

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

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

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

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

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

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

## PART 1

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

\*Lead/responsible officer names subject to change

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

<b>VISION</b>	<p>Increasing the percentage and numbers of Welsh speakers in RCT</p> <p>Developing Rhondda Cynon Taf as a fully bilingual county; a County Borough where residents can live, work and play, as well as access the services and support they need through the medium of Welsh and English.</p>
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Priority areas	<ul style="list-style-type: none"> <li>• Transmission of the Welsh language within the family</li> <li>• Early Years</li> <li>• Statutory Education</li> <li>• Post-16 Education</li> <li>• The workforce</li> </ul>
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PRIORITY AREA	AIM	ACTIONS	RELEVANT LOCAL OR NATIONAL STRATEGY / DELIVERY PLAN	RESPONSIBILITY	ANNUAL UPDATE
Transmission of the Welsh language within the family	<b>Increase the number of families choosing to pass on the</b>	Analyse progression from 2011-2021 census data to inform relevant interventions and promotional campaigns.	<u>WESP Strategic Plan 2022 - 2023</u>	Denise Humphries - Senior 21st Century Schools Project Manager	

	<b>language to their children</b>				
Early years	<b>Increase the number of nursery/ three-year-old learners receiving childcare and early years education through the medium of Welsh</b>	Implementation of RCT's WESP Strategic Plan 2022-2032		<p>Gaynor Davies – Director of Education and Inclusion Services</p> <p>Lisa Howell – 21st Century Schools Business and School Organisation Manager</p>	
		In collaboration with partners, develop and implement a communication and marketing strategy to promote positive and consistent messages to the residents of RCT on the benefits of being bilingual; the benefits of childcare and education through the medium of Welsh and of the resources and opportunities available.	WESP – Marketing Group Action Plan	<p>Lisa Howell – 21st Century Schools Business and School Organisation Manager</p> <p>WESP Marketing Sub-Group</p> <p>Regional Welsh Medium Education Champion</p>	

		With partners, maximise distribution of the Being Bilingual booklet and its subject matter as well as wider resources, together with utilising and promoting partner materials.	<u>WESP Strategic Plan 2022 - 2023</u>	Lisa Howell – 21st Century Schools Business and School Organisation Manager  WESP Marketing Sub-Group  Regional Welsh Medium Education Champion	
		Work with partners such as the Resilient Health Programme/Flying Start/Cwm Taf UHB/Registrars to distribute and display the Being Bilingual booklet and promote the campaign.	<u>WESP Strategic Plan 2022 - 2023</u>	Hannah Bebb - Graduate Officer 21 <sup>st</sup> Century Schools	
		Ensure effective promotion of the Childcare Offer for Wales to increase take up of Welsh language provision.	<u>WESP Strategic Plan 2022 - 2023</u>  <u>The Childcare Strategy for Wales</u>	Denise Humphries – Senior 21St Century Schools Project Manager (Childcare & Special Projects)	
Statutory Education	<b>Increase the number of children receiving Welsh medium education in RCT</b>	Implementation of RCT WESP 2022-2032	<u>WESP Strategic Plan 2022 - 2023</u>	Gaynor Davies – Director of Education and Inclusion Services	

<p><b>Promote and support opportunities for learners to use Welsh in different contexts</b></p>		<p>Implementation of RCT WESP 2022-2032</p>	<p><u>WESP Strategic Plan 2022 - 2023</u></p>	<p>Daniel Williams - Head of Attendance And Wellbeing Service</p>	
		<p>Increase Siarter Iaith engagement to identify opportunities to develop activities to encourage informal use of the language in collaboration with partners.</p>	<p><u>WESP Strategic Plan 2022 - 2023</u></p>	<p>Bethan Davies - CSC</p>	
		<p>Continue to improve Welsh medium after schools/holiday provision.</p>	<p>YEPS delivery plan</p>	<p>Bedwyr Harries - Youth Services Manager</p>	
		<p>Support the development and strengthening of the Welsh language Youth Forum by the Welsh language partners so that young people have a voice in identifying their needs and aspirations regarding opportunities for them to use the Welsh language in different contexts.</p> <p>Support Welsh language Youth Forum members in becoming effective representatives and champions for their communities/groups.</p>	<p>YEPS delivery plan</p>	<p>Bedwyr Harries - Youth Services Manager</p>	

Post-16 Education	<b>Promote the benefits of Welsh language skills for the world of work, training, apprenticeships and further/higher education</b>	Implementation of RCT WESP 2022-2032  In collaboration with partners, develop and promote a wider range of Welsh language learning pathways into the world of work, training, apprenticeships and further/higher education for 14-19 year olds.	<u>WESP Strategic Plan 2022 - 2023</u>	Siân Woolson – Employment, Education & Training Team Manager  Martyn Silezin - 14-19 Strategy Officer	
		In collaboration with partners promote opportunities for Welsh medium further/higher education courses and modules for RCT pupils.	Registration/enrolment on courses	Martyn Silezin - 14-19 Strategy Officer	
		Support and encourage participation in Communities for Work + pre-employment Welsh language activities to introduce conversational Welsh and basic Welsh language skills.	Communities for Work+ Delivery Plan	Eira Cook - Community Services Manager – linked to ACL delivery	
Education Workforce	<b>Promote Welsh language skills development and training for the childcare and early years workforce in RCT</b>	Implementation of RCT WESP 2022-2032  Encourage childcare providers to survey the linguistic profile of staff and volunteers to identify training needs, levels of interest in improving skills, accessing appropriate support via programmes such as Croesi'r Bont and Clebran.	<u>WESP Strategic Plan 2022 - 2023</u>  WESP Strategic Outcome 1	Denise Humphries – Senior 21St Century Schools Project Manager	

	Continue to promote and support Welsh language learning opportunities for childcare and early years settings and work in partnership with them to develop Welsh medium training. [Consider whether existing RCTCBC internal provision could be utilised, e.g. online learning re language awareness training/Level 1 Welsh language training]	<u>WESP Strategic Plan 2022 - 2023</u>  WESP Strategic Outcome 1	Denise Humphries – Senior 21St Century Schools Project Manager	
	Facilitate networking events and information sharing with English medium childcare providers and key partners to highlight opportunities to introduce the Welsh language into their settings and enable them to offer Welsh language provision to families in their community.	<u>WESP Strategic Plan 2022 - 2023</u>  WESP Strategic Outcomes 1 and 5	Denise Humphries – Senior 21St Century Schools Project Manager	
<b>Increase the number of teaching staff able to teach Welsh /through the medium of Welsh</b>	<p>Implementation of RCT WESP 2022-2032</p> <p>Continue to promote and support opportunities for the school-based workforce to learn/improve Welsh language skills.</p> <p>Work with schools and partners to promote and support opportunities for expanding the bilingual childcare workforce in learning/improving Welsh language skills such as Cam wrth Gam.</p>	<u>WESP Strategic Plan 2022 - 2023</u>  WESP Strategic Outcome 1 and 7	<p>Gaynor Davies – Director of Education and Inclusion Services</p> <p>Chris Newcombe - Principal Improvement Partner</p>	

<b>Relevant legislation / strategies</b>	<ul style="list-style-type: none"> <li>• Cymraeg 2050</li> <li>• Welsh language standards regulation (No. 1) 2015</li> <li>• Well-being of Future Generations 2015</li> </ul>
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	<ul style="list-style-type: none"> <li>• Welsh in Education Strategic Plan 2022-2032</li> <li>• Education and Inclusion Services Strategic Plan 2021-2024</li> <li>• Welsh language Recruitment strategy</li> <li>• Corporate plan</li> <li>• LDP</li> <li>• Tourism Strategy</li> <li>• Strategic Equalities Plan</li> </ul>
<p><b>Relevant partners and links</b></p>	<ul style="list-style-type: none"> <li>• All RCTCBC Service areas</li> <li>• Welsh Education Forum</li> <li>• Schools in RCT</li> <li>• Mudiad Meithrin</li> <li>• Cymraeg i Blant</li> <li>• RhAG</li> <li>• Dysgu Cymraeg Morgannwg</li> <li>• Cwm Taf UHB</li> <li>• Cwlwm</li> <li>• Urdd</li> <li>• Menter Iaith</li> <li>• Fforwm Iaith Rhondda Cynon Taf</li> <li>• Welsh Language Youth Forum</li> <li>• Aelwyd Cwm Rhondda</li> <li>• Coleg y Cymoedd</li> <li>• Coleg Cymraeg Cenedlaethol</li> <li>• Cardiff Met</li> <li>• Consortium</li> <li>• Careers Wales</li> <li>• Colegau Cymru</li> <li>• Cyngor Celfyddydau Cymru</li> <li>• Llenyddiaeth Cymru</li> <li>• Interlink</li> </ul>





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

<b>VISION</b>	<p>Increasing the % and number of Welsh speakers in RCT</p> <p>Developing Rhondda Cynon Taf as a fully bilingual county. A County Borough where residents can live, work and play, as well as access the services and support they need through the medium of Welsh and English.</p>
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Thematic areas	<ul style="list-style-type: none"> <li>• Workplace</li> <li>• Services</li> <li>• Use of Welsh socially / in the community</li> </ul> <p>To influence the following themes in terms of infrastructure and context:</p> <ul style="list-style-type: none"> <li>• Community and Economy</li> <li>• Culture and media</li> <li>• Wales and the wider world</li> <li>• Digital Technology</li> <li>• Linguistic Infrastructure</li> <li>• Language Planning</li> <li>• Evaluation and Research</li> </ul>
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PRIORITY AREA	AIM	ACTIONS	RELEVANT LOCAL OR NATIONAL	RESPONSIBILITY	ANNUAL UPDATE
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			<b>STRATEGY / DELIVERY PLAN</b>		
Workplace	<p><b>Increase the use of Welsh in the workplace across all departments by increasing the confidence and skills of our staff</b></p> <p><b>This will also embed the following thematic aims:</b></p> <p><b>Ensure Council plays its part in ensuring the language is at the heart of technological innovation to enable the use of Welsh in all digital contexts.</b></p> <p><b>Ensure that technology and language resources continue to develop in order</b></p>	<p>As all new staff are required to undertake Welsh language L1 training, work to increase recruitment levels and progression rates between levels 1-5 by raising the awareness of managers and staff of the benefits and opportunities of a bilingual workforce.</p>	<p><u>Welsh Language Standards Action Plan</u></p> <p><u>Annual Monitoring Report</u></p>	<p>Lisa Sheppard – Senior Compliance and Policy Officer – Welsh Language</p>	
		<p>Continue to promote Welsh language learning opportunities for staff across all RCTCBC Services and elected members.</p>	<p><u>Welsh Language Standards Action Plan</u></p> <p><u>Annual Monitoring Report</u></p>	<p>Lisa Sheppard – Senior Compliance and Policy Officer – Welsh Language</p>	
		<p>Continue to work with Dysgu Cymraeg to maximise opportunities for staff to learn and use their Welsh language skills either through work or in the community.</p>	<p><u>Welsh Language Standards Action Plan</u></p> <p><u>Annual Monitoring Report</u></p>	<p>Lisa Sheppard – Senior Compliance and Policy Officer – Welsh Language</p>	
		<p>Ensure a calendar of events each year for staff to raise awareness of, and to promote Welsh language resources and opportunities, both at work and with other partners within the community (from Welsh medium childcare, learning and improving</p>	<p><u>Welsh Language Standards Action Plan</u></p> <p><u>Annual Monitoring Report</u></p>	<p>Lisa Sheppard – Senior Compliance and Policy Officer – Welsh Language</p>	

	<b>to bolster our linguistic infrastructure.</b>	Welsh skills, events, clubs, community groups etc).			
		To encourage those lacking confidence in their Welsh language skills, introduce a guaranteed interview scheme for Welsh speakers at Level 3 or above for posts where Welsh language skills are advertised as essential.	<u>Welsh Language Standards Action Plan</u>  <u>Annual Monitoring Report</u>	Richard Evans – Director of Human Resources  Steffan Gealy – Welsh Language Services – Service Manager	
		Continue to provide and develop technological support for Welsh speakers and learners within the Council to be able to deliver services through to medium of Welsh - i.e. Cysgliad package, apps for learning Welsh etc as standard on all Council laptops/devices.	<u>Annual Monitoring Report</u>	Lisa Sheppard – Senior Compliance and Policy Officer – Welsh Language	
		Promote the register of Welsh place-names and street names as a resource that may be used to enable people to learn more about their environment and the history of the area.	<u>Annual Monitoring Report</u>	Lisa Sheppard – Senior Compliance and Policy Officer – Welsh Language	
Services	<b>Increase the range of services offered to Welsh speakers and increase the use of Welsh language services</b>	During any internal assessment or review of services, map out Welsh language provision to identify and address gaps and areas of priority. This will both provide a baseline and enable the Council to actively promote services available through the	Service Self Evaluations  Welsh Language Impact Assessments	Lisa Sheppard – Senior Compliance and Policy Officer – Welsh Language	

	<b>This will also embed the following thematic aims:</b>	medium of Welsh and to target efforts in specific areas to expand provision.			
	<b>Ensure that language planning and promotion is a core consideration of all Council policy planning, expanding our understanding of bilingualism and the needs of Welsh speakers and optimising our support.</b>	Update guidance on policy making and planning when new research and data become available to better inform decisions so that they have the optimum impact on the needs of Welsh speakers and use of the language.	Welsh Language Impact Assessments – process and guidance	Lisa Sheppard – Senior Compliance and Policy Officer – Welsh Language	
	<b>Continue to build on our evidence base on the Welsh language and speakers in RCT in order to support the Council’s policy work and achievement of this strategy.</b>	Facilitate the sharing of new data and research to inform colleagues’ policy planning work.	Welsh Language Impact Assessments – process and guidance  RCT Data Repository	Lisa Sheppard – Senior Compliance and Policy Officer – Welsh Language  Bea Jeffries – Community Data Analyst	
		Consider how digital poverty might impact on Welsh language engagement and put steps in place to mitigate this to ensure all residents of RCT are able to access opportunities to enjoy, learn and speak Welsh	Welsh Language Impact Assessments – process and guidance  EqIA process  Service Self Evaluations	Lisa Sheppard – Senior Compliance and Policy Officer – Welsh Language  Melanie Warburton – Diversity and Inclusion Manager	
		Facilitate a networking event with Council officers and Welsh language partners, community and third sector partners. This will be an opportunity to bring people together to explore ways	<u>Annual Monitoring Report</u>	Lisa Sheppard – Senior Compliance and Policy Officer – Welsh Language	

	<p><b>Ensure Council plays its part in ensuring the language is at the heart of technological innovation to enable the use of Welsh in all digital contexts.</b></p> <p><b>Ensure that the language is a core element in supporting the socio-economic structure in RCT</b></p>	<p>of collaborating at various levels, which will, in turn, provide and enrich opportunities for RCT residents to engage with the Welsh language, to speak or to learn Welsh, and to work or volunteer through the medium of Welsh.</p>		<p>Scott Thomas – Eisteddfod Project Officer</p>	
<p>Use of Welsh socially / in the community</p>	<p><b>With our partners:</b></p> <p><b>(i) increase the use of Welsh socially and within communities</b></p> <p><b>(ii) support ways of embedding positive language use practices</b></p> <p><b>(iii) increase opportunities for people to learn</b></p>	<p>Communicate these 3 core messages across all RCT service areas as the overarching aim of this strategy to improve opportunities for RCT residents to <b>use</b> the Welsh language.</p>	<p>Welsh Language Impact Assessment feedback</p>	<p>Lisa Sheppard – Senior Compliance and Policy Officer – Welsh Language</p>	

	<p><b>and practice the language within their communities.</b></p> <p><b>This will also embed the following thematic aims:</b></p> <p><b>Ensure that the Welsh language is safeguarded as an integral part of our contemporary culture.</b></p> <p><b>Ensure that the Welsh language is an integral part of our efforts to welcome and integrate those who move to Wales and RCT.</b></p> <p><b>Ensure the Council plays its part in ensuring the language is at the heart of technological innovation to enable the use of</b></p>				
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	<b>Welsh in all digital contexts.</b>				
		Provide informal opportunities and encourage the use of the Welsh language in Community Resilience Hubs and Community Venues.	RCT Together Delivery Plan	Syd Dennis – Service Manager – RCT Together	
		Promote opportunities for Welsh language community groups to access community resources and funding.	RCT Together Delivery Plan	Syd Dennis – Service Manager – RCT Together	
		Develop opportunities to promote the Welsh language to newcomers, highlighting the fact that this is a language that belongs to all here in RCT	RCT Together Delivery Plan  Ukrainian refugees Welsh/Ukrainian vocabulary project – case study.	Syd Dennis – Service Manager – RCT Together  Lisa Sheppard – Senior Compliance and Policy Officer- Welsh Language	
		At neighbourhood network/ward level draw in partners from other services (cultural, sport, Welsh language etc) and external Welsh language partners to assist the community in achieving their aspirations.	RCT Together Delivery Plan	Syd Dennis – Service Manager – RCT Together	



		In the 2022-23 review of service delivery and provision, map out Welsh language provision to identify and address gaps and areas of priority.	Comm 4 Work + Service Delivery Plan	Eira Cook - Community Services Manager	
		Develop a targeted campaign for the 16-24 age group to promote bilingual job opportunities, the importance of all levels of Welsh language skills and a Welsh language route into work.	Comm 4 Work + Service Delivery Plan	Siân Woolson – Employment, Education & Training Team Manager  Eira Cook - Community Services Manager	
		Support and encourage participation in Communities for Work + pre-employment Welsh language activities to introduce conversational Welsh and basic Welsh language skills.	Comm 4 Work + Service Delivery Plan	Eira Cook - Community Services Manager	
	[Links with WESP SO5: Increasing opportunities for young people to use Welsh in different contexts.]	Analyse services to identify gaps in Welsh medium provision within sports and leisure activities – and prioritize areas for improvement.	Leisure and YEPS Service Delivery Plan	Lisa Sheppard – Senior Policy and Compliance Officer – Welsh Language	

		Work with partners to prioritize the expansion of Welsh language swimming lessons across RCT leisure centers.	Leisure and YEPS Service Delivery Plan	Gavin Bennett – Leisure Operations Manager  Jonathan Phillips – Leisure Asset Manager  Urdd	
		Work with partners to expand Welsh language provision within leisure centers (e.g. gymnastics).	Leisure and YEPS Service Delivery Plan	Gavin Bennett – Leisure Operations Manager	
		<b>Community voices</b> As part of the review of the Cultural Services (Resetting the Dial), hold creative conversations with community groups, analysing available data to map out needs and identify gaps in Welsh language provision. Put plans in place to expand Welsh medium provision in line with the findings.	Arts, Culture and Libraries Service Delivery Plan	Caroline O’Neill – Head of Arts, Culture And Libraries	
		Consider how to expand the Welsh language offer within various programmes such as Take pArt, CfW+, bringing the	Arts, Culture and Libraries Service Delivery Plan	Caroline O’Neill – Head of Arts, Culture And Libraries	

		arts closer to different Welsh language community groups.			
		<p><b>Links with partners</b> Work with partners to support and promote Welsh language creative and artistic events and projects (e.g. Parti Ponty, Community Artists)</p> <p>Explore opportunities to collaborate with partners to offer a wider range of opportunities to use Welsh through community activities.</p>	Arts, Culture and Libraries Service Delivery Plan	Caroline O’Neill – Head of Arts, Culture And Libraries	
		<p><b>Regional work</b> – develop and produce Welsh language theatre to tour across the region and nationally, in discussion with regional partners to look at the benefits and opportunities to share resources.</p>	Arts, Culture and Libraries Service Delivery Plan	Caroline O’Neill – Head of Arts, Culture And Libraries	
		<p><b>National Eisteddfod 2024</b> Draw up a cultural programme leading up to the Eisteddfod that will:</p> <ul style="list-style-type: none"> <li>Engage with communities and raise awareness of the language and associated opportunities</li> </ul>	Arts, Culture and Libraries Service Delivery Plan	Caroline O’Neill – Head of Arts, Culture And Libraries	

		<ul style="list-style-type: none"> <li>• Offer artistic projects to different community groups</li> </ul> <p>Consider how these activities can be sustained within communities beyond 2024</p>			
		<p><b>Go See:</b> As part of the wider work of reviewing the Council's Welsh language provision, ensure a variety of Welsh language/bilingual opportunities as part of this programme, and include Welsh language partners to help with the promotion of this to communities.</p>	Arts, Culture and Libraries Service Delivery Plan	Caroline O'Neill – Head of Arts, Culture And Libraries	
		<p><b>Noson Allan:</b> promote this scheme amongst young people via YEPS and the Welsh language youth forum / aelwyd Rhondda / sixth forms in schools to encourage them to take advantage of this scheme.</p>	Arts, Culture and Libraries Service Delivery Plan	Caroline O'Neill – Head of Arts, Culture And Libraries	
		<p><b>Welsh language facilitation:</b> Use Welsh speaking facilitators and assistants during arts events held in Welsh or English (e.g. Families First; Take pArt activities) to provide Welsh language engagement around the event.</p>	Arts, Culture and Libraries Service Delivery Plan	Caroline O'Neill – Caroline O'Neill – Head of Arts, Culture And Libraries	

		<b>Technology:</b> Explore how new technology could facilitate Welsh language/bilingual provision (such as the Theatr Genedlaethol's Sibrwd System for interpretation at events).	Arts, Culture and Libraries Service Delivery Plan	Caroline O'Neill – Head of Arts, Culture And Libraries	
		Develop opportunities to increase Welsh language engagement, promotion and activities within local communities. For example: increase Welsh language provision in Storytelling and Crafts events and exhibitions (including online).	Arts, Culture and Libraries Service Delivery Plan	Nick Kelland – Principal Librarian	
		National Eisteddfod 2024: in collaboration with partners both within the Council and externally, explore opportunities to promote archive resources, developing Welsh language engagement activities and exhibitions, ensuring sustainable and enduring Welsh language opportunities within local communities.	RCT Libraries Delivery Plan	Nick Kelland – Principal Librarian	
		Develop a social media campaign to promote the wide	RCT Libraries Delivery Plan	Nick Kelland – Principal Librarian	

		variety of Welsh language resources available within the service.			
		Raise awareness amongst key stakeholders of relevant resources and support available to raise the profile of the Welsh language and increase engagement with Welsh speakers and learners within their businesses and events.	Prosperity and Development Delivery Plan	Derek James – Service Director - Prosperity and Development	
		Develop a campaign to attract visitors and residents alike to the Welsh language and its history in RCT.	Prosperity and Development Delivery Plan	Derek James – Service Director - Prosperity and Development  Strategic Manager – Tourism and Events	
		Work experience / placements: In collaboration with relevant partners, develop a strategy/plan in the lead-up to the 2024 National Eisteddfod to raise awareness of key stakeholders to maximise benefits and ensure increased opportunities to use the Welsh language both within Council settings and local	Prosperity and Development Delivery Plan	Derek James – Service Director - Prosperity and Development  Strategic Manager – Tourism and Events	

		tourism attractions and businesses. (In partnership with Council's Eisteddfod engagement officer).		Chris Richards – Visitor Attractions & Heritage Manager  Scott Thomas – Eisteddfod Project Officer	
		Apprenticeships / volunteering: – liaise with partners to explore opportunities to provide experience for young people through the medium of Welsh in tourism related roles, highlighting the importance of bilingual skills for the industry.	Prosperity and Development Delivery Plan	Derek James – Service Director - Prosperity and Development  Strategic Manager – Tourism and Events  Chris Richards – Visitor Attractions & Heritage Manager  Siân Woolson – Employment, Education & Training Team Manager	
		Apprenticeships – with partners, explore opportunities to provide experience for young people through the medium of Welsh in key areas.		Siân Woolson – Employment, Education & Training Team Manager  Bedwyr Harries – Youth Services Manager	

		Provide tailored Welsh language awareness training, information and resources for careers advisors to equip them to promote the value of bilingual skills for the workplace.		Siân Woolson – Employment, Education & Training Team Manager	
		Graduate scheme / Apprenticeships – with partners, explore opportunities to provide experience for young people through the medium of Welsh in key areas such as public services, health care, early years.		Siân Woolson – Employment, Education & Training Team Manager	
		Explore opportunities to expand Welsh medium provision in light of virtual/hybrid platforms of learning, as well as the possibilities of wider regional or partnership working.		Val Clarke – Senior Officer Community Learning Employability	
		In collaboration with partners, gather information on all available opportunities to learn Welsh in RCT, and promote and market these across all platforms in order that RCT residents are aware of what’s available to		Val Clarke – Senior Officer Community Learning Employability  Welsh for Adults	



		them. Identify gaps in provision and seek to address these with partners.		Community Groups	
		<b>Community voice</b> Work with the Canolfan Gartholwg community committee to plan a programme to increase opportunities to use and practice Welsh informally and to improve confidence.		Val Clarke – Senior Officer Community Learning Employability  Jayne Rogers – Garth Olwg Event Co-Ordinator  Menter Iaith	

<b>Relevant legislation / strategies</b>	<ul style="list-style-type: none"> <li>• Cymraeg 2050</li> <li>• Welsh language standards regulation (No. 1) 2015</li> <li>• Well-being of Future Generations 2015</li> <li>• Welsh in Education Strategic Plan 2022-2032</li> <li>• Education and Inclusion Services Strategic Plan 2021-2024</li> <li>• Welsh language Recruitment strategy</li> <li>• Corporate plan</li> <li>• LDP</li> <li>• Tourism Strategy</li> <li>• Strategic Equalities Plan</li> </ul>
<b>Relevant partners and links</b>	<ul style="list-style-type: none"> <li>• All RCTCBC Service areas</li> <li>• Town and Community Councils</li> <li>• Fforwm Iaith Rhondda Cynon Taf</li> <li>• Welsh Education Forum</li> <li>• Schools in RCT</li> <li>• Mudiad Meithrin</li> <li>• Cymraeg i Blant</li> </ul>

- RhAG
- Dysgu Cymraeg Morgannwg
- Cwm Taf UHB
- Cwlwm
- Urdd
- Menter Iaith RhCT
- Fforwm Iaith Rhondda Cynon Taf
- Welsh Language Youth Forum
- Aelwyd Cwm Rhondda
- Eisteddfod y Rhondda
- Rhondda Arts Festival
- Coleg y Cymoedd
- Coleg Cymraeg Cenedlaethol
- Cardiff Met
- Central South Consortium
- Careers Wales
- DWP
- Colegau Cymru
- Eisteddfod Genedlaethol Cymru
- Cyngor Celfyddydau Cymru
- Llenyddiaeth Cymru
- Merched y Wawr
- Papurau Bro
- Theatres, galleries and arts centres
- Clwb y Bont
- Interlink

**PART 2**

**PARTNERS– COLLABORATION AND PROMOTION**

PRIORITY AREA	AIM	ACTIONS	RESPONSIBILITY	ANNUAL UPDATE
<p><b>SA1 – Early Years / Workforce [WESP]</b></p> <p>STRATEGIC AREA = SA</p>		<p>Continue to advise, support and collaborate with RCTCBC to:</p> <ul style="list-style-type: none"> <li>• ensure an increase in the number of children accessing/attending Ti a Fi and Cylchoedd Meithrin groups across the county</li> <li>• ensure an increase in Welsh language provision in Flying Start settings across the county</li> <li>• ensure an increase in the rate of transition from early years to Welsh-medium education</li> <li>• work with the Council and its partners to develop and expand the skills of the childcare workforce in the county.</li> </ul>	<p><b>Mudiad Meithrin</b></p> <p><b>[WESP]</b></p>	
<p><b>SA1 / SA2 / SA3</b></p>		<p>Continue to advise, support and collaborate with RCTCBC to promote and expand the range of Welsh language activities provided for children and young people beyond the classroom in activities around:</p> <ul style="list-style-type: none"> <li>• play (Chwarae yn Gymraeg)</li> <li>• sports (e.g. swimming, gymnastics, Fel Merch participation)</li> <li>• community arts, clubs, holiday activities, Eisteddfod</li> <li>• developing young community leaders</li> <li>• volunteering and training</li> <li>• apprenticeships</li> <li>• residential opportunities</li> </ul>	<p><b>Urdd</b></p>	

		<p>Identify with RCTCBC where appropriate resources and settings may be shared to widen access.</p> <p>Work with the Council and wider partners to raise awareness of the Fund for All to secure places at the Urdd camps for children who would otherwise not have the opportunity to go on a summer holiday.</p>		
<b>SA1 / SA2 / SA3</b>		<p>In the review of the Welsh Language Strategic Development Plan for Coleg y Cymoedd 2018-2023, seek further opportunities to align aspects of the plan for 2023 onwards with RCTCBC WESP and 5-yr Promotion Strategy.</p> <p>Continue to work with RCTCBC to promote opportunities with Welsh language pathways into work and the benefits of Welsh in employability as a workplace skill.</p>	<b>Coleg y Cymoedd</b>	
<b>SA1 / SA2 / SA3</b>		<p>Continue to advise, support and collaborate with the Council to:</p> <ul style="list-style-type: none"> <li>• promote and expand opportunities for RCT staff and residents to learn Welsh</li> <li>• identify where appropriate resources and settings may be shared to enable people to access learning Welsh in their own communities</li> </ul> <p>Work with the Council and wider partners to raise awareness of the Learning Welsh Financial Contingency Fund to assist with costs such as childcare, travel or resources when learning Welsh.</p>	<b>Dysgu Cymraeg Morgannwg</b>	
<b>SA1 / SA2 / SA3</b>		<p>The UHB recognizes that local authorities are an essential partner in providing health and social care to its population and that offering seamless care in Welsh between primary, secondary and social care to those who need it necessitates working in close partnership with them. As such the UHB will continue to work with RCTCBC as a core</p>	<b>Cwm Taf UHB</b>	

		<p>partner on the More than Just Words Forum, to align the key principles of More than Just Words with the 5-yr strategy's goals of increasing Welsh language services for residents and use of the language in the workplace; and to seek to embed the good practice of the Active Offer on a wider level in RCT.</p> <p>Continue to work with partners to promote careers within the NHS to Welsh speakers and school leavers in RCT and the wider region as part of the UHB's own 5-year plan to increase the offer of clinical consultations in Welsh and its workforce planning processes to increase its bilingual workforce.</p>		
<b>SA1 / SA2 / SA3</b>		<p>Work with the Council and wider partners to promote opportunities for young people to use Welsh informally (e.g. opportunities to volunteer; community projects; projects in schools).</p> <p>Discuss with RCTCBC the role of Menter Iaith RhCT in assisting with the work of sustaining the 2024 National Eisteddfod legacy within RCT communities for the future.</p> <p>Discuss with the Council how to ensure that Parti Ponty/Christmas/St David's Day events can provide opportunities to realise the key aims of the Promotion Strategy through the promotion of the language, raising awareness and bringing communities together to socialise and to use the language in a variety of contexts.</p> <p>Strengthen the voice of young people in RCT by working with partners to ensure that the Welsh language Youth Forum is effective and inclusive in order to hear the voices, the aspirations and needs of RCT young people and that they play an active role in planning appropriate opportunities.</p> <p>Continue to innovate with technology to promote opportunities on various platforms and targeting different audiences (website/ Medrau Project /AMAM Cymru etc)</p>	<b>Menter Iaith Rhondda Cynon Taf</b>	

