



**RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

**WELSH LANGUAGE CABINET STEERING GROUP**

**22 APRIL 2021**

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

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

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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 25<sup>th</sup> 2017.

**2. RECOMMENDATIONS**

It is recommended that the Welsh Language Cabinet Steering Group:

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

**3 REASONS FOR RECOMMENDATIONS**

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

#### **4. BACKGROUND**

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

- Community activities
- Welsh in the workplace

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

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

## 5. **CURRENT POSITION AND PROGRESS**

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

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

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

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

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

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

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

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

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

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

## **6. NEXT STEPS**

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

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

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

## **7 EQUALITY AND DIVERSITY IMPLICATIONS**

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

## **8 CONSULTATION**

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

## **9 FINANCIAL IMPLICATION(S)**

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

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

## **10. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED**

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

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

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



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

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

## **12. CONCLUSION**

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

## Action Plan to Promote the Welsh Language in Rhondda Cynon Taf

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

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

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

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

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

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

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

## PART 1

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

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

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

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

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

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



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

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

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

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

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

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

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>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</p>

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



Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	speakers by 2050	Phase in some English-medium primary schools	of primary schools to develop children's bilingual skills in the Foundation Phase over the next 5 years			<p>September '21.</p> <ul style="list-style-type: none"> <li>• RCT are also increasing the total available capacity of Dolau Primary School (dual language school) to 921, plus 124 part time Nursery places, potentially doubling the capacity for Welsh-medium education dependent on parental choice.</li> <li>• Officers from</li> </ul>

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

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

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	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	<p>further update on this in due course.</p> <ul style="list-style-type: none"> <li>Principles of the Welsh language Charter embedding well in schools. All Welsh medium primary schools have successfully received the bronze award and 8 have achieved the silver award by the beginning of March 2020. In English medium</li> </ul>

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>primary school, 15 school have successfully received the bronze award. Work is ongoing in promoting the charter in Welsh medium secondary schools, and all have received initial training.</p> <p>Tonyrefail Community School is involved in the Cymraeg Campus pilot for English medium</p>

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

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

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



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

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

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

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

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

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

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

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	transmission amongst young Welsh speaking adults	PSE courses at schools	2017-18			Welsh Language Charter. No accreditation undertaken from March 2020 due to Covid-19. Resources created by regional consortia as part of the WG 'Keep Safe. Keep Learning' programme to support the use of informal Welsh at home during lockdown period.
	Raise awareness of	Arrange language awareness	Language awareness	Communities & Prosperity Service	Menter Iaith Cymraeg i Blant	<ul style="list-style-type: none"> <li>Due to Covid restrictions</li> </ul>



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

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

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

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

<b>Policy Area</b>	<b>Aims</b>	<b>Activity</b>	<b>Target by 2021</b>	<b>Council service(s)</b>	<b>Potential partner(s)</b>	<b>Progress to date</b>
Children, Young People and Families	Work with key partners to create opportunities for children and young people to use Welsh outside school to strengthen the link between the language of education and the community	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	<ul style="list-style-type: none"> <li>• A working group was established but due to Covid-19, the group hasn't met since March. YEPS and Menter Iaith are working in partnership to ensure Welsh language provision is available virtually.</li> <li>• Partnership developed with AM on-line platform via Welsh Government to make the</li> </ul>

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	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	<p>language and music more accessible to young people in RCT</p> <ul style="list-style-type: none"> <li>On average 40 young people, attend a weekly open access youth provision at Gartholwg Youth Centre prior to lockdown.</li> <li>After-school activities and holiday provision offered for the</li> </ul>

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
						<p>pupils of the 4 Welsh medium schools.</p> <ul style="list-style-type: none"> <li>• 490 primary aged children engaged in 950 activity sessions in 6 locations during the last academic year in Menter Iaith's after school clubs.</li> </ul>
	Increase the number of social activities through the medium of	Establish a network of 'adrannau cymunedol' to provide sports	Increase the current provision by 100%	Leisure Services	Yr Urdd	<ul style="list-style-type: none"> <li>• No update due to COVID-19 and leisure centres being closed. Prior to lockdown dry</li> </ul>

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



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

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

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

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

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

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

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

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



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

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

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

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

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

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	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	<p>need to increase WM afterschool childcare facilities in the County. Discussions with partners on-going.</p> <ul style="list-style-type: none"> <li>Capital funding has allowed us to improve and expand current Welsh medium services, as well as develop two brand new settings. One new holiday club has opened in the last year to offer Welsh medium</li> </ul>

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

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



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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	<p>services in line with requirements of the Welsh Language Standards</p> <p>Map current levels of Welsh language skills</p>	<p>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</p> <p>Undertake a language skills audit of staff and Elected Members</p>	<p>Complete language skills audit by March 2017</p>	<p>Welsh Language Services Human Resources</p>	<p>All services</p>	<p>This procedure adheres to all requirements of the Welsh Language Statutory Standards and this target.</p> <ul style="list-style-type: none"> <li>• Coleg y Cymoedd undertakes a Staff Skills Survey every 2 years to update our data-base. Next Survey is due January 2021.</li> <li>• As at 15</li> </ul>



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

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

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

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

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

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

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

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



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

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

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

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

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)	Progress to date
	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	<p>d</p> <p>Work still to be completed with external partners to ensure all content and services are bilingual.</p> <ul style="list-style-type: none"> <li>• Training provided to new Members and staff during induction programmes is on-going.</li> </ul> <p>Simultaneous translation is being provided at</p>

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

## PART 2

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

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

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

			and Construction			Industries, Engineering, Construction, Hairdressing, Beauty, Public Services and Sport courses. Despite early closure due to COVID, 542 learners attained a WJEC accredited unit qualification at Entry Level 3, Level 1 or Level 2 in these courses. Delivery is scheduled for the above plus Automotive Engineering
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	<p>Increase Welsh-medium provision in Coleg y Cymoedd</p>	<p>Develop bilingual provision in a few mainstream courses e.g. Business, Childcare, Health and Social Care</p>	<p>Ensure that WM units are available in at least five subject areas by 2021</p>	<p>Coleg y Cymoedd</p>	<p>Colegau Cymru</p>	<p>courses in '20-21.</p> <ul style="list-style-type: none"> <li>• In 2019-20, Welsh-medium delivery of the Welsh Baccalaureate lessons provided at both AS and A2 levels in the 'A' Level Centre) leading to Bilingual qualification overall). Welsh-medium GCSE Mathematics re-sit class ran in 2019-20 too. Development work to be agreed with</li> </ul>
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	<p>Increase number of learners choosing Welsh-medium modules or units in Coleg y Cymoedd</p>	<p>Raise greater awareness amongst Welsh-speaking learners of bilingual provision available and job opportunities requiring bilingual skills</p>	<p>Increase number of learners studying part of their courses through the medium of Welsh by 50%</p>	<p>Coleg y Cymoedd</p>	<p>Colegau Cymru</p>	<p>Coleg Cymraeg Cenedlaethol in '20 – 21.</p> <ul style="list-style-type: none"> <li>Slight decrease from 628 learners attaining Welsh-medium Customer Care units in 2018-19 to 542 in 2019-20 due to sudden early closure because of COVID.</li> </ul>
	<p>Build on links between Coleg y Cymoedd and Welsh-medium secondary schools</p>	<p>Explore the possibilities of collaborating on WM provision, including GCSE courses</p>	<p>Agree a collaborative programme of delivery by September 2017</p>	<p>Coleg y Cymoedd</p>	<p>Welsh-medium schools Education &amp; Lifelong Learning</p>	<ul style="list-style-type: none"> <li>Collaboration with Ysgol Gyfun Rhydywaun resulted in staff from the school being booked to deliver Welsh-medium First Aid</li> </ul>

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

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

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

	<p>Increase the number of learners progressing from Entry and Foundation levels to Higher level courses</p> <p>Provide more language courses in the workplace at various levels of proficiency to enable more employees to work bilingually</p>	<p>Provide targeted support and guidance to encourage learners to progress to higher levels of fluency</p> <p>Increase workplace provision in the public and voluntary sectors for beginners and tentative Welsh speakers</p>	<p>Increase progression rates to higher levels by 20%</p> <p>Increase workplace provision by 100%</p>	<p>University of South Wales Welsh for Adults Centre</p> <p>University of South Wales Welsh for Adults Centre</p>	<p>National Welsh for Adults Centre</p> <p>National Welsh for Adults Centre</p>	<ul style="list-style-type: none"> <li>• Progression rates are improving to higher level courses despite the effects of Covid 19.</li> <li>• Learn Welsh Glamorgan offer bespoke Welsh language training in the workplaces of RhCT, Merthyr and Bridgend. Due to COVID19, Work Welsh at the National level has lost some funding but the service is still offered with</li> </ul>
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	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	<p>many taster courses available on line.</p> <ul style="list-style-type: none"> <li>• Learn Welsh Glamorgan work with the mentrau iaith to offer informal learning events to support the learners and develop their confidence. This provision goes hand in hand with the formal lessons. Since Covid 19, these events have moved on line until it is safe to return to the</li> </ul>
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						<p>classroom and social locations used.</p> <ul style="list-style-type: none"> <li>• Menter Iaith have planned events in partnership with UCW Welsh Officer, have made presentations during relevant events and are establishing a TIM in UCW</li> <li>• Yr Hen Lyfrgell and Menter Iaith have agreed on a weekly informal chat programme</li> </ul>
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	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	<p>with the Welsh for Adults Centre at UCW and are co-promoting events and opportunities with learners.</p> <ul style="list-style-type: none"> <li>• As above, Learn Welsh Glamorgan organises and runs numerous events to support the learners including coffee mornings, reading groups, literature groups, cookery sessions, guest speakers, dramas, walks etc.</li> <li>• Learn Welsh</li> </ul>
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						<p>Glamorgan also run a project called 'Siarad' where 20 learners at Canolradd + are paired with a fluent Welsh speaker and meet for 10 hours to practise and use the Welsh language.</p> <ul style="list-style-type: none"> <li>• This provision has moved on-line following the effects of Covid19 until we can safely return to the classroom / society.</li> </ul>
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	Provide on-line opportunities for Welsh learners to practice their Welsh	Set up a designated on-line chat room/forum for Welsh learners in the area	To be established by September 2017	University of South Wales Welsh for Adults Centre	Menter iaith	<ul style="list-style-type: none"> <li>• 25 Welsh learners have volunteered with Menter iaith during events one learner is now a member of their management committee</li> <li>• All provision is currently on line and learners can chat on line with each other or with fluent speakers as part of the 'Siarad' project. Learners are encouraged to message in Welsh between lessons.</li> <li>• Yr Hen Lyfrgell and Menter iaith</li> </ul>
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						have agreed on a weekly informal chat programme with the Welsh for Adults Centre at UCW and are co-promoting events and opportunities with learners.
Community activities	Use communication technology as an information and networking platform for Welsh speakers and learners	Further develop 'Echlysur' as a communication network which provides information to Welsh speakers and learners about activities, events, job opportunities etc.	Expand marketing of the networking platform and set a five year target of 5,000 contacts	Menter Iaith	Youth Engagement & Participation Service Welsh-medium schools	<ul style="list-style-type: none"> <li>• Menter Iaith have developed new platforms – YouTube Sianel TIM; YouTube Sianel Clwb Carco; Sianel TIM on AMAM.cymru/TIM; Sesiwn Sul on GTFM; Mailchimp</li> <li>• Additional</li> </ul>

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

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