RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

WELSH LANGUAGE CABINET STEERING GROUP

9 OCTOBER 2019

WELSH LANGUAGE SERVICES - WELSH LANGUAGE PROMOTION STRATEGY PROGRESS REPORT

REPORT OF THE DIRECTOR OF PUBLIC HEALTH, PROTECTION, AND COMMUNITY SERVICES IN DISCUSSION WITH COUNCILLR GERAINT HOPKINS, CABINET MEMBER FOR ADULT COMMUNITY SERVICES & WELSH LANGUAGE

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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   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.

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   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.

3.3   Now that the Action Plan has reached its half-way stage 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 consider any additional actions that need to be taken to ensure it meets ifs stated objectives by 2021.

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 to ensure allocated to Council services 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. As can be seen, significant progress has been made in respect of some themes with some targets having already been met within timescales.

5.2   Targets achieved in full and/or embedded for the longer term include the following:

- Distribution of the 'Being Bilingual' leaflet and implementation of a marketing campaign to promote the benefits of bilingualism;
- Relocation and/or extension of the named primary schools to increase 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 though 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 fosters 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 L:anguage Service undergo the training.

5.3   Progress has been made in respect of the following:

- Early years staff are sign-posted to relevant training qualifications;
- Flying Start settings that are able to introduce basic words/sentences in Welsh have increased following training by our in-house tutor;
- The Council is currently in the process of developing community hubs and Welsh-medium activities are being explored through work with partners;
- The Adult Education Service continues to offer Welsh-medium courses and has increased its provision since 2016 but is yet to sustain a 5% increase year on year although other Welsh-medium activities have been offered such as Gwai a Gwen and Chatty Café (Caffi Cyfeillgar);
- Installation of Cysill and Cysgair on staff and Elected members computers/ipads continues to be rolled out;
- Bilingual interface for intranet launched;
- Over half Welsh medium primary schools in RCT expected to achieve y Siartr Iaith bronze award level with the equivalent for English medium schools, Cymraeg Campus, launched across Central South Wales in July 2018;
- Enrolments on Welsh for adults courses increased from 740 in 2017/18 to 775 in 2018/19;
- 250 additional people have signed up to receive Menter Iaith's e-achlysur newsletter in the last year;

- A Business Plan and Building Plan has been developed for Clwb y Bont – funding is being explored to develop the site.

5.4 The areas that are most challenging to address and/or to monitor progress include:

- Actions that relate to schools and the promotion of the Welsh language in English-medium schools. The inclusion of some of these targets were recognised at the time of development to be ambitious and are proving to be so in practice for a variety of reasons;
- Actions and targets where partners are the Lead Bodies are challenging from the perspective of monitoring as they are not obliged to share information with the Council and any actions they undertake are purely voluntary. In addition, resources that were available when the plan was being progressed may, by now have been reduced and/or contracts for specific areas of work may no longer exist.

6. <u>NEXT STEPS</u>

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 two years in order to ensure improvement against targets by the end of the Five Year period. This may require:

- amending some of the targets to reflect changed circumstances;
- changing the Council service/Partner Body to reflect changes in 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 Developments at local and national level since 2016 also have to be taken into account in respect of the next steps. In November 2018, (*over two years after the requirement to publish a 5 year strategy was imposed on the Council*) the Welsh Language Commissioner published a best practice guide for county and county borough councils and National Park authorities on 5-year strategies. The guidance clarifies the statutory requirements as well as looking at essential elements of any good practice in support of the main two elements that are central to the 5-year strategies, namely the number of people speaking the language and language use.

6.3 The Annual Assurance Report 2018/19 identifies the following key areas for improvement:

- While recognising that users' experiences continue to improve, consistency is needed to build trust that services are always available in Welsh, and that Welsh is not treated less favourably than English;

- Organisations need to encourage the use of Welsh language services, make them easy to use, and understand the reality of users' experiences;

- Organisations need to give strategic and detailed consideration to increasing the use of Welsh when they make policy decisions, and in relation to the language of internal operations.

6.4   As noted in this year's Annual Monitoring Report to the Welsh Language Commissioner, the delivery of Welsh language tuition to 455 members of Council staff (March 2019) at all levels with additional Welsh language training in the Autumn term 2018 for Early Years and Family Support Service settings has been commended. However it is evident now that moving learners along the language continuum must be a priority for the Council if we are to meet all our statutory obligations.   It is notable that 14 of the 23 service self-evaluations for 18/19 identified the need to improve the Welsh language skills of their staff and the majority of the 14 have front line delivery responsibilities. Enhancing the offer to staff and supporting them to access the training available will increase in importance as the Five Year Strategy reaches its final stage.

6.5   To support Councils to meet many of their targets in 5-year strategies, the Welsh Government has funded a programme called Cymraeg Gwaith/Work Welsh, which provides access for the first time, to free Welsh language tuition and materials utilising three approaches:

- Free on-line tutoring (10 hour courses) for beginners;
- Free 120hr/240hr over one financial year to support language progression;
- Free week long residential courses to move learners from intermediate to advances.

6.6   There is an expectation that Councils take full advantage of this provision, as it is being provided in direct response to the sector's concern over training costs. Neath Port Talbot, Cardiff, Caerphilly, Conwy and Ceredigion Councils have already started with Cymraeg Gwaith/Work Welsh programmes, as well as some Local Health Boards. Welcome though access to free tuition is, there remains a challenge for services in respect of staff cover.

6.7   Finally, at a local level, the Council's successful bid to host the National Eisteddfod in 2022 is testament to its commitment to facilitating and promoting the language within the county. It will provide opportunities to further develop accessible Welsh-medium and bilingual activities for residents that will contribute to achieving a number of the targets in the Action Plan.

7.   <u>EQUALITY AND DIVERSITY IMPLICATIONS</u>

7.1   An Equalities Impact Assessment is not required.

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

10. LEGAL IMPLICATIONS *OR* LEGISLATION CONSIDERED

10.1 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 are challenging as they are very ambitious and further work is required over the remaining two years to address them in collaboration with key partners.

12.2 It is also an appropriate time to review the actions and targets with partners to ensure that they remain relevant and meaningful in the light of changes to organisations and guidance issued at a national level.

LOCAL GOVERNMENT ACT 1972

AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

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REPORT OF DIRECTOR PUBLIC HEALTH, PROTECTION AND COMMUNITY SERVICES IN DISCUSSION WITH COUNCILLOR GERAINT HOPKINS, CABINET MEMBER FOR ADULT COMMUNITY SERVICES & WELSH LANGUAGE

Item: Welsh Language Services – Welsh Language Promotion Strategy Progress Report

Background Papers

Back ground papers should be a List of documents relating to the subject matter of the report which in the officers opinion will:

a) Disclose any facts or matters on which the report or an important part of the report is based; and
b) Which have been relied on to a material extent in preparing the report

But does not include published works or those which disclose exempt or confidential information

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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 (August 2019)
Education - Early Years provision	Provide appropriate Welsh language and childcare training for early years practitioners in order to increase Welsh-medium provision	Work with the *Cam wrth Gam* project which delivers a Level 3 Diploma in Children's Care, Learning and Development	Ensure that 10 childcare workers from RCT and the surrounding area are trained annually and gain relevant qualifications	Flying Start	'Cam wrth Gam' (Mudiad Meithrin)	- 20 Flying Start practitioners have completed Croesi'r Bont Courses. - 12 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.
	Increase number	Work with Mudiad	Increase	Flying Start	Mudiad Meithrin;	Percentage of Flying Start

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
	of children attending Welsh-medium (WM) early years provision	Meithrin and Flying Start to promote the advantages of Welsh-medium (WM) and pre-school education	numbers of children attending Welsh-medium (WM) early years provision by 50%		Family Information Service	places delivered through the medium of Welsh has increased from: 12% in 2016/17 to 24% in 2018/19 A 100% increase between 2016 and 2018.
	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	6 Flying Start settings, 36 practitioners, have undertaken the relevant training provided by our in-house tutor over a 6 week period.
Education – primary sector	Launch a wide-ranging	Distribute the 'Being Bilingual'	Launch marketing	Welsh Language Services	Menter Iaith; Yr Urdd;	Flying Start Centres/Coordinators

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
	marketing campaign to promote the advantages of Welsh-medium education and the benefits of bilingualism	leaflet and create other marketing tools to increase numbers in Welsh-medium primary schools	campaign in early 2017 and plan a series of on-going publicity events and activities year on year		RHAG; Fforwm Iaith; Bro Morgannwg Health Board	distribute 200 booklets annually. Welsh Language Services have provided the 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.
	Increase the capacity of Welsh-medium	Relocate Ysgol Gymraeg Tonyrefail to the	Increase capacity by at least 60 places	Education	School	Tonyrefail have been enjoying newly refurbished and improved

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
	primary schools in key locations	current Tonyrefail Primary School site				facilities since September 2018. Capacity increased by 120 (source Cabinet Report 9/4/19)
	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	Extension completed in 2018 as planned. Further improvements undertaken in summer 2019. Capacity increased by 100 (source Cabinet Report 9/4/19)
	Consider the effects of new housing developments on the growth of Welsh-medium	Plan for the likely increase in demand for Welsh-medium education in development	Draw up contingency plans in targeted areas, especially in the south of	Education	Regeneration & Planning	Education continue to work closely with colleagues from Development Control to ensure they are involved in the planning stages for

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
	education	areas	the county			new housing development at the earliest 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 sector they will be. The required business case for finance for additional school

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
						provision (which could be an extension of existing schools or provision of new ones), will then be made.
	Respond to Welsh Government's drive to create a million Welsh speakers by 2050	Introduce Welsh as the main medium of teaching in the Foundation Phase in some English-medium primary schools	Explore the possibilities of piloting the scheme in a small number of primary schools to develop children's bilingual skills in the Foundation Phase over the next 5 years	Education	Schools	Alternative courses of action have been perused. Namely, the introduction of Cymraeg Campus, a Language Charter framework that promotes and increases the use of Welsh in EM schools as reported below.

Additionally, Council have agreed proposals to amend the language |

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
						category of Penderyn Community Primary School from its current dual language status to a 3-11 Welsh medium community primary school as well as 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.

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
	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	'Cymraeg Campus' piloted successfully with English medium primary schools in Y Pant cluster. Scheme has been shared with English medium primary schools across RCT. Six schools have achieved the 'Cymraeg Campus' bronze award by the end of July 2019. Welsh medium primaries are engaging well with 'Siarter Iaith'. All Welsh medium schools have received the bronze award and four have received the silver award by the end of July 2019.

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
						'Siarter Iaith' has also been introduced to all Welsh medium secondary schools in July 2019.
Education – secondary sector	Increase number of learners in Welsh-medium secondary schools	Draw up plans to increase WM provision as a result of projected growth in the primary sector	Ensure increased numbers in all WM secondary schools by 2021	Education	Schools	This work is being undertaken as part of the Council's statutory school planning duties and in conjunction with the work involving new housing development. Funding opportunities are being constantly reviewed as part of the 21st Century Schools and Education Programme, and as such will be developing Business cases are

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
						being developed to improve and increase capacity of both YG Rhydywaun (by 20%) and YGG Aberdâr (by 16%). Ysgol Gartholwg capacity has increased by 85 after recent work to classrooms.
	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 continuum	Identify a few EM secondary schools that are willing and able to increase WM provision in a range of	Education	Schools	No progress reported.

Policy Area	Aims	Activity	Target by 2021 subjects	Council service(s)	Potential partner(s)	Progress to date (August 2019)
	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	Education and Ysgol Gyfun Cwm Rhondda submitted a bid for a £20,000 WG grant to establish an immersion facility at Ysgol Gyfun Cwm Rhondda. The bid was unsuccessful.

Work ongoing by a Welsh in Education Officer and the immersion unit in Cardiff to develop resources and training for first language primary schools. When completed, this will be |

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
						offered to schools in RCT.
	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 Awareness programmes are included in PSE curriculum in secondary schools	Develop a Welsh Language Awareness work programme and introduce into the curriculum of all secondary schools	All learners to understand the contribution of the Welsh language to the history, culture and social fabric of Wales	Education	Schools Yr Urdd	This is an area that is considered by Estyn in their assessment of provision at schools.

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
Language Transfer in the Home	Raise awareness of the importance of language transmission amongst young Welsh speaking adults	Include general language awareness programmes in PSE courses at schools	All schools to arrange awareness courses by 2017-18	Education	Schools YEPS Welsh Language Services	Welsh Language Services and EET have been visited Ysgol Llanhari and Ysgol Gartholwg to raise awareness. Siarter Iaith for Welsh medium secondary schools has been launched in July 2019. All Welsh medium secondary schools in RCT attended launch event.
	Raise awareness of the importance of language transmission	Arrange language awareness courses and family activities which target	Language awareness courses and activities to be established in	Communities & Prosperity Service	Menter Iaith Cymraeg i Blant Mudiad Meithrin Welsh Language Services	Rhondda South Delivery area, delivered awareness session for parents in YGG Llwyncelyn.

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
	amongst families	parents and children	6 centres around the county			
	Organise a marketing campaign targeting young Welsh speaking adults	Create an app/video/leaflet and use social media to encourage parents to use Welsh with their children	Seek funding to produce an app, video and information leaflet and plan marketing campaign by September 2017	Youth Engagement and Participation Service	Menter Iaith Cymraeg i Blant Yr Urdd Mudiad Meithrin	Menter Iaith were leading on this project, and have been unable to gain the required funding to develop this information tool.
Children, Young People and Families	Work with key partners to create opportunities for children and young people to use Welsh	Develop a joint strategy that enables Welsh to become the language of social and leisure activities	Publish joint strategy by October 2017	Youth Engagement & Participation Service	Menter Iaith Yr Urdd	A joint strategy was published in October 2019.

A working group has been established to ensure that actions are |

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
	outside school to strengthen the link between the language of education and the community					completed and meets quarterly.
	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	On average 30 young people, attend a weekly (50 weeks of the year) open access youth provision at Gartholwg Youth Centre.

241 after school activities have been offered through the medium of Welsh at our Welsh Medium secondary |

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
						schools with a similar provision planned for the forthcoming year.
						350 young people attended raising awareness sessions targeted at learners in Nantgwyn, Aberdare and Mountain Ash schools.
	Increase the number of social activities through the medium of Welsh for primary age children	Establish a network of 'adrannau cymunedol' to provide sports and leisure activities	Increase the current provision by 100%	Leisure Services	Yr Urdd	Dry side activities have been delivered at Llantrisant Leisure Centre during 2018-2019 in partnership with the Urdd.
	Provide support	Establish	Discussions to	Education	Welsh-medium	No progress reported.

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
	for parents with children in WM schools to alleviate concerns about helping with homework	Homework Clubs in WM schools to support parents who are non-Welsh speaking	happen during current academic year with a view of establishing Homework Clubs by September 2017		schools Menter Iaith	
	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	Menter Iaith facilitate a youth forum at all four of our WM secondary schools. 'Siarter Iaith' for Welsh medium secondary schools launched in July 2019. All RCT secondary schools present at

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
						launch.
	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	26 activities have been delivered to date such as river boarding, canoeing and team building and will run again this year.
	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	Provision has been extended to Gartholwg and Penderyn with twice weekly and weekly sessions being provided to an average of 20 young people. Provision was trialled in Pontyclun, Rhondda and

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
						Aberdare but stopped due to low attendance.
						Menter Iaith currently provide provision in Pontypridd.
	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	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 ConfidentBusiness RCT Facebook are being developed during 2019-

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
						2020 along with sharing information around the success of sites such as lleol.net and safleswyddi.co.uk. WG Welsh in Business Support Officer is now based in Menter Iaith with the main aim of supporting business to better develop their bilingual offer.
	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	Early Years Service Education	Menter Iaith Welsh-medium schools Kids Clubs Wales	Welsh medium childcare settings have been relocated into two of our Welsh medium primary schools during Summer 2018. The new facilities

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
			identified a need			provide a range of service to meet the needs of parents and their children, including sessional, wraparound and after school and holiday care.
	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	The Welsh medium capital grant will support development of new holiday childcare services in areas of identified need. Officers continue to offer support to unregistered Welsh medium after school childcare providers to register with CIW so that they can extend their services to include

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
						holiday care.
	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 Yr Urdd	Parti Ponty's delivery model has been amended to split into 5 separated events spread across the entire county borough. This resulted in 3 family fun days and 2 young adult gigs during 2019 at Treorchy, Pontypridd, Gartholwg, Porth and Aberdare.
	Increase number of Welsh language activities that cater for the	Ensure that swimming lessons are available in Welsh in some	Some WM schools to be offered swimming lessons in	Leisure Services	Yr Urdd Welsh-medium schools Coleg y Cymoedd	Priority has been given to establishing WM after-school swimming lessons, and building staff capacity, before

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
	interest of children and young people	WM schools	Welsh by January 2018			developing our WM provision for schools.
	Increase number of Welsh language activities that cater for the interest of children and young people	Ensure that a suitable range of activities are available for children and young people at libraries.	Develop a programme of Welsh language activities to take place during half term and summer holidays.	The Library Service Cultural Services	Literature Wales	13 craft and storytelling activities were arranged during the half term holidays. 8 sessions of activities delivered during the summer holiday period. A range of partner activities facilitated at libraries including Ti A Fi sessions, baby massage and Welsh Rhyme time delivered by Mudiad Meithrin staff at a number of libraries.

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
	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	Currently we run 2 wave 1 classes per week, at Llantrisant, which are full. Potential to add another wave 1 class to the existing 2, however this would require another teacher. Also there is potential to add 2-3 Splash 6 classes to the program at the various locations.

The provision has recently started in Ystrad with 2 wave 1 classes running per week, which are full. Potential to add another wave 1 class to |

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
						the existing 2, however this would require another teacher. Also there is potential to add 1-2 Splash 6 classes to the program.
	Increase leisure opportunities through the medium of Welsh	Ensure that fitness clubs including yoga, spinning and keep-fit are available through the medium of Welsh	Explore the potential of establishing at least 2 WM fitness clubs by September 2017 and increase number over the next five years	Leisure Services	Yr Urdd	Increase in Welsh Medium qualified teacher capacity should help the service area develop these sessions.
	Ensure that Leisure Centres	Appoint a Language	Training for Language	Leisure Services Welsh Language	Yr Urdd Menter Iaith	Since first discussed there far more Welsh

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
	proactively promote the use of Welsh	Champion in every leisure centre with responsibility for actively promoting Welsh both visually and in its leisure provision	Champions to be completed by September 2017 with monitoring processes established to evaluate progress on language use	Services		speaking staff employed at our leisure facilities and main office who are able to provide support and there have been instances where staff at site have taken enquires via email, phone and in person and have responded in Welsh without delay.
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	Communities & Prosperity Service Library Service	Menter Iaith	The Council is planning on developing 10 community hubs across the county. Currently 2 have opened (Canolfan Pennar in Mountain Ash in June 2019 and Yr Hwb in Ferndale in July 2019).

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
			activities/ events			These are exploring the potential for Welsh language provision at each site.
	Ensure access for adults to Welsh –medium learning opportunities	Work with partners to develop a programme of adult learning courses for Welsh speakers and learners across the county	Increase provision by 5% annually	Adult Education Service	Adult Community Learning Partnership Menter Iaith	There has been an increase in provision of courses since 2016, however this has not amounted to 5% each year. Other provision, such as Gwau a Gwen and Caffi Cyfeillgar (Chatty Café) have been developed and attract significant numbers but they are not formal courses.
	Consider the possibility of	Undertake a feasibility study to	Seek funding and carry out	Tourism Service Regeneration &	Welsh Government	A strategy has been developed to strengthen

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
	establishing a Culture and Tourism Centre at the top end of the Cynon valley	explore the potential of establishing a Culture and Tourism Centre in Aberdare	feasibility study by September 2018	Planning Service	Menter Iaith	the visitor economy within the north of Rhondda Cynon Taf, maximising the potential of the county's landscape and heritage as part of the valleys Regional Park.
Welsh in the Workplace	The Council to comply fully with the Welsh Language Standards	Continue with the work of the Welsh Language Cabinet Steering Group and the Chief Officers Working Group	The Steering Group and Working Group to receive regular reports from the Welsh Language Officer on compliance issues	All service areas		Compliance reports produced on a regular basis with updates provided to relevant groups.
	Increase number of bilingual staff	Increase number of bilingual staff in	A Language Skills Strategy	Welsh Language Services	Human Resources	The Welsh Language – Recruitment and

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
	in order to provide services in accordance with requirements of the Welsh Language Standards	order to provide services in accordance with requirements of the Welsh Language Standards	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 (12.3%)			Selection At Rhondda Cynon Taf Procedure was published in January 2018. In 2017-2018 5.69% of staff were fully bilingual. In 2018-2019 this figure rose to 6.95%. We are on target to reach 12.3% by 2025.
	Adopt a proactive recruitment policy which will enable the Council to	All posts will be designated as Welsh 'essential' by default. Managers will be required to	A Language Skills Strategy outlining recruitment policy to be produced by	Human Resources	Welsh Language Services	The Welsh Language – Recruitment and Selection At Rhondda Cynon Taf Procedure was published in January 2018. This procedure

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
	provide more bilingual services in line with requirements of the Welsh Language Standards	provide a business case if 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	September 2017			adheres to all requirements of the Welsh Language Statutory Standards.
	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	At the beginning of August 493 staff records have no language skills assessment associated with them. HR review this regularly and update after making contact with the staff member or manager.

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
	Provide opportunities for staff to improve their language skills	Provide opportunities for staff to improve their language skills	Agree a training programme by January 2017	Welsh Language Services	All services	Training programmes developed annually and offered to staff.
	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	A training package has been developed and continues to be delivered at a range of staff, manager and elected member briefing sessions In addition, as part of the Local Authorities new 'corporate induction' - Welsh Language Services will now host a mandatory e-learning module on RCT Source.
	Create an	Produce	On-going	All services		Resources in all manner

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
	environment that encourages greater use of Welsh	resources, promotional material and visual impacts that promote language use and fosters respect for bilingualism				of formats have been developed to encourage people to use their bilingual skills. During 2018-2019 the following were produced - Social Media Guidance - Correspondence Decision Tree -Eisteddfod Urdd Campaign - Social Media 'Remember to use Welsh' campaign - Setting the Standards Guidance
	Provide intranet support for	Use intranet to sign-post staff to	Use intranet to sign-post staff	Welsh Language Services	IT	Access provided to a range of online materials

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
	Welsh speakers and learners	useful language resources e.g. e-learning, on-line grammar and spell checkers, on-line dictionaries and translation tools	to useful language resources e.g. e-learning, on-line grammar and spell checkers, on-line dictionaries and translation tools			and e-learning materials and the Welsh Language Services team have developed short guidance videos on the Welsh Language Standards.
	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	Welsh language courses highlighted on the staff intranet.
	Normalise the use of Welsh in	Assess language preferences of	Assessment to be completed	Human Resources	All services	Language preferences of current staff is captured

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
	the workplace	staff in relation to internal operations:- correspondence; forms; complaints; performance reviews; training needs; staff policies, internal meetings etc.	by March 2017			via the intranet and on appointment for new staff.
	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,	On-going	Welsh Language Services IT	All services	Regular communication is made via the intranet to all staff groups encouraging the use of Welsh.

A Welsh Language staff distribution list has been |

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
		lanyards, use of *Cymraeg* logo on e-mail and intranet, e-mail signatures and out-of-office messages				created to contact relevant staff directly.

The Council is in the process of developing 'Mail-tips' to encourage more written Welsh over email.

Campaigns, such as Diwrnod Shwmae are developed and promoted with Senior Leadership Team involvement.

All email signatures, out-of-office etc. are bilingual and posters/information displayed to encourages |

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
	Distribute Welsh language promotional material to staff	• How to get a translation • Staff guidelines booklet - *Welsh What's Changed?* • Badges, lanyards, posters • ICT booklet: *Welsh @your fingers* • Welsh for Adults Prospectus • Mouse mats • *Being*	On-going	Welsh Language Services		the use of Welsh. All promotional materials are available on the staff intranet. Badges and lanyards of the Council indicate whether a member of staff is a Welsh speaker or learner (and distributed on appointment to relevant staff members), posters are displayed as appropriate.

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date (August 2019)
		Bilingual booklet • Corporate messages 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	This has been offered to all staff and Elected Members and is promoted on an on-going basis as new staff are recruited.
	Develop bilingual intranet interface and	Liaise with other local authorities to investigate joint	Install bilingual interfaces by September	IT	Customer Care	Inform has recently been launched along with language choice screens

Policy Area	Aims	Activity	Target by 2021 2017	Council service(s)	Potential partner(s)	Progress to date (August 2019)
	menus and bilingual interface for web applications	investment in developing bilingual interfaces				on all our corporate websites.

Work still to be completed with external partners to ensure all content and services are bilingual. |
| | 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 | Training provided to new Members and staff during induction programmes is on-going.

Simultaneous translation is being provided at 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 population centres	Increase number of Cylchoedd Ti a Fi and Cylchoedd Meithrin by 50%	Mudiad Meithrin	Flying Start; Family Information Service	Numbers of settings have remained the same between 2017 and 2018 (24) but capacity has increased from 518 to 540.
	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	No progress reported.
	Provide basic language training for	Organise language sessions that are	Every playgroup and day care	University of South Wales Welsh for Adults	Wales PPA; PACEY, NDNA Cymru;	Community-based provision promoted to staff corporately by the

	workers in mainly English-medium settings	appropriate for early years provision	nursery to be provided with opportunities to attend language training	Centre	Flying Start	Welsh Language tutor. Free course for Childcare Practitioners promoted by Work Welsh.
	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 : 71.2% 2017-2018 : 70.01%
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	Coleg y Cymoedd	Colegau Cymru	In 2018 - 19, Iaith at Waith units were delivered in Childcare, Health and Social Care, Catering, Business, Travel and Tourism, The

			Tourism and extend to Creative Industries, Engineering and Construction			Creative Industries, Engineering, Construction, Hairdressing and Beauty courses. Delivery is scheduled for the above plus Sports and Public Services courses in 2019-20.
	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	In 2018-19, Welsh-medium delivery of the Welsh Baccalaureate lessons provided at both AS and A2 levels in the 'A' Level Centre. Welsh-medium GCSE Mathematics re-sit class ran in 2018-19 too.
	Increase number of learners	Raise greater awareness	Increase number of	Coleg y Cymoedd	Colegau Cymru	Increase in numbers studying the Iaith at Waith

	choosing Welsh-medium modules or units in Coleg y Cymoedd	amongst Welsh-speaking learners of bilingual provision available and job opportunities requiring bilingual skills	learners studying part of their courses through the medium of Welsh by 50%			Welsh-medium Customer care units from 300+ to 600+ during 2018-19.
	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	In 2018-19, the College collaborated with Ysgol Gyfun Cwm Rhymni to offer a bilingual version of Level 3 Health and Social care. Unfortunately the number of learners who chose this option was below the minimum for a viable group and the course did not run. It has been advertised in both the College prospectus

						and on-line for 2019-20.
	Provide social opportunities for college learners to meet and use the Welsh language	Organise an annual programme of events which is popular and wide-reaching in its appeal	Publish programme of events at the beginning of each term and distribute through social media and internet	Coleg y Cymoedd	Menter Iaith	A booklet for learners (on-line and in hard copy),entitled *Cymraeg yn y Coleg* was published in 2018-19 and will be published annually 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 a calendar of Welsh activities held throughout the academic year along with details about the Welsh Clubs which are

						held on each campus.
Language Transfer 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	No progress reported.
	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	No progress reported.
Welsh for Adults	Increase the number of adults	Increase marketing activity	Increase number of	University of South Wales	National Welsh for Adults Centre	Number of enrolments increased from 740 in

	learning Welsh	and extend number of courses available at all levels	enrolments by 30%	Welsh for Adults Centre		2017/18 to 775 in 2018/19.
	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	No progress reported.
	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	Increased provision developed – Cymraeg Gwaith/Work Welsh including 3 approaches with access to free tuition.

	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	No progress reported.
	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	No progress reported.
	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	No progress reported.

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	250 additional people registered for 'Echlysur' this year.
	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	Contact kept with school –leavers through social media.
	Re-invigorate Clwb y Bont in	Work with trustees of Clwb y	Seek funding and carry out	Clwb y Bont	Menter Iaith Council	Business Plan and Building Plan developed –

	Pontypridd as a thriving Welsh Language Centre for a range of different partners	Bont to carry out a feasibility study, including a business case, to develop the centre as a powerhouse for language revitalisation	feasibility study by January 2018		Welsh Government	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.