the previous three academic years.

As previously stated, the capacities of all school provision is kept under regular, annual review by RCTCBC's Directorate of Education and Inclusion Services using data obtained from PLASC, school forecasts, annual admission requests and live birth information from Cwm Taf University Health Board. Any increase in learner populations, particularly within Welsh medium provision, is closely monitored and, if the increase is sustained and clear within the catchment area of a particular school, consideration is given to making the required increase in capacity, by whatever means is most appropriate and most suited to that particular school.

The majority of the Welsh medium secondary schools in the County Borough of RCT have sufficient surplus places. However, there is one secondary school where growth in capacity is needed. As such, the following action is currently being taken to address this issue:

- RCTCBC's 21st Century Schools and Colleges Programme has bid for £12.16 million to increase the capacity of Ysgol Gyfun Rhydywaun from 1,040 learner places to 1,230 learner places. This will be achieved by adding additional teaching accommodation along with a new sports facilities to complement the recently completed 3G sports pitch. These additions will provide state of the art facilities for both Ysgol Gyfun Rhydywaun and the local community, increasing opportunities for wider participation. It is anticipated that the proposed new teaching accommodation will be completed in readiness for the 2022/2023 academic year.

YEAR NINE LEARNERS

The table that follows outlines the total number of secondary school aged learners attending Welsh medium secondary schools in RCTCBC, split by year group and Key Stage for the previous three academic years and is derived from the PLASC:

Total Number of Secondary School Aged Learners Attending Welsh Medium Secondary Schools in RCTCBC Split by Year Group and Key Stage				
Key Stage	Year Group	Year		
		2017/2018	2018/2019	2019/2020
Key Stage Three	Year Seven	545	577	588
	Year Eight	533	538	554
	Year Nine	504	527	523
Key Stage Three Total		1,582	1,642	1,665
Key Stage Four	Year Ten	491	496	513
	Year Eleven	434	485	489
Key Stage Three Total		925	981	1,002
Key Stage Five/Sixth Form	Year Twelve	300	241	289
	Year Thirteen	203	213	184
	Year Fourteen	0	1	1
Key Stage Five/Sixth Form Total		503	455	474
Secondary School Total		3,010	3,058	3,141

The data demonstrates an increase in the total number of secondary school learners between the academic years 2017/2018 (3,010) to 2018/2019 (3,058) of 48 learners and between the academic years 2018/2019 (3,058) to 2019/2020 (3,141) of 83 learners.

The data also shows the number of fourteen year old (Year Nine) learners who receive their education through the medium of Welsh. Between the academic years 2017/2018 (504) and 2019/2020 (527), the number of learners increased by 23 (+4.56%). However, between the academic years 2018/2019 (527) and 2019/2020 (523), the number of learners decreased by 4 (0.75%).

This is above the target set in the 2017 to 2020 WESP of 520 fourteen year old (Year Nine) learners who receive their education through the medium of Welsh for the academic year 2019/2020.

RETENTION RATES

The table that follows shows the transition from each Key Stage for the previous three years academic years in RCTCBC and is derived from the PLASC:

Transition From Each Key Stage for the Previous Three Years in RCTCBC			
Transition	Year		
	2017/2018	2018/2019	2019/2020
Foundation Phase to Key Stage Two	97.71%	98.16%	98.26%
Key Stage Two to Key Stage Three	111.68%	113.91%	110.11%
Key Stage Three to Key Stage Four	95.53%	98.41%	97.34%
Key Stage Four to Key Stage Five	62.24%	55.53%	59.59%

An analysis of transition data indicates that transition of learners between Key Stages does not appear to be a significant problem in RCTCBC.

OUTCOME 3: MORE STUDENTS AGED 14-16 STUDYING FOR QUALIFICATIONS THROUGH THE MEDIUM OF WELSH

Please note that updated data is not provided on Outcome Three as the measures are no longer published by the Welsh Government. However, further updates can be seen in Appendix One – Update of Progress – December 2020.

OUTCOME 4: MORE STUDENTS AGED 14-19 IN STUDY SUBJECTS THROUGH THE MEDIUM OF WELSH, IN SCHOOLS, COLLEGES AND WORK-BASED LEARNING

Please note that updated data is not provided on Outcome Four as the measures are no longer published by the Welsh Government. However, further updates can be seen in Appendix One – Update of Progress – December 2020.

OUTCOME 5: MORE STUDENTS WITH ADVANCED SKILLS IN WELSH

Please note that updated data is not provided on Outcome Five as the measures are no longer published by the Welsh Government. However, further updates can be seen in Appendix One – Update of Progress – December 2020.

OUTCOME 6: WELSH MEDIUM PROVISION FOR LEARNERS WITH ADDITIONAL LEARNING NEEDS (ALN)

Considerable changes are planned in Wales in relation to the statutory provision required to meet the needs of learners with Special Educational Needs (SEN) and Additional Learning Needs (ALN). The Additional Learning Needs and Education Tribunal (Wales) Act 2018⁴ (The 2018 Act) was introduced in January 2018. The 2018 Act requires Local Authorities to keep the arrangements for supporting learners with SEN and ALN within their area under review and consider whether these are sufficient. This includes a statutory requirement to take all reasonable steps to create a bilingual system of support for learners with SEN and ALN. The 2018 Act will be supported by new regulations, including secondary legislation and a new statutory ALN Code (The New Code). The Draft ALN Code for Wales – December 2018⁵ (The Draft Code) is based on the following principles:

- Meeting the needs of learners with SEN and ALN should be part of a whole school approach to school improvement.
- Learners must be supported to participate in mainstream education and in the National Curriculum as fully as possible wherever this is feasible.

Until the anticipated implementation of The New Code in September 2021, Local Authorities are required to comply with the existing SEN Code of Practice for Wales 2002⁶ (The 2002 Code) to fulfil their statutory duties towards children with SEN and ALN.

In RCTCBC, a total of £3.4 million Additional Needs Funding (ANF) is available to mainstream primary and secondary schools to ensure statutory mainstream provision for learners is robust and to support mainstream inclusion for learners with severe and persistent needs.

For learners with more significant needs, who experience difficulties in coping with mainstream education, more specialist placements are required. RCTCBC has a range of specialist provisions which includes:

- 44 Learning Support Classes (LSC's).
- 2 Pupil Referral Units (PRU's).
- 4 Special Schools.

Placements within these specialist provisions are agreed by RCTCBC's Access and Inclusion Service Panels.

⁴ [The Additional Learning Needs and Education Tribunal \(Wales\) Act](#)

⁵ [Draft ALN Code for Wales – December 2018](#)

⁶ [SEN Code of Practice for Wales 2002](#)

RCTCBC provides an excellent range of LSC provisions attached to mainstream primary and secondary schools. However, in light of the requirements of The 2018 Act, concerns regarding rising exclusions and an increase in requests for social, emotional and behavioural difficulties (SEBD) placements, it is felt necessary to enhance the current LSC provision to address the aforementioned issues. Additionally, schools are reporting increasing levels of learners with mental health and social, emotional and behavioural difficulties in mainstream contexts.

An analysis of data confirmed that:

- There is currently insufficient SEBD provision in the secondary sector.
- There is currently no discreet specialist provision for Welsh medium learners with significant additional learning needs.

RCTCBC currently spends in the region of £4.1 million annually on the provision of LSC's. There are currently approximately 362 learners accessing the 44 LSC provisions within the County Borough of RCT across a range of needs.

Currently Welsh medium learners with significant SEN and ALN who would meet the criteria for LSC provision are supported by a specialist peripatetic team – The Welsh Complex Needs Team. The Welsh Complex Needs Team, which includes a Welsh medium specialist teacher and two Learning Support Assistants, provides support through an inclusive delivery model whereby learners are provided with specialist support within their mainstream settings.

During the academic year 2019/2020 The Welsh Complex Needs Team supported 14 learners with an age range between eight (Year Three) and fourteen (Year Nine) of which:

- Eight attended Key Stage Two.
- Six attended Key Stage Three.

Data analysis suggests that learners accessing support from The Welsh Complex Needs Team are making progress that is comparable to that of their peers in English medium LSC's. An evaluation of the provision was undertaken in the Autumn Term of 2019 and showed that this inclusive model adopted in Welsh medium settings has been very positive.

However, it is concerning to note that due to a lack of Welsh medium LSC provision, one learner had to move from Welsh medium education to English medium education during the academic year 2018/2019, whilst two learners had to move from Welsh medium education to English medium education during the academic year 2019/2020 in order to access specialist LSC provision. Anecdotally, feedback from schools suggests that some parents/carers of children with SEN and ALN sometimes opt to send their children to an English medium primary school prior to transfer from Key Stage Two to Key Stage Three due to the lack of discrete specialist provision in Welsh medium secondary schools. It is therefore perceived that the number of children and young people with SEN and ALN in the Welsh medium schools may therefore be under represented for this reason.

In light of these findings, a report was approved by RCTCBC's Cabinet on 17th December 2019⁷ which outlined proposals for change and sought to:

- Enhance the continuum of provision that effectively addresses the need for specialist SEBD provision within Key Stage Three and Key Stage Four.
- Create a specialist LSC provision for Welsh medium Key Stage Three and Key Stage Four learners with significant SEN and ALN.

The Cabinet report approved the commencement of a consultation on proposals to enhance LSC provision for Welsh medium Key Stage Three and Key Stage Four learners with SEBD by establishing a LSC at Ysgol Gymraeg Garth Olwg.

Due to the impact of the Covid 19 pandemic, these proposals were lapsed and as such on 25th June 2020, RCTCBC's Cabinet ⁸agreed to progress with an amended proposal to extend an earlier pilot to fund mainstream secondary schools to establish their own alternative curriculum for learners with significant SEBD. As a result, in September 2020, funding was provided to Ysgol Gymraeg Garth Olwg to establish an in house, school based alternative provision that ensures learners presenting with SEBD can have their needs met within their local Welsh medium mainstream school.

OUTCOME 7: WORKFORCE PLANNING AND CONTINUING PROFESSIONAL DEVELOPMENT

The Welsh Language Commissioner's Briefing Note: The Welsh Language and the Statutory Education Workforce in Wales⁹ published in August 2020, outlines the importance of ensuring sufficient numbers of Welsh medium teachers in reaching the vision of one million people in Wales being Welsh speakers by 2050 as set out in Cymraeg 2050. As such, the briefing note outlines a number of recommendations.

In order to create more Welsh speakers, our education system is dependent on its workforce and we must work to ensure we create a workforce with robust linguistic skills, able to inspire and motivate learners in Welsh medium education. In the year 2020, RCTCBC currently employs 12,457 people, of which 5,290 (42.4%) are school based staff. The data in the table that follows illustrates the number and percentage of staff who identify themselves as fluent or fairly fluent in Welsh and was correct as at 17th August 2020:

Number of Staff who Identify Themselves as Fluent or Fairly Fluent in Welsh						
Number of Employees with Welsh Language Skills	Fluent (Welsh Language Level Four and Five)		Fairly Fluent (Welsh Language Level Three)		Total (Welsh Language Level Three, Four and Five)	
	Number	%	Number	%	Number	%

⁷ [Cabinet Report – 17th December 2019 – Review of Learning Support Class Provision for Learners with Social, Emotional and Behavioural Difficulties \(SEBD\) Significant Additional Learning Needs \(ALN\)](#)

⁸ [Cabinet Report – 25th June 2020 – Review of Learning Support Class Provision for Learners with Social, Emotional and Behavioural Difficulties \(SEBD\) Significant Additional Learning Needs \(ALN\)](#)

⁹ [Welsh Language Commissioner – Briefing Note – The Welsh Language and the Statutory Education Workforce in Wales – 6th August 2020.](#)

Category	Total Number of Staff						
All Staff	12,457	1,317	10.5%	318	2.5%	1,635	13.1%
School Based Staff	5,290	742	14.0%	175	3.3%	917	17.3%
Non-School Based Staff	7,167	575	8.0%	143	1.9%	718	10.0%

The table demonstrates that 1,635 (13.1%) of school based staff have fluent or fairly fluent Welsh language skills (Welsh Language Levels Three, Four and Five).

CONCLUSION

RCTCBC has the highest percentage statutory school aged learners (aged five to fifteen) who access their learning through Welsh medium primary, middle and secondary schools across each of the five Local Authority areas that comprise the CSCJES for the previous three academic years.

Data suggests that progress has been evident on some measures. There has been an increase in the number of seven year old (Year Two) learners who receive their education through the medium of Welsh between the academic years 2018/2019 (516) and 2019/2020 (534) of 18 learners (+3.48%). Whilst there has been a slight decrease in the number of fourteen year old (Year Nine) learners who receive their education through the medium of Welsh between the academic years 2018/2019 (527) and 2019/2020 (523) of 4 learners (0.75%).

Alongside this, an analysis of transition data indicates that transition of learners between Key Stages does not appear to be a significant problem in RCTCBC.

During the academic year 2019/2020 The Welsh Complex Needs Team supported 14 learners with an age range between eight (Year Three) and fourteen (Year Nine) of which:

- Eight attended Key Stage Two.
- Six attended Key Stage Three.

Data analysis suggests that learners accessing support from The Welsh Complex Needs Team are making progress that is comparable to that of their peers in English medium LSC's. An evaluation of the provision was undertaken in the Autumn Term of 2019 and showed that this inclusive model adopted in Welsh medium settings has been very positive.

RCTCBC remains committed to ensuring the availability of Welsh medium education, from the initial early years through to primary and secondary education then progressing through to higher and further education, for all learners whatever their learning need in

line with achieving the vision of one million people in Wales being Welsh speakers by 2050 as set out in Cymraeg 2050: A Million Welsh Speakers¹⁰ (Cymraeg 2050).□

¹⁰ [Cymraeg 2050 – A Million Welsh Speakers](#)