

Action Plan to Promote the Welsh language in Rhondda Cynon Taf

This Action Plan's aim is to build on the foundations laid by the 2017-2022 Promotion Strategy and the work undertaken by the Council and its partners to develop the Welsh language in Rhondda Cynon Taf. The aim is to achieve the following over the next 5 years:

- Increasing the number of people who can speak Welsh by 5%
- Increasing the use of Welsh in all aspects of community and public life
- Raising awareness of the importance of the Welsh language as a vital part of the identity and character of the Rhondda Cynon Taf area.

The Action Plan reflects the partnership approach that is essential to achieving these goals. There are two parts to the Plan to ensure clarity in terms of the role and responsibility of the Council and the roles of the Welsh language partners and the link between us in achieving the common goals of Cymraeg 2050. The Action Plan is reviewed annually and we will add new targets or modify existing ones to push developments forward over the next 5 years so that we are best placed to be able to exceed our goals wherever possible.

Part 1 sets out the activities and targets that the Council is responsible for delivering under the thematic priorities, either through direct delivery or through collaboration with or commissioning services from partner organisations.

Part 2 broadly sets out the activities of our partners who are directly or indirectly related to Part 1 targets. Our partners are funded by other organisations such as the Welsh Government and operate in accordance with their own terms of reference as organisations.

PART 1

WESP – Relevant promotional aspects included here for reporting under WL Standards 145 and 146, otherwise please refer to the WESP Action Plan for more details on Strategic Area 1.

*Lead/responsible officer names subject to change

STRATEGIC AREA 1: INCREASING THE NUMBER OF WELSH SPEAKERS IN RCT

VISION	<p>Increasing the percentage and numbers of Welsh speakers in RCT</p> <p>Developing Rhondda Cynon Taf as a fully bilingual county; a County Borough where residents can live, work and play, as well as access the services and support they need through the medium of Welsh and English.</p>
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Priority areas	<ul style="list-style-type: none"> • Transmission of the Welsh language within the family • Early Years • Statutory Education • Post-16 Education • The workforce
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PRIORITY AREA	AIM	ACTIONS	RELEVANT LOCAL OR NATIONAL STRATEGY / DELIVERY PLAN	RESPONSIBILITY	ANNUAL UPDATE 23/24
Transmission of the Welsh language within the family	Increase the number of families choosing to pass on the language to their children	Analyse progression from 2011-2021 census data to inform relevant interventions and promotional campaigns.	<u>WESP Strategic Plan 2022 - 2023</u>	Denise Humphries - Senior 21st Century Schools Project Manager	To be actioned in 24/25 academic year. During Autumn term, childcare team will target those WM settings with transition rates of below 60% to establish reasons and identify if there are actions that can reverse the figures (eight out of 20 settings).

Early years	Increase the number of nursery/ three-year-old learners receiving childcare and early years education through the medium of Welsh	Implementation of RCT's WESP Strategic Plan 2022-2032		<p>Gaynor Davies – Director of Education and Inclusion Services</p> <p>Lisa Howell – 21st Century Schools Business and School Organisation Manager</p>	Delivery of the outcomes are ongoing and will continue for the duration of the 10-year WESP.
		In collaboration with partners, develop and implement a communication and marketing strategy to promote positive and consistent messages to the residents of RCT on the benefits of being bilingual; the benefits of childcare and education through the medium of Welsh and of the resources and opportunities available.	WESP – Marketing Group Action Plan	<p>Lisa Howell – 21st Century Schools Business and School Organisation Manager</p> <p>WESP Marketing Sub-Group</p> <p>Regional Welsh Medium Education Champion</p>	<p>A number of focused marketing campaigns have been rolled out targeting strategic priorities that have proved to be successful, the marketing of the new Immersion Service for example. This vital work is ongoing to ensure that the positive promotion of the Welsh language continues.</p> <p>In October 2023, a Welsh medium education social media campaign was launched across the Council's social media platforms (Facebook and Twitter). This campaign used videos prepared by Welsh Government and Mudiad Meithrin focusing on different areas of the journey into Welsh medium education and focusing on some common concerns parents/carers have, such as not being able to help with homework. The campaign lasted 10 weeks with 1 one message per week posted. Once this campaign ended, we continued to post messages relating to the new immersion service – 1 post every 3 weeks – to continue to promote the service whilst work was</p>

					<p>underway to prepare our own marketing and promotional resources.</p> <p>We have commissioned EM Consultancy to prepare marketing and promotional videos to promote the benefits of Welsh medium education here in Rhondda Cynon Taf. Filming days were undertaken during March 2023 and first drafts of the videos have been received. Currently liaising with EM Consultancy on final edits etc. We hope that the videos will be ready to share in May 2023. Hannah has received a marketing template from Llio (regional promotional champion for Welsh medium education) and will be using this template to prepare the marketing and communication strategy which will be launched across the Council's social media platforms and the corporate website. All our Welsh medium schools are represented in the video in some way and the video depicts the Welsh language journey from early years at Cylchoedd Ti a Fi through to sixth form education. We have also included Menter Iaith in the video to discuss some of the activities available through the medium of Welsh outside of the classroom. Alongside the main video, shorter videos have been prepared focusing on the following key areas: Welsh medium ALN opportunities, transition from primary to secondary, Welsh medium sixth form education.</p> <p>Alongside this, the Welsh Language Immersion team have worked with the Council's internal marketing team to create a</p>
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					<p>promotional video to promote the new 'Taith laith' service. Taith laith is the name for the new immersion service which has thrived since opening to learners from September 2023. The video includes parental and headteacher interviews and will form part of our marketing campaign. This will be another key area of focus to promote this service wider.</p>
		<p>With partners, maximise distribution of the Being Bilingual booklet and its subject matter as well as wider resources, together with utilising and promoting partner materials.</p>	<p><u>WESP Strategic Plan 2022 - 2023</u></p>	<p>Lisa Howell – 21st Century Schools Business and School Organisation Manager</p> <p>WESP Marketing Sub-Group</p> <p>Regional Welsh Medium Education Champion</p>	<p>This is an ongoing action, and this promotion and engagement will continue.</p>
		<p>Work with partners such as the Resilient Health Programme/Flying Start/Cwm Taf UHB/Registrars to distribute and display the Being Bilingual booklet and promote the campaign.</p>	<p><u>WESP Strategic Plan 2022 - 2023</u></p>	<p>Hannah Bebb - WESP Officer</p>	<p>Contact within the Cwm Taf UHB has been made and regular distribution of the Being Bilingual booklets. The Health Visiting team contact when they are starting to run low and Hannah will arrange the distribution of further booklets. The Health Visiting team include the booklets within the home packs for new parents and carers.</p> <p>RCT Birth Registration Services have received a number of the Being Bilingual booklets and are now providing these to</p>

					<p>parents/carers whilst registering births at the offices. Registration services will inform us when further copies are needed.</p> <p>Bridgend CBC have received a number of the Being Bilingual booklets and will be providing copies of the booklets to any RCT residents who register births at their offices. Hannah has established a point of contact within the service and will arrange further distribution when needed.</p> <p>The Council's Flying Start team have worked in partnership with Mudiad Meithrin to create promotional Flying Start leaflets 'Flying Start Bilingual Journey'. The Flying Start team have distributed these leaflets to the Health Visiting team and are also included in the home packs for new parents and carers.</p>
		Ensure effective promotion of the Childcare Offer for Wales to increase take up of Welsh language provision.	<u>WESP Strategic Plan 2022 - 2023</u> <u>The Childcare Strategy for Wales</u>	Denise Humphries – Senior 21st Century Schools Project Manager (Childcare & Special Projects)	<p>The Childcare Offer is promoted in a variety of ways, including social media, flyers and attendance at Ti a Fi groups and community events.</p> <p>The team engage with Welsh medium settings to support them to promote the Offer directly to their parents and local communities.</p> <p>There are currently 15 Welsh medium, and 58 bilingual settings registered to deliver the Childcare Offer in RCT.</p>
Statutory Education	Increase the number of children	Implementation of RCT WESP 2022-2032	<u>WESP Strategic Plan 2022 - 2023</u>	Gaynor Davies – Director of	Delivery of the outcomes of the WESP are ongoing, and the key interventions implemented to achieve the overarching

	<p>receiving Welsh medium education in RCT</p>			<p>Education and Inclusion Services</p>	<p>target to increase the number of children receiving education through the medium of Welsh will continue for the duration of the 10-year WESP.</p>
	<p>Promote and support opportunities for learners to use Welsh in different contexts</p>	<p>Implementation of RCT WESP 2022-2032</p>	<p><u>WESP Strategic Plan 2022 - 2023</u></p>	<p>Daniel Williams - Head of Attendance And Wellbeing Service</p>	<p>The Outcome 5 sub-group meetings have been successful thus far in bridging relationships amongst all partners with all members working towards the same goal of increasing the opportunities available for learners to use Welsh in different contexts outside of the classroom and outside of school in community settings. Information is shared and collaborated on regarding:- Siarter Iaith/Cymraeg Campus (as evidenced below); work between partners to develop Welsh language youth forums in schools and colleges which have been successfully established; support for Welsh language leisure provision between RCT and the Urdd; and the expansion of Music Services in the medium of Welsh.</p>
		<p>Increase Siarter Iaith engagement to identify opportunities to develop activities to encourage informal use of the language in collaboration with partners.</p>	<p><u>WESP Strategic Plan 2022 - 2023</u></p>	<p>Bethan Davies - CSC</p>	<p>Since September 2023, six English medium primary schools have received the Siarter Iaith Cymraeg Campus bronze award and three the silver award. One English medium secondary school has received the bronze award, two have received silver and one has received the gold. Two special schools have received the bronze award.</p>

				<p>Other schools are due to be verified before the end of the summer term 2024: 10 English medium primary schools (1 bronze, 8 silver and 1 gold) 1 Welsh medium primary school (1 gold).</p> <p>112 schools in Rhondda Cynon Taf (97%) are engaged with the Siarter Iaith or Siarter Iaith Cymraeg Campus. This is significant increase of engagement as a result of strategic targeting of challenge and support by CSC Improvement Partners and the Curriculum and Professional Learning team. 89 schools (77%) have received an award to date. This is an increase of 15 schools (13%) since 2022/23.</p> <p>A further 11 schools are expected to receive progressive awards before the end of the summer term 2024. This will increase the overall number of schools in RCT who have received an award to date to 100 (87%) which is an increase of 26 schools (23%) since 2022/23. This progress is again as a result of strategic targeting of challenge and support by CSC.</p> <p>CSC continues to provide professional learning, resources, networking opportunities and bespoke support for Siarter Iaith and Siarter Iaith Cymraeg Campus.</p> <p>98% of RCT schools have committed to the Siarter Iaith Framework. Since April 2022, 66 schools have received an award:</p>
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				<p>Bronze Award – 28 schools Silver Award – 26 schools Gold Award – 12 schools</p> <p>These figures include primary and secondary, Welsh, and English medium schools, together with special schools / UCD.</p>
	Continue to improve Welsh medium after schools/holiday provision.	YEPS delivery plan	Bedwyr Harries - Youth Services Manager	<p>Joint enrichment trips arranged for the 4 Welsh mediums secondary schools.</p> <p>150 young people from across RCT attended the National Eisteddfod as part of the summer holiday provision.</p> <p>After school provision at the 4 Welsh medium schools will be delivered in Welsh from Sept 2024.</p> <p>YEPS commission Menter Iaith to deliver after school provision at 2 English medium schools per term.</p>
	Support the development and strengthening of the Welsh language Youth Forum by the Welsh language partners so that young people have a voice in identifying their needs and aspirations regarding opportunities for them to use the Welsh	YEPS delivery plan	Bedwyr Harries - Youth Services Manager	<p>YEPS commission Menter Iaith to deliver youth forums at the 4 Welsh mediums schools and Coleg Y Cymoedd. Progress has been difficult due to staffing changes with Menter Iaith.</p>

		<p>language in different contexts.</p> <p>Support Welsh language Youth Forum members in becoming effective representatives and champions for their communities/groups.</p>			
Post-16 Education	<p>Promote the benefits of Welsh language skills for the world of work, training, apprenticeships and further/higher education</p>	<p>Implementation of RCT WESP 2022-2032</p> <p>In collaboration with partners, develop and promote a wider range of Welsh language learning pathways into the world of work, training, apprenticeships and further/higher education for 14-19 year olds.</p>	<p><u>WESP Strategic Plan 2022 - 2023</u></p>	<p>Siân Woolson – Employment, Education & Training Team Manager</p> <p>Kate Owen (Line manager = Sarah Corcoran) (Andrea Richards)</p>	<p>No specific apprenticeship opportunities have been identified within service areas. However, the EET Team market and promote all opportunities to schools, colleges, training providers and advocate the advantages of speaking Welsh. This year’s intake of 19 Apprentices, 31% are Welsh Speakers.</p> <p>Benchmark 4 of the annual audit of Careers and work related experience has been amended to ask schools to place emphasis on careers where use of the Welsh language is used. In the July 2024 audit all schools have developed CWRE(Careers and Work Related Experiences) across all curriculum areas as part of the curriculum for Wales. Most schools are tracking this in detail and best practice will be shared at various forums to promote development in all schools.</p> <p>In March 2023 and February 2024 Ysbrydoli Fi/ Inspire Me events were held at 2 schools, one English and one Welsh. During this week speakers from a range of employers spoke to</p>

					pupils about their career paths and how being Welsh and speaking Welsh have supported their career paths. Based on these events, a toolkit is to be piloted in Spring 2024 to support schools in planning and hosting these events.
		In collaboration with partners promote opportunities for Welsh medium further/higher education courses and modules for RCT pupils.	Registration/ enrolment on courses	Kate Owen (Line manager = Sarah Corcoran) (Andrea Richards)	Meinir Ebbisowrth from dysgucymraeg.cymru was invited to speak to Career Leaders from all secondary and through schools about an initiative to provide Welsh Language teaching for Post 16 pupils.. Pupils from RCT 6 th form (Aprox 50 + awaiting final numbers from dysgucymraeg.cymru) Took part in Welsh language lessons in the lead up to the 2024 Eistedfodd. This included attending a Welsh language gig and free tickets for the Maes. Lois Roberts, Welsh Language manager at Coleg Y Cymoedd meets termly with Kate Owen 14-19 Pathways Officer to share developments in the support of pupils at CYC who have come from Welsh medium education. This is shared with schools to support positive transition to post 16 courses. Pupils from Ysgol Gyfun Cwm Rhondda heard from the Head of Media at Cardiff Met about subjects offered through the medium of Welsh in the Media faculty in March 2023.
		Support and encourage participation in Communities for Work + (CfW+ now work alongside SPF People and Skills under the banner of	Communities for Work+ Delivery Plan	Eira Cook - Community Services Manager – linked to ACL delivery	The Work and Skills offer is consistently promoted bilingually. Marketing materials/social media posts have recently (May 2024) been updated to ensure any interested parties are aware that support and course content is available through the medium of Welsh where minimum cohort requirements are met.

		‘Work and Skills) pre-employment Welsh language activities to introduce conversational Welsh and basic Welsh language skills.			<p>Four Welsh Language taster sessions took place at the end of 2023, 1 in each of our delivery areas (Rhondda North, Rhondda South, Cynon and Taf). The taster session attendees were offered a Central 5-week Welsh Language course at Gartholwg. Seven people attended and completed.</p> <p>An Employment Mentor attended the North Wales residential with the aim of improving her own Welsh Language Skills in readiness for conversing in Welsh at the Eisteddfod.</p>
Education Workforce	Promote Welsh language skills development and training for the childcare and early years workforce in RCT	<p>Implementation of RCT WESP 2022-2032</p> <p>Encourage childcare providers to survey the linguistic profile of staff and volunteers to identify training needs, levels of interest in improving skills, accessing appropriate support via programmes such as Croesi'r Bont and Clebran.</p>	<p><u>WESP Strategic Plan 2022 - 2023</u></p> <p>WESP Strategic Outcome 1</p>	Denise Humphries – Senior 21st Century Schools Project Manager	<p>12 Cylchoedd Meithrin have received support via the Croesi'r Bont scheme.</p> <p>20 English medium settings have accessed support via the Clebran programme.</p> <p>As part of the childcare development teams 1:1 business health checks with settings, we ask for details of their staff linguistic profile. As only a few have been completed yet, we do not have any data to share. An update can be provided in the next update.</p>
		<p>Continue to promote and support Welsh language learning opportunities for childcare and early years settings and</p>	<p><u>WESP Strategic Plan 2022 - 2023</u></p> <p>WESP Strategic Outcome 1</p>	Denise Humphries – Senior 21st Century Schools Project Manager	<p>We signpost settings to Welsh language training courses that the childcare umbrella organisations offer.</p>

	work in partnership with them to develop Welsh medium training. [Consider whether existing RCTCBC internal provision could be utilised, e.g. online learning re language awareness training/Level 1 Welsh language training]			The childcare development team are offering Incidental Welsh training to settings in Autumn 2024. If popular, this will be repeated in 2025.
	Facilitate networking events and information sharing with English medium childcare providers and key partners to highlight opportunities to introduce the Welsh language into their settings and enable them to offer Welsh language provision to families in their community.	<u>WESP Strategic Plan 2022 - 2023</u> WESP Strategic Outcomes 1 and 5	Denise Humphries – Senior 21st Century Schools Project Manager	All relevant information is shared with childcare settings via email and social media. The benefits to settings of offering at least incidental Welsh in their settings is discussed as part of the 1:1 business health checks conducted by the childcare development team.
Increase the number of teaching staff able to teach Welsh /through the	Implementation of RCT WESP 2022-2032 Continue to promote and support	<u>WESP Strategic Plan 2022 - 2023</u> WESP Strategic Outcome 1 and 7	Gaynor Davies – Director of Education and Inclusion Services Chris Newcombe - Principal	<u>Welsh Language Professional Learning for Practitioners</u> CSC (Central South Consortium) has revised and promoted a playlist focused on supporting schools to strategically plan Welsh language professional learning for practitioners, linked to the Welsh Language competency

	<p>medium of Welsh</p>	<p>opportunities for the school-based workforce to learn/improve Welsh language skills.</p> <p>Work with schools and partners to promote and support opportunities for expanding the bilingual childcare workforce in learning/improving Welsh language skills such as Cam wrth Gam.</p>		<p>Improvement Partner</p>	<p>Framework. CSC and Canolfan Cymraeg Cenedlaethol professional learning is aligned to the framework. The resource has also been signposted in all SWAC SIMS documentation going to schools, emphasising the importance of regular staff assessment and data updates to improve data accuracy and quality.</p> <p>CSC provides a wide variety of asynchronous, face to face and bespoke Welsh language professional learning for practitioners linked to the Welsh language competency framework.</p> <p>Since September 2023, 255 practitioners have engaged in Welsh language professional learning for practitioners which is an increase of 61 practitioners from 2022/23. Nearly all practitioners state that the professional learning will improve their practice in the classroom and will make strong progress in changing their behaviours.</p> <p>CSC continues to use social media platforms with the aim of attracting Welsh speaking teachers/leaders to consider working in the CSC region.</p> <p>https://www.cscjes.org.uk/work-in-the-region</p> <p><u>Proposed New Assessment Only Route to QTS</u></p> <p>CSC initiated and has worked in collaboration with Cardiff Metropolitan University and Welsh Government to develop a new fast track route to achieving Qualified Teacher Status (QTS) in the Welsh medium sector. Unfortunately, this project did not receive accreditation from EWC in April 2024.</p>
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					<p><u>Welsh Sabbatical Programme 2023/24 & 2024/25</u></p> <p>3 practitioners from RhCT, out of 11 regional places, engaged with the two term Welsh Sabbatical Scheme for teachers at Cardiff University during 2023/24. CSC is providing strong post-sabbatical support including networking and bespoke visits by CSC officers to aid strategic planning.</p> <p>A further 1 practitioner out of 5 regional places are currently engaging in the foundation level one term course for teachers.</p> <p>Following interviews with Cardiff University, 2 practitioners from RhCT have accepted an offer for the two-term foundation/intermediate sabbatical programme from September 2024 out of the 15 regional places available.</p> <p>CSC Welsh Language Skills assessment resources have been signposted in all SWAC SIMS documentation going to schools, emphasising the importance of regular staff assessment and data updates to improve data accuracy and quality.</p>
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Relevant legislation / strategies	<ul style="list-style-type: none"> • Cymraeg 2050 • Welsh language standards regulation (No. 1) 2015 • Well-being of Future Generations 2015 • Welsh in Education Strategic Plan 2022-2032 • Education and Inclusion Services Strategic Plan 2021-2024 • Welsh language Recruitment strategy • Corporate plan • LDP • Tourism Strategy • Strategic Equalities Plan
Relevant partners and links	<ul style="list-style-type: none"> • All RCTCBC Service areas • Welsh Education Forum • Schools in RCT • Mudiad Meithrin • Cymraeg i Blant • RhAG • Dysgu Cymraeg Morgannwg • Cwm Taf UHB • Cwlwm • Urdd • Menter Iaith • Fforwm Iaith Rhondda Cynon Taf • Welsh Language Youth Forum • Aelwyd Cwm Rhondda • Coleg y Cymoedd • Coleg Cymraeg Cenedlaethol • Cardiff Met • Consortium • Careers Wales • Colegau Cymru • Cyngor Celfyddydau Cymru • Llenyddiaeth Cymru • Interlink

**STRATEGIC AREA 2: INCREASING THE USE OF WELSH IN RCT
&
STRATEGIC AREA 3: CREATING FAVOURABLE CONDITIONS**

VISION	<p>Increasing the % and number of Welsh speakers in RCT</p> <p>Developing Rhondda Cynon Taf as a fully bilingual county. A County Borough where residents can live, work and play, as well as access the services and support they need through the medium of Welsh and English.</p>
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Thematic areas	<ul style="list-style-type: none"> • Workplace • Services • Use of Welsh socially / in the community <p>To influence the following themes in terms of infrastructure and context:</p> <ul style="list-style-type: none"> • Community and Economy • Culture and media • Wales and the wider world • Digital Technology • Linguistic Infrastructure • Language Planning • Evaluation and Research
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PRIORITY AREA	AIM	ACTIONS	RELEVANT LOCAL OR NATIONAL STRATEGY / DELIVERY PLAN	RESPONSIBILITY	ANNUAL UPDATE
Workplace	Increase the use of Welsh in the workplace across all departments by increasing the	As all new staff are required to undertake Welsh language L1 training, work to increase recruitment levels and progression rates	<u>Welsh Language Standards Action Plan</u> <u>Annual Monitoring Report</u>	Lisa Sheppard – Senior Compliance and Policy Officer – Welsh Language	Following issues with the change to iTrent since Oct 2021, we are now able to access Level 1 data for new starters and invitations to complete training are being sent out to new starters who don't reach the

<p>confidence and skills of our staff</p> <p>This will also embed the following thematic aims:</p> <p>Ensure Council plays its part in ensuring the language is at the heart of technological innovation to enable the use of Welsh in all digital contexts.</p> <p>Ensure that technology and language resources continue to develop in order to bolster our linguistic infrastructure.</p>	<p>between levels 1-5 by raising the awareness of managers and staff of the benefits and opportunities of a bilingual workforce.</p>			<p>required level from July 2024 onwards. Work is also ongoing to invite all those missed between Oct 2021 and June 2024 to complete the necessary training too.</p> <p>Where someone has completed the training, or their skill level has changed, managers need to contact HR to have the level updated in iTrent, which can be arduous.</p> <p>The training team are looking at ways of including Welsh Level 1 as mandatory training on the source, where a member of staff is required to undertake it. WLS are assisting with this by supplying a monthly list of staff who have been invited to participate.</p>
	<p>Continue to promote Welsh language learning opportunities for staff across all RCTCBC Services and elected members.</p>	<p><u>Welsh Language Standards Action Plan</u></p> <p><u>Annual Monitoring Report</u></p>	<p>Lisa Sheppard – Senior Compliance and Policy Officer – Welsh Language</p>	<p>We continue to run a campaign to staff every summer, and every January to promote our tutor’s lessons.</p>
	<p>Continue to work with Dysgu Cymraeg to maximise opportunities for staff to learn and use their Welsh language skills either through work or in the community.</p>	<p><u>Welsh Language Standards Action Plan</u></p> <p><u>Annual Monitoring Report</u></p>	<p>Lisa Sheppard – Senior Compliance and Policy Officer – Welsh Language</p>	<p>Dysgu Cymraeg courses are advertised to our staff at the same time as internal courses. We also circulate information about Dysgu Cymraeg courses during the year when asked to by their staff.</p> <p>In April 10 Staff members attended a residential course in Nant</p>

					<p>Gwrtheyrn to improve their confidence and fluency to prepare them for working at the Council's stand in the National Eisteddfod.</p> <p>We are also working with Catrin Stephens from USW on promoting courses for parents.</p>
	<p>Ensure a calendar of events each year for staff to raise awareness of, and to promote Welsh language resources and opportunities, both at work and with other partners within the community (from Welsh medium childcare, learning and improving Welsh skills, events, clubs, community groups etc).</p>	<p><u>Welsh Language Standards Action Plan</u></p> <p><u>Annual Monitoring Report</u></p>	<p>Lisa Sheppard – Senior Compliance and Policy Officer – Welsh Language</p>	<p>Events organised as follows:</p> <p>Monthly Sesiwn Siarad – held on teams, chance for speakers of all levels to chat informally. We intend to develop quarterly/four-monthly face-to-face sessions too.</p> <p>Each year we run a series of cultural campaigns, around events like St David's day, the Urdd Eisteddfod, which are aimed at promoting the language to both residents and staff. Aspects of these include messages on Inform, staff quizzes, coffee mornings.</p> <p>We ran a successful 'Bitesize' series to reintroduce staff to the Welsh Language Standards</p>	
	<p>To encourage those lacking confidence in their Welsh language skills, introduce a guaranteed interview scheme for Welsh speakers at Level 3 or above for posts where</p>	<p><u>Welsh Language Standards Action Plan</u></p> <p><u>Annual Monitoring Report</u></p>	<p>Richard Evans – Director of Human Resources</p> <p>Steffan Gealy – Welsh Language Services – Service Manager</p>	<p>The Guaranteed Interview Scheme was launched in July 2024 and WLS, along with HR, will continue to monitor its impact. The Welsh Language Commissioner welcomed the scheme as an innovative initiative.</p>	

		Welsh language skills are advertised as essential.			
		Continue to provide and develop technological support for Welsh speakers and learners within the Council to be able to deliver services through to medium of Welsh - i.e. Cysgliad package, apps for learning Welsh etc as standard on all Council laptops/devices.	<u>Annual Monitoring Report</u>	Lisa Sheppard – Senior Compliance and Policy Officer – Welsh Language	Cysgliad (WL spelling and grammar checker) installed as a default on all staff devices. In 2023/24 the Council began sending all Teams meetings invites bilingually, Welsh first to promote the opportunity for people to use Welsh in meetings.
		Promote the register of Welsh place-names and street names as a resource that may be used to enable people to learn more about their environment and the history of the area.	<u>Annual Monitoring Report</u>	Lisa Sheppard – Senior Compliance and Policy Officer – Welsh Language	The register is used on a daily basis by the translation staff, and teams such as design and comms. We have been approached by Welsh Government to hold a place-names project in RCT as part of the Eisteddfod legacy. The project is held every year in the area that has hosted the Eisteddfod. Meetings will take place over the coming months to design the scope of the project in RCT.
Services	Increase the range of services offered to Welsh speakers and increase the use of Welsh language services	During any internal assessment or review of services, map out Welsh language provision to identify and address gaps and areas of priority. This will both provide a baseline and enable the	Service Self Evaluations Welsh Language Impact Assessments	Lisa Sheppard – Senior Compliance and Policy Officer – Welsh Language	SSE questions have been revised, and will be available during the next round of self-evaluations. The revisions include making the questions more service specific – e.g. if it's a face-to-face service, there is more focus on the language skill of the staff etc.

	<p>This will also embed the following thematic aims:</p> <p>Ensure that language planning and promotion is a core consideration of all Council policy planning, expanding our understanding of bilingualism and the needs of Welsh speakers and optimising our support.</p>	<p>Council to actively promote services available through the medium of Welsh and to target efforts in specific areas to expand provision.</p>			<p>A specially-tailored impact assessment form has been devised for the management of change process too, which requires managers to consider the impact changes might have on their department's ability to provide services in Welsh, and how to mitigate for any loss of Welsh language skills that may occur.</p>
	<p>Continue to build on our evidence base on the Welsh language and speakers in RCT in order to support the Council's policy work and achievement of this strategy.</p>	<p>Update guidance on policy making and planning when new research and data become available to better inform decisions so that they have the optimum impact on the needs of Welsh speakers and use of the language.</p>	<p>Welsh Language Impact Assessments – process and guidance</p>	<p>Lisa Sheppard – Senior Compliance and Policy Officer – Welsh Language</p>	<p>Welsh Language Impact Assessment Guidance and Tool have been comprehensively updated, to reflect the current legal position and best practice following important judgements by the Welsh Language Tribunal. We have not been able to publish and publicise these revised documents, however, due to ongoing discussions with Democratic Services about the nature of impact assessments going forwards, discussions that have been on hold since around Jun 2024.</p>
	<p>Ensure Council plays its part in ensuring the language is at the heart of technological</p>	<p>Facilitate the sharing of new data and research to inform colleagues' policy planning work.</p>	<p>Welsh Language Impact Assessments – process and guidance</p> <p>RCT Data Repository</p>	<p>Lisa Sheppard – Senior Compliance and Policy Officer – Welsh Language</p> <p>Bea Jeffries – Community Data Analyst</p>	<p>WLS have added some relevant data to the files created by Bryn, although these will likely need updating. We are yet to hear more on this from Bryn since the project was initiated a few years ago.</p>
		<p>Consider how digital poverty might impact on Welsh language</p>	<p>Welsh Language Impact Assessments – process and guidance</p>	<p>Lisa Sheppard – Senior Compliance</p>	<p>More work is required on this and will be discussed in future meetings. Some steps that we have</p>

	<p>innovation to enable the use of Welsh in all digital contexts.</p> <p>Ensure that the language is a core element in supporting the socio-economic structure in RCT</p>	<p>engagement and put steps in place to mitigate this to ensure all residents of RCT are able to access opportunities to enjoy, learn and speak Welsh</p>	<p>EqIA process</p> <p>Service Self Evaluations</p>	<p>and Policy Officer – Welsh Language</p> <p>Melanie Warburton – Diversity and Inclusion Manager</p>	<p>already taken to address this, however, are holding Welsh Language Level 1 courses face-to-face/developing new materials to be used when providing training to staff who don't have access to laptops/tablets, e.g. cleaning and catering staff.</p>
		<p>Facilitate a networking event with Council officers and Welsh language partners, community and third sector partners. This will be an opportunity to bring people together to explore ways of collaborating at various levels, which will, in turn, provide and enrich opportunities for RCT residents to engage with the Welsh language, to speak or to learn Welsh, and to work or volunteer through the medium of Welsh.</p>	<p><u>Annual Monitoring Report</u></p>	<p>Lisa Sheppard – Senior Compliance and Policy Officer – Welsh Language</p> <p>Scott Thomas – Eisteddfod Project Officer</p>	<p>This will be progressed as part of Eisteddfod legacy work.</p> <p>Plans are currently being developed to host an event in October/November to encourage those that volunteered during the Eisteddfod to continue volunteering locally through third party organisations.</p> <p>Menter Iaith are leading on this with support from Interlink and Council services.</p>
Use of Welsh socially / in the community	<p>With our partners:</p> <p>(i) increase the use of Welsh socially and within communities</p> <p>(ii) support ways of embedding</p>	<p>Communicate these 3 core messages across all RCT service areas as the overarching aim of this strategy to improve opportunities for RCT residents to use the Welsh language.</p>	<p>Welsh Language Impact Assessment feedback</p>	<p>Lisa Sheppard – Senior Compliance and Policy Officer – Welsh Language</p>	<p>This element of the action plan is central to all of our work.</p> <p>Key messaging during bitesize sessions, Welsh Language Impact panels, responses to complaints, and other training and feedback we provide always foreground the</p>

<p>positive language use practices</p> <p>(iii) increase opportunities for people to learn and practice the language within their communities.</p> <p>This will also embed the following thematic aims:</p> <p>Ensure that the Welsh language is safeguarded as an integral part of our contemporary culture.</p> <p>Ensure that the Welsh language is an integral part of our efforts to welcome and integrate those who move to Wales and RCT.</p> <p>Ensure the Council plays its part in ensuring the language is at the heart of</p>				<p>rights of the public and staff to use their language in their dealings with RCT.</p> <p>Several strands of work have also focused on encouraging staff/residents to ‘use the Welsh you’ve got’. This can be seen in our approach to promoting the Eisteddfod to local businesses, which included distributing the ‘Give Welsh a Go’ brochure, which included useful phrases and pronunciation to aid with simple Welsh conversations. Such an approach is also encouraged in various other ways – e.g. in our informal Sesiwn Siarad meetings; through the use of Welsh language mail tips, which encourages Welsh-speaking staff to communicate with each other in Welsh; the availability of simultaneous translation in Council meetings.</p> <p>Where services struggle to be able to offer a consistent telephone/reception service in Welsh due to lack of Welsh speaking staff, WLS have worked with them to develop solutions in order to aide compliance – e.g. with Libraries, where Welsh speaking staff only work part-time, plans are in place to contact staff in other</p>
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	technological innovation to enable the use of Welsh in all digital contexts.				libraries to assist via the phone if a resident requires services in Welsh.
		Provide informal opportunities and encourage the use of the Welsh language in Community Resilience Hubs and Community Venues.	RCT Together Delivery Plan	Syd Dennis – Service Manager – RCT Together	<p>Majority of Community Resilience Hubs are located in RCT Libraries.</p> <p>CDT staff greet the public in Welsh first in line with WL policy.</p> <p>Many of the community projects funded by RCT Together are delivered in Welsh Language.</p>
		Promote opportunities for Welsh language community groups to access community resources and funding.	RCT Together Delivery Plan	Syd Dennis – Service Manager – RCT Together	<p>All community grants are bilingual, applicants can apply in Welsh as well as English.</p> <p>Within all SPF Community Grant applications, a scoring section on the assessment criteria is “Equal Opportunities & Welsh Language”</p> <p>The guidance says: You should say how your project will promote equal opportunities accessible to all & promote the Welsh Language E.g. Easy Read versions of information, sign language, provision of accessible toilet/changing places, ease of access and egress for people with disabilities, and welcoming participants in Welsh, providing bilingual signs; having Welsh speaking staff on site; ensuring publications are</p>

					<p>bilingual, activities delivered in Welsh etc”</p> <p>If applicants do not adequately demonstrate commitment to Welsh Language within their project, <u>they do not get funded</u></p>
		<p>Develop opportunities to promote the Welsh language to newcomers, highlighting the fact that this is a language that belongs to all here in RCT</p>	<p>RCT Together Delivery Plan</p> <p>Ukrainian refugees Welsh/Ukrainian vocabulary project – case study.</p>	<p>Syd Dennis – Service Manager – RCT Together</p> <p>Lisa Sheppard – Senior Compliance and Policy Officer- Welsh Language</p>	<p>Trilingual resources (leaflet and online resource) were distributed to schools in the area, and to the centres housing Ukrainian refugees. These were to help the Ukrainians learn a little bit of the language they may hear around them, and to encourage local people to use some words of Ukrainian too. Resources included spelling of words, phonetic spellings, and recorded pronunciation available online using a QR code. Project now closed.</p>
		<p>At neighbourhood network/ward level draw in partners from other services (cultural, sport, Welsh language etc) and external Welsh language partners to assist the community in achieving their aspirations.</p>	<p>RCT Together Delivery Plan</p>	<p>Syd Dennis – Service Manager – RCT Together</p>	<p>Partner representation from other services across Neighbourhood Networks.</p> <p>Neighbourhood. As of Q1 2024-2025, Neighbourhood Networks include a cumulative membership total of 596 internal and external partners. All Neighbourhood Networks members have the option to communicate in the language of their choice. Neighbourhood Network members include WL representation including Trac Cymru & Menter Iaith.</p> <p>RCT Together Neighbourhood Network Survey launched in</p>

					February 2024 to ensure we still respond to the needs of our communities and help shape what we should focus on next and what our priorities should be. To date, 511 responses, 209 would like more opportunities to learn Welsh
		In the 2022-23 review of service delivery and provision, map out Welsh language provision to identify and address gaps and areas of priority.	Comm 4 Work + /Work and Skills Service Delivery Plan	Eira Cook - Community Services Manager	<p>Work and Skills offered 3 Welsh taster sessions in the Rhondda, Cynon and Taf areas with the aim of promoting the Welsh Language and subsequently generating enrolments onto a Welsh Language Course in Garth Olwg.</p> <p>Opportunities for participants to receive support in Welsh are promoted from enrolment. Work and Skills has five fluent Welsh Speakers, equating to one per delivery team and one within the Central Team. There are currently five learners, coming to the end of year one two or three of a course. This was initially 8 learners, however the figure decreased throughout the year.</p> <p>A sum of funding has been set aside to explore further Welsh Language opportunities for the community as part of the Work and Skills engagement plan, with the aim of commissioning Menter Iaith. All written documentation and publicity comply with the relevant</p>

					<p>Welsh Language Standards. All social media posts are bilingual and changes to website pages are sent for translation so that any changes are available in both languages simultaneously. The one exception has been a Wales online article around a Work and Skills success story. Wales online were only able to publish the article in English, however the Welsh version is available through the Work and Skills webpage. Wales online have committed to adding in a link the Welsh version and which is now available..</p> <p>One of our Senior Mentors has taken on the role of Welsh Language Champion and has made arrangements for representation at the Eisteddod and shared the Welsh Language Bitesize presentations at team meetings.</p>
		<p>Develop a targeted campaign for the 16-24 age group to promote bilingual job opportunities, the importance of all levels of Welsh language skills and a Welsh language route into work.</p>	<p>Comm 4 Work + Service Delivery Plan</p>	<p>Siân Woolson – Employment, Education & Training Team Manager</p> <p>Eira Cook - Community Services Manager</p>	<p>The 3 taster sessions and the subsequent 5 week course formed part of the overarching Work and Skills Engagement Plan. The sessions were promoted through social media pages, schools, flyers in libraries and to existing participants accessing mentoring, engagement activity, Work Clubs and/or Digital Fridays. The sessions were also promoted on our behalf by the YEPs with the</p>

					emphasis on recruiting 16-24 year olds.
		Support and encourage participation in Communities for Work + pre-employment Welsh language activities to introduce conversational Welsh and basic Welsh language skills.	Comm 4 Work + Service Delivery Plan	Eira Cook - Community Services Manager	As above. In addition, the potential to run some baby ioga classes through the medium of Welsh is being explored for Q2 24- 25.
	[Links with WESP SO5: Increasing opportunities for young people to use Welsh in different contexts.]	Analyse services to identify gaps in Welsh medium provision within sports and leisure activities – and prioritize areas for improvement.	Leisure and YEPS Service Delivery Plan	Lisa Sheppard – Senior Policy and Compliance Officer – Welsh Language	YEPS and WLS are currently working on a project commissioned by the Welsh language commissioner to increase engagement with Welsh language services offered, and an interim report will be written at the end of October. Efforts are ongoing to improve the Welsh version of the Leisure for Life App following feedback received by the community. WLS and Leisure conducted an initial meeting with the developers to discuss what needed to be changed – Leisure are waiting to hear about updates.
		Work with partners to prioritize the expansion of Welsh language swimming lessons across RCT leisure centers.	Leisure and YEPS Service Delivery Plan	Gavin Bennett – Leisure Operations Manager Jonathan Phillips – Leisure Asset Manager	We currently have 117 children attending Welsh language swimming lessons in Llantrisant Leisure Centre, with an occupancy level of 83.5%. We currently have 55 children attending Welsh language swimming lessons in Rhondda

				Urdd	<p>Leisure Centre, with an occupancy level of 62.5%. There is need to grow the lessons at both centers through better promotion. We would also like to introduce a Cynon venue, but unfortunately the Urdd are not currently able to provide teachers.</p> <p>We would also like to offer one to one lessons and school holiday crash lessons through the medium of Welsh in the future.</p>
		Work with partners to expand Welsh language provision within leisure centers (e.g. gymnastics).	Leisure and YEPS Service Delivery Plan	Gavin Bennett – Leisure Operations Manager	See above
		<p>Community voices As part of the review of the Cultural Services (Resetting the Dial), hold creative conversations with community groups, analysing available data to map out needs and identify gaps in Welsh language provision. Put plans in place to expand Welsh medium provision in line with the findings.</p>	Arts, Culture and Libraries Service Delivery Plan	Adrian Williams - Strategic Arts & Culture Manager	<p>During 2022-2023, the Graduate Community Engagement Officer undertook a series of creative community conversations, including open conversations at the Park and Dare Theatre and creative projects within community settings, such as the Time Capsule Exhibition and the Fun Palace event. The officer secured new employment during 2023 which has limited capacity within the Arts Service to engage in this way with the community.</p> <p>The Arts Service is working with community groups to understand needs and support provision of events delivered in Welsh. Examples include, Eisteddfod y</p>

					Rhondda and Eisteddfod Genedlaethol Appeal Committees across RCT.
		Consider how to expand the Welsh language offer within various programmes such as Take Part, CfW+ /Work and Skills, bringing the arts closer to different Welsh language community groups.	Arts, Culture and Libraries Service Delivery Plan	Adrian Williams - Strategic Arts & Culture Manager	Continuing to provide participatory arts activities through the medium of Welsh, particularly at Gartholwg Lifelong Learning Centre, whilst encouraging freelance Workshop Leaders to introduce Welsh within their activities through signposting to training and development opportunities available e.g. Arts Council Wales Working with the Council's Employment Skills programmes to promote the creative industries, including the commissioning of the campaign 'Change Your Focus' and CABAN RCT , both providing Welsh language opportunities.
		Links with partners Work with partners to support and promote Welsh language creative and artistic events and projects (e.g. Parti Ponty, Community Artists) Explore opportunities to collaborate with partners to offer a wider range of opportunities to use Welsh through community activities.	Arts, Culture and Libraries Service Delivery Plan	Adrian Williams - Strategic Arts & Culture Manager	Welsh language cinema screenings were programmed at the Park and Dare Theatre as part of Love Treorchy's Christmas Parade event. Welsh language performers formed part of the programme for the Arts Service-led Gen Z Festival in Treorchy town centre. Opportunities to engage in Welsh language activities were provided at Gartholwg Lifelong Learning Centre's Summer and Christmas

					fayres, jointly organised with the Council's Adult Community Learning Service.
		<p>Regional work – develop and produce Welsh language theatre to tour across the region and nationally, in discussion with regional partners to look at the benefits and opportunities to share resources.</p>	Arts, Culture and Libraries Service Delivery Plan	Adrian Williams - Strategic Arts & Culture Manager	The Arts Service are exploring the possibility of producing and touring a Welsh language production across the region following its presentation at the Eisteddfod Genedlaethol in August 2024. The production and tour of 'Cysgu 'Da Mickey' – a translation of Rhondda-born playwright Frank Vickery's 'Sleeping with Mickey' – beyond its presentation at the Eisteddfod Genedlaethol, will be subject to securing additional Arts Council of Wales funding
		<p>National Eisteddfod 2024 Draw up a cultural programme leading up to the Eisteddfod that will:</p> <ul style="list-style-type: none"> • Engage with communities and raise awareness of the language and associated opportunities • Offer artistic projects to different community groups <p>Consider how these activities can be sustained within communities beyond 2024</p>	Arts, Culture and Libraries Service Delivery Plan	Adrian Williams - Strategic Arts & Culture Manager	The Arts Service has worked with Local Appeal Committees to support a programme of Welsh language events at the Park and Dare Theatre, Coliseum Theatre and Gartholwg Lifelong Learning Centre.

		Go See: As part of the wider work of reviewing the Council's Welsh language provision, ensure a variety of Welsh language/bilingual opportunities as part of this programme, and include Welsh language partners to help with the promotion of this to communities.	Arts, Culture and Libraries Service Delivery Plan	Adrian Williams - Strategic Arts & Culture Manager	There have been limited opportunities to develop the Go See programme due to staffing capacity and availability of suitable product.
		Noson Allan: promote this scheme amongst young people via YEPS and the Welsh language youth forum / aelwyd Rhondda / sixth forms in schools to encourage them to take advantage of this scheme.	Arts, Culture and Libraries Service Delivery Plan	Adrian Williams - Strategic Arts & Culture Manager	The Arts Service plan to improve links with community venues utilising the Arts Council of Wales Night Out scheme and encourage its use by others.
		Welsh language facilitation: Use Welsh speaking facilitators and assistants during arts events held in Welsh or English (e.g. Families First; Take pArt activities) to provide Welsh language engagement around the event.	Arts, Culture and Libraries Service Delivery Plan	Adrian Williams - Strategic Arts & Culture Manager	Welsh speaking facilitators were used during the CABAN RCT event celebrating the work of the creative sector in RCT. Welsh speaking tutors delivered activities as part of the Families First funded Youth Arts and SONIG Youth Music Industry programmes, and the Arts Council of Wales funded Take Part programme.
		Technology: Explore how new technology could facilitate Welsh	Arts, Culture and Libraries Service Delivery Plan	Adrian Williams - Strategic Arts & Culture Manager	Technology has been used extensively within co-productions including 'Road' with Taking Flight

		language/bilingual provision (such as the Theatr Genedlaethol's Sibrwd System for interpretation at events).			Theatre , and 'My MixED Up Tape' with local artist Katie Payne , to provide subtitling of the spoken Welsh and British Sign Language performances.
		Develop opportunities to increase Welsh language engagement, promotion and activities within local communities. For example: increase Welsh language provision in Storytelling and Crafts events and exhibitions (including online).	Arts, Culture and Libraries Service Delivery Plan	Nick Kelland – Principal Librarian	<p>Childrens and Schools service now employs two bilingual staff members. As well as planned Welsh language activities most activities are now able to be provided bi-lingually.</p> <p>All libraries engage with days of Welsh cultural significance and use as opportunities to promote all Welsh language books e.g. St Dwynwen's day, St Davids Day, Owain Glyndwr Day etc.</p> <p>All exhibitions promoted and provided in Welsh language (e.g. 60th Anniversary of Aberdare Library exhibition. Film produced in Welsh language, shown in library and on social media).</p> <p>Ongoing bi-lingual social media campaigns and tweets.</p> <p>Continue to work with third parties re provision of Welsh language groups. E.g. Stori ac Odl.</p>

					<p>Working in collaboration with Welsh Language unit to promote libraries Welsh language provision.</p> <p>Provide support to four staff members to continue to learn and improve their Welsh Language skills.</p> <p>Provide support to Welsh language reading groups.</p> <p>Provide space for Welsh language learning.</p> <p>Continue to encourage staff to use Welsh language skills whenever they are able such as greetings etc.</p>
		<p>National Eisteddfod 2024: in collaboration with partners both within the Council and externally, explore opportunities to promote archive resources, developing Welsh language engagement activities and exhibitions, ensuring sustainable and enduring Welsh language opportunities within local communities.</p>	<p>RCT Libraries Delivery Plan</p>	<p>Nick Kelland – Principal Librarian</p>	<p>Childrens and Schools service in collaboration with RCT Eisteddfod team (Scott Thomas). Produced bi-lingual Children’s alphabet book for sale during and after the Eisteddfod.</p> <p>In conjunction with National Eisteddfods display of Bardic Chair and Crown at Pontypridd library have produced 8 bi-lingual pullups on the history of the Eisteddfod in RCT (utilising local history materials which will also be available for display).</p> <p>RCT annual anthology themed and produced in partnership with</p>

					<p>'Altered Images Project' in order to encompass the idea of 'Culture' in RCT.</p> <p>All libraries promoted collection of funds for Eisteddfod.</p> <p>Chair and Crown unveiling event at Pontypridd library.</p> <p>Eisteddfod information board and other forms of advertising at library.</p> <p>Work with Eisteddfod with regard to location of box office.</p> <p>Work with Eisteddfod with regard to any events required within the library during and in the run-up to the Eisteddfod.</p>
		Develop a social media campaign to promote the wide variety of Welsh language resources available within the service.	RCT Libraries Delivery Plan	Nick Kelland – Principal Librarian	Please see section specific to Art, Culture and Library Service

		Raise awareness amongst key stakeholders of relevant resources and support available to raise the profile of the Welsh language and increase engagement with Welsh speakers and learners within their businesses and events.	Prosperity and Development Delivery Plan	Derek James – Service Director - Prosperity and Development	See below
		Develop a campaign to attract visitors and residents alike to the Welsh language and its history in RCT.	Prosperity and Development Delivery Plan	Derek James – Service Director - Prosperity and Development	<p>A range of promotional materials, such as brochures, posters, and digital content, has been developed and distributed. These materials include information on the history of the Welsh language, key landmarks in RCT, and details of events where the Welsh language is celebrated.</p> <p>Work to be continued with the communications team and tourism team.</p>
		Work experience / placements: In collaboration with relevant partners, develop a strategy/plan in the lead-up to the 2024 National Eisteddfod to raise awareness of key stakeholders to maximise benefits and ensure	Prosperity and Development Delivery Plan	<p>Derek James – Service Director - Prosperity and Development (Tourism and Events)</p> <p>Chris Richards – Visitor Attractions</p>	Free Welsh RCT packs including the Give Welsh a go brochure were distributed to local businesses and tourism attractions and Tourism Hub members, for staff to practice conversational Welsh to their visitors for a warm Welsh welcome in preparation for the Eisteddfod. This approach was replicated in our key town centres where all

		<p>increased opportunities to use the Welsh language both within Council settings and local tourism attractions and businesses. (In partnership with Council's Eisteddfod engagement officer).</p>		<p>& Heritage Manager</p> <p>Scott Thomas – Eisteddfod Project Officer</p>	<p>businesses were visited and introduced to the opportunities of using the Welsh Language to benefit business in the lead up, during and after the Eisteddfod.</p> <p>This work was closely co-ordinated with the BIDs in Pontypridd, Aberdare and Treorchy who supported spreading the message of opportunities physically and digitally and also encouraged businesses to take advantage of free Welsh Language workshops held by Menter Iaith at libraries.</p> <p>Businesses in key town centres and in the tourism and hospitality sector were introduced to Helo Blod the free translation service provided by the Welsh Government.</p> <p>Individual codes were provided by tourism attractions in promotional handouts and through the RCT Eisteddfod Brochure and on the website to attract people to visit sites across RCT and to use the Welsh language.</p> <p>A new digital exhibition area was created within Rhondda Heritage Park that incorporated the opportunity for the visitor to</p>
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					<p>experience the exhibition purely in Welsh as opposed to a bilingual format. This proved very popular during the Eisteddfod period.</p> <p>Visitor Attractions worked with Menter Iaith Rhondda Cynon Taff to hold their second Welsh language fun day at the National Lido offering young people a purely Welsh language experience. Wherever possible Welsh speaking staff were employed in key roles during the event.</p>
		<p>Apprenticeships / volunteering: – liaise with partners to explore opportunities to provide experience for young people through the medium of Welsh in tourism related roles, highlighting the importance of bilingual skills for the industry.</p>	<p>Prosperity and Development Delivery Plan</p>	<p>Derek James – Service Director - Prosperity and Development (Tourism and Events)</p> <p>Chris Richards – Visitor Attractions & Heritage Manager</p> <p>Siân Woolson – Employment, Education & Training Team Manager</p>	<p>Free Welsh RCT packs including the Give Welsh a go brochure were distributed to local businesses and tourism attractions and Tourism Hub members, for staff to practice conversational Welsh to their visitors for a warm Welsh welcome in preparation for the Eisteddfod..</p> <p>Businesses in key town centres and in the tourism and hospitality sector were introduced to Helo Blod the free translation service provided by the Welsh Government.</p> <p>Whilst the vast majority of our staff are employed on a seasonal basis, we were able to employ a number of Welsh speakers within key roles such as reception. In addition, wherever possible any public</p>

					announcements are now made bilingually and in addition Welsh language music features as part of both the background music at the Lido and Rhondda Heritage Park.
		Apprenticeships – with partners, explore opportunities to provide experience for young people through the medium of Welsh in key areas.		Siân Woolson – Employment, Education & Training Team Manager Bedwyr Harries – Youth Services Manager	All RCT Apprentices have the opportunity to enhance their Welsh speaking skills through various course available. All qualification frameworks can be delivered in Welsh if requested.
		Provide tailored Welsh language awareness training, information and resources for careers advisors to equip them to promote the value of bilingual skills for the workplace.		Siân Woolson – Employment, Education & Training Team Manager	6 bilingual webinars per year delivered to all primary schools in RCT. Promoting the Welsh Language in the workplace.
		Graduate scheme / Apprenticeships – with partners, explore opportunities to provide experience for young people through the medium of Welsh in key areas such as public services, health care, early years.		Siân Woolson – Employment, Education & Training Team Manager	If requested, the EET Team will try to source work experience placements through the medium of Welsh within RCT Council. A number of YP 10 pupils have attended placements in Welsh Medium schools.
		Explore opportunities to expand Welsh medium provision in light of virtual/hybrid platforms of		Val Clarke – Senior Officer Community	Adult Community Learning have worked in partnership with Menter Iaith RCT and commissioned them to develop a suite of online and

		learning, as well as the possibilities of wider regional or partnership working.		Learning Employability	face to face learning to allow learners access to courses via the medium of Welsh. These include but are not limited to, Welsh Chat club, Ukelele Orchestra, using Microsoft Office, introduction to Welsh for parents, technology safety. In addition, Menter Iaith are also delivering online courses through funding from the Multiply programme. These include, Café 123 Rhif 1-2-1
		In collaboration with partners, gather information on all available opportunities to learn Welsh in RCT, and promote and market these across all platforms in order that RCT residents are aware of what's available to them. Identify gaps in provision and seek to address these with partners.		Val Clarke – Senior Officer Community Learning Employability Welsh for Adults Community Groups	A member of Dysgu Cymraeg Glamorgan team attends the adult education meetings and collaborates with the other members in planning the provision annually. Once the new prospectus is ready, this is shared with members and on social media. In addition, a WL subgroup has been created to oversee the delivery and marketing of all provision across the county borough.
		Community voice Work with the Canolfan Gartholwg community committee to plan a programme to increase opportunities to use and practice Welsh informally and to improve confidence.		Val Clarke – Senior Officer Community Learning Employability Menter Iaith	Working in collaboration with Menter Iaith RCT a range of engagement courses have been delivered including, baby yoga, Ukelele band, conversational Welsh for parents. It is planned that baby yoga will be further developed and delivered by RCT Work and Skills SPF team.

					<p>ACL has-representation on the community committee and are actively working to develop a programme of informal learning in Yr Olwg.</p> <p>The Service Manager now sits on the committee.</p> <p>Plans for delivery are being discussed this term in preparation for delivery starting in January 2025. Initial discussions have centered around three days of delivery for Adults on a Wednesday afternoon, families on a Thursday and Wellbeing on a Friday.</p>
Relevant legislation / strategies		<ul style="list-style-type: none"> • Cymraeg 2050 • Welsh language standards regulation (No. 1) 2015 • Well-being of Future Generations 2015 • Welsh in Education Strategic Plan 2022-2032 • Education and Inclusion Services Strategic Plan 2021-2024 • Welsh language Recruitment strategy • Corporate plan • LDP • Tourism Strategy • Strategic Equalities Plan 			
Relevant partners and links		<ul style="list-style-type: none"> • All RCTCBC Service areas • Town and Community Councils • Fforwm Iaith Rhondda Cynon Taf • Welsh Education Forum • Schools in RCT • Mudiad Meithrin • Cymraeg i Blant • RhAG • Dysgu Cymraeg Morgannwg • Cwm Taf UHB 			

	<ul style="list-style-type: none"> • Cwlwm • Urdd • Menter Iaith RhCT • Fforwm Iaith Rhondda Cynon Taf • Welsh Language Youth Forum • Aelwyd Cwm Rhondda • Eisteddfod y Rhondda • Rhondda Arts Festival • Coleg y Cymoedd • Coleg Cymraeg Cenedlaethol • Cardiff Met • Central South Consortium • Careers Wales • DWP • Colegau Cymru • Eisteddfod Genedlaethol Cymru • Cyngor Celfyddydau Cymru • Llenyddiaeth Cymru • Merched y Wawr • Papurau Bro • Theatres, galleries and arts centres • Clwb y Bont • Interlink
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PART 2

PARTNERS– COLLABORATION AND PROMOTION

PRIORITY AREA	AIM	ACTIONS	RESPONSIBILITY	ANNUAL UPDATE 23/24
SA1 – Early Years / Workforce [WESP]		Continue to advise, support and collaborate with RCTCBC to:	Mudiad Meithrin [WESP]	No return

<p>STRATEGIC AREA = SA</p>		<ul style="list-style-type: none"> ensure an increase in the number of children accessing/attending Ti a Fi and Cylchoedd Meithrin groups across the county ensure an increase in Welsh language provision in Flying Start settings across the county ensure an increase in the rate of transition from early years to Welsh-medium education work with the Council and its partners to develop and expand the skills of the childcare workforce in the county. 		
<p>SA1 / SA2 / SA3</p>		<p>Continue to advise, support and collaborate with RCTCBC to promote and expand the range of Welsh language activities provided for children and young people beyond the classroom in activities around:</p> <ul style="list-style-type: none"> play (Chwarae yn Gymraeg) sports (e.g. swimming, gymnastics, Fel Merch participation) community arts, clubs, holiday activities, Eisteddfod developing young community leaders volunteering and training apprenticeships residential opportunities <p>Identify with RCTCBC where appropriate resources and settings may be shared to widen access.</p> <p>Work with the Council and wider partners to raise awareness of the Fund for All to secure places at the Urdd camps for children who would otherwise not have the opportunity to go on a summer holiday.</p>	<p>Urdd</p>	<p>No return</p>
<p>SA1 / SA2 / SA3</p>		<p>In the review of the Welsh Language Strategic Development Plan for Coleg y Cymoedd 2018-2023, seek further opportunities to align aspects of the plan for 2023 onwards with RCTCBC WESP and 5-yr Promotion Strategy.</p> <p>Continue to work with RCTCBC to promote opportunities with Welsh language pathways into work and the benefits of Welsh in employability as a workplace skill.</p>	<p>Coleg y Cymoedd</p>	<p>Coleg y Cymoedd has published a new strategy to develop bilingual provision, entitled 'Mwy Na Ticio Bocsys' 2023-2027'. An important aspect of this Strategy is to work with RCT partners to develop bilingual provision for all learners and highlight the benefits of Welsh as a workplace skill.</p>

				<p>16-25/04/24 Coleg y Cymoedd held its annual Future Fest on all campuses. Partners from RCT CBC attended the events. During the event a survey was shared asking employers' opinions on Welsh language skills and how they are valued in the workplace.</p> <p>Coleg y Cymoedd has reached out to all Welsh-medium secondary schools within RCT to explore opportunities for support.</p>
<p>SA1 / SA2 / SA3</p>		<p>Continue to advise, support and collaborate with the Council to:</p> <ul style="list-style-type: none"> • promote and expand opportunities for RCT staff and residents to learn Welsh • identify where appropriate resources and settings may be shared to enable people to access learning Welsh in their own communities <p>Work with the Council and wider partners to raise awareness of the Learning Welsh Financial Contingency Fund to assist with costs such as childcare, travel or resources when learning Welsh.</p>	<p>Dysgu Cymraeg Morgannwg</p>	<p>Dysgu Cymraeg Morgannwg Learn Welsh</p> <p>Link to our page (Dysgu Cymraeg Morgannwg) in order to register.</p> <p>Croeso Dysgu Cymraeg A Welsh learning website that includes digital resources and advice on learning the language.</p> <p>DCM collaborates with the Council in order to develop opportunities for RCT residents to learn Welsh including support with the costs of the courses. DCM and the Council are currently working on a project in order to appoint a 0.5 tutor to teach parents in the Welsh schools in the region. DCM has received confirmation from the National Welsh Learning Center that they have won an application to develop the Welsh at Home offer in RCT, Merthyr and Bridgend.</p> <p>DCM shares the link to the electronic prospectus and the Dysgu Cymraeg</p>

			<p>website every year with each local authority and all partners and shares information about additional events on social media, by email and on the Facebook hubs as the year goes on.</p> <p>A paper prospectus was given to RCT residents during this year's Eisteddfod and there are flyers / prospectus from the libraries and other social places below:</p> <p>Theatr y Parc a Dare Canolfan Hamdden Abercynon Canolfan Hamdden Y Ddraenen Wen Canolfan Hamdden Rhondda Fach Tylorstown Canolfan Hamdden Rhondda Ystrad</p> <p>Canolfan Hamdden Sobell Aberdar Canolfan Hamdden Tonyrefail Hen Lyfrgell Y Porth Tabernacl Efail Isaf</p> <p>Llyfrgell Treorci Llyfrgell Pentre'r Eglwys Canolfan Hamdden Pentre'r Eglwys Theatr y Parc a Dare Canolfan Hamdden Abercynon Canolfan Hamdden Hawthorn/Y Ddraenen Wen Canolfan Hamdden Rhondda Fach Tylorstown Canolfan Hamdden Rhondda Ystrad Canolfan Hamdden Sobell Aberdar Canolfan Hamdden Tonyrefail Hen Lyfrgell Y Porth Tabernacl Efail Isaf Capel Salem Gartholwg</p>
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				<p>GIG Ben Screen to promote our courses</p> <p>Coleg y Cymoedd- Nantgarw Coleg y Cymoedd - Tonypandy Coleg y Cymoedd Aberdar Coleg PyB - Cowbridge Road + Coleg Pencoed Lleoliadau Hapus i Siarad Amgueddfa Cwm Cynon Amgueddfa Pontypridd YMA - Pontypridd Clwb y Bont Clwb Criced Aberdar ALC Rhondda Cynon Taf Rhondda Cynon Taf - Hannah Bebb Hwb Cana Penywaun Aberdar Llyfrgell Pontypridd Sainsbury Pontypridd Canolfan Gymunedol Aberfan Canolfan Hamdden Merthyr Canolfan Gymunedol Cefn Coed</p> <p>It is possible to search for a course through the website learncymraeg.cymru and pick up a prospectus from the above locations. Learners receive information about the Financial Reserve during the first week of their courses and it is also part of the learners' handbook.</p>
SA1 / SA2 / SA3		The UHB recognizes that local authorities are an essential partner in providing health and social care to its population and that offering seamless care in Welsh between primary, secondary and social care to those who need it necessitates working in close partnership with them. As such the UHB will continue to work with RCTCBC as a core partner on the More than Just Words Forum, to align the key principles of More than Just Words with the 5-yr strategy's goals of increasing Welsh language services for residents and use of the language in the	Cwm Taf UHB	Comments from Ben Screen, Welsh Language Lead: From the perspective of the local Health Board and Welsh language, there is a need for a clear link and dialogue between us and you may be aware that as part of the More Than Just Words Plan WG have stated they will provide the resources to support a

		<p>workplace; and to seek to embed the good practice of the Active Offer on a wider level in RCT.</p> <p>Continue to work with partners to promote careers within the NHS to Welsh speakers and school leavers in RCT and the wider region as part of the UHB's own 5-year plan to increase the offer of clinical consultations in Welsh and its workforce planning processes to increase its bilingual workforce.</p>		<p>forum for this to happen (with there being no progress or update from them on this however in two years). This work will be important as we begin to form our own 5-year strategy in relation to clinical consultations this year.</p> <p>However as noted in my last email, there is currently no More Than Just Words Regional Forum as it was very poorly attended, had no obvious reporting or governance structure and no attached workplan. As the enabling service for WL in the UHB I have a team of 3, and so couldn't continue to justify putting effort into arranging them.</p> <p>I would recommend the reference to the MTJW Forum is reconsidered in the short to medium term, as you wouldn't be able to evidence against it (unless other partners wish to work with us on re-establishing it on a stronger footing with a Chair who is it a senior level (as in other UHB regions)). I'm also more than happy to facilitate, via our WL Steering Group, any dialogue between us and LAs where this may be helpful so that there is a conversation happening at some level, if that would help?</p>
<p>SA1 / SA2 / SA3</p>		<p>Work with the Council and wider partners to promote opportunities for young people to use Welsh informally (e.g. opportunities to volunteer; community projects; projects in schools).</p> <p>Discuss with RCTCBC the role of Menter Iaith RhCT in assisting with the work of sustaining the 2024 National Eisteddfod legacy within RCT communities for the future.</p>	<p>Menter Iaith Rhondda Cynon Taf</p>	<p>Menter Iaith makes (competitive) tender applications to receive funding from the County's youth department and receives less funding in 2023 – 24 than in 2022 – 23. One funding program ends in April 2024 so there is no certainty that a long-term program can be built for this provision. There is an extensive program that is run within</p>

	<p>Discuss with the Council how to ensure that Parti Ponty/Christmas/St David's Day events can provide opportunities to realise the key aims of the Promotion Strategy through the promotion of the language, raising awareness and bringing communities together to socialise and to use the language in a variety of contexts.</p> <p>Strengthen the voice of young people in RCT by working with partners to ensure that the Welsh language Youth Forum is effective and inclusive in order to hear the voices, the aspirations and needs of RCT young people and that they play an active role in planning appropriate opportunities.</p> <p>Continue to innovate with technology to promote opportunities on various platforms and targeting different audiences (website/ Medrau Project /AMAM Cymru etc)</p>	<p>Welsh schools and in schools where Welsh is the second language, but there are difficulties in reporting back the data the Council needs and the data schools are able to release (date of birth of pupils).</p> <p>Menter Iaith has worked closely with the Eisteddfod and the local Appeal Committees over the past 18 months and is working with them on the Eisteddfod's legacy within the County's communities. The Council has asked the Menter to meet in the Autumn term to discuss this.</p> <p>The Council has decided to withdraw the funding that had been allocated to Parti Ponty to support infrastructure costs, so it is unlikely that this event will be able to be held to the successful level in 2023 (over 9,000 people attending the free event). Funding has been offered to support smaller events in the County and Menter Iaith is keen to support the Council to offer Welsh / bilingual elements in its events e.g. Aberdar Festival - it was proposed to provide a Welsh band and an entertainer for 'Picninc y Tedi's' for Aberdar Festival 2024 but a message was received that the entertainment for the festival had already been arranged and unfortunately no Welsh performers were part of the event.</p> <p>Menter Iaith has been working with young people within Welsh medium schools and schools where Welsh is the second language within the County</p>
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