

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)
Education - Early Years provision	Provide appropriate Welsh language and childcare training for early years practitioners in order to increase Welsh-medium provision	Work with the <i>Cam wrth Gam</i> project which delivers a Level 3 Diploma in Children's Care, Learning and Development	Ensure that 10 childcare workers from RCT and the surrounding area are trained annually and gain relevant qualifications	Flying Start	'Cam wrth Gam' (Mudiad Meithrin)
	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; Family Information Service

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
	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
Education – primary sector	Launch a wide-ranging marketing campaign to promote the advantages of Welsh-medium education and the benefits of	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

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
	bilingualism 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
	Increase the capacity of Welsh-medium primary schools in key locations Consider the effects of new housing developments on the growth of Welsh-medium	Extend Ysgol Gymraeg Llwyncelyn to the adjacent Llwyncelyn Infants site Plan for the likely increase in demand for Welsh-medium education in development	Increase capacity by at least 100 places Draw up contingency plans in targeted areas, especially in the south of	Education Education	School Regeneration & Planning

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
	education Respond to Welsh Government's drive to create a million Welsh speakers by 2050	areas Introduce Welsh as the main medium of teaching in the Foundation Phase in some English-medium primary schools	the county Explore the possibilities of piloting the scheme in a small number of primary schools to develop children's bilingual skills in the Foundation Phase over the next 5 years	Education	Schools
	Develop a Language Charter which encourages the	Adapt the successful Language Charter	Develop a Language Charter for pupils studying	Welsh Language Services	Central South Consortium Menter iaith Yr Urdd

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
Education – secondary sector	use of Welsh in schools and in the community	implemented by Gwynedd and Carmarthenshire LEAs	Welsh as a first or second language		
	Increase number of learners in Welsh-medium secondary schools	Draw up plans to increase WM provision as a result of projected growth in the primary sector	Ensure increased numbers in all WM secondary schools by 2021	Education	Schools
	Increase opportunities in EM schools to use Welsh as a medium of instruction	Provide support for English-medium (EM) secondary schools to develop along the language continuum	Identify a few EM secondary schools that are willing and able to increase WM provision in a range of	Education	Schools

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
	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
	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	Education	Schools

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
	Ensure that Welsh Language Awareness programmes are included in PSE curriculum in secondary schools	Develop a Welsh Language Awareness work programme and introduce into the curriculum of all secondary schools	provision All learners to understand the contribution of the Welsh language to the history, culture and social fabric of Wales	Education	Schools Yr Urdd
Language Transfer in the Home	Raise awareness of the importance of language transmission amongst young Welsh speaking adults Raise	Include general language awareness programmes in PSE courses at schools Arrange language	All schools to arrange awareness courses by 2017-18 Language	Education Communities &	Schools YEPS Welsh Language Services Menter Iaith

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
	awareness of the importance of language transmission amongst families	awareness courses and family activities which target parents and children	awareness courses and activities to be established in 6 centres around the county	Prosperity Service	Cymraeg i Blant Mudiad Meithrin Welsh Language Services
	Organise a marketing campaign targeting young Welsh speaking adults	Create an app/video/leaflet and use social media to encourage parents to use Welsh with their children	Seek funding to produce an app, video and information leaflet and plan marketing campaign by September 2017	Youth Engagement and Participation Service	Menter Iaith Cymraeg i Blant Yr Urdd Mudiad Meithrin
Children, Young People and Families	Work with key partners to create	Develop a joint strategy that enables Welsh to	Publish joint strategy by October 2017	Youth Engagement & Participation	Menter Iaith Yr Urdd

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
	opportunities for children and young people to use Welsh outside school to strengthen the link between the language of education and the community	become the language of social and leisure activities		Service	
	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	Programme to be agreed and implemented by September 2017	Leisure Services Cultural Services	Menter Iaith Yr Urdd

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
	Increase the number of social activities through the medium of Welsh for primary age children	pursuits etc Establish a network of 'adrannau cymunedol' to provide sports and leisure activities	Increase the current provision by 100%	Leisure Services	Yr Urdd
	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 Menter Iaith

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
	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
	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
	Provide opportunities for	Support current WM youth clubs	Extend current provision to	Youth Engagement &	Menter Iaith Yr Urdd

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
	young people in WM secondary schools to use Welsh outside the classroom	in Rhydywaun, Llanhari, Pontypridd and Aberdare	include another 3 locations e.g. Llantrisant, Treorchy	Participation Service	
	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
	Provide childcare through the medium of	Carry out a review of the childcare needs of parents with	Provide after-school or wrap-around childcare in	Early Years Service Education	Menter Iaith Welsh-medium schools Kids Clubs Wales

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
	Welsh	children in WM education	every school that has identified a need		
	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
	Increase number of Welsh language activities that cater for the interest of families	Build on the success of Parti Ponty and arrange similar events to coincide with Christmas, Santes Dwynwen and St David's Day celebrations	Arrange 3 family fun days during the year in different parts of the county borough	Marketing & Events service	Menter Iaith Yr Urdd
	Increase number	Ensure that	Some WM	Leisure Services	Yr Urdd

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
	of Welsh language activities that cater for the interest of children and young people	swimming lessons are available in Welsh in some WM schools	schools to be offered swimming lessons in Welsh by January 2018		Welsh-medium schools Coleg y Cymoedd
	Increase number of Welsh language activities that cater for the interest of children and young people	Ensure that a suitable range of activities are available for children and young people at libraries.	Develop a programme of Welsh language activities to take place during half term and summer holidays.	The Library Service Cultural Services	Literature Wales
	Increase leisure opportunities	Ensure that swimming	Swimming lessons up to	Leisure Services	Yr Urdd

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
	through the medium of Welsh	lessons are available in after-school provision through the medium of Welsh up to at least Level 1	Level 1 to be available through the medium of Welsh in all main leisure centres by September 2018		
	Increase leisure opportunities through the medium of Welsh	Ensure that fitness clubs including yoga, spinning and keep-fit are available through the medium of Welsh	Explore the potential of establishing at least 2 WM fitness clubs by September 2017 and increase number over the next five	Leisure Services	Yr Urdd

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
	Ensure that Leisure Centres proactively promote the use of Welsh	Appoint a Language Champion in every leisure centre with responsibility for actively promoting Welsh both visually and in its leisure provision	years Training for Language Champions to be completed by September 2017 with monitoring processes established to evaluate progress on language use	Leisure Services WelshLanguage Services	Yr Urdd Menter Iaith
Community activities	Ensure community and volunteer involvement in planning and organising	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	Communities & Prosperity Service Library Service	Menter Iaith

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
	Welsh language activities		programme of popular activities/ events		
	Ensure access for adults to Welsh –medium learning opportunities	Work with partners to develop a programme of adult learning courses for Welsh speakers and learners across the county	Increase provision by 5% annually	Adult Education Service	Adult Community Learning Partnership Menter Iaith
	Consider the possibility of establishing a Culture and Tourism Centre at the top end of	Undertake a feasibility study to explore the potential of establishing a Culture and	Seek funding and carry out feasibility study by September 2018	Tourism Service Regeneration & Planning Service	Welsh Government Menter Iaith

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
	the Cynon valley	Tourism Centre in Aberdare			
Welsh in the Workplace	The Council to comply fully with the Welsh Language Standards	Continue with the work of the Welsh Language Cabinet Steering Group and the Chief Officers Working Group	The Steering Group and Working Group to receive regular reports from the Welsh Language Officer on compliance issues	All service areas	
	Increase number of bilingual staff in order to provide services in accordance with requirements of	Increase number of bilingual staff in order to provide services in accordance with requirements of the Welsh	A Language Skills Strategy to be produced by September 2017 with the aim of ensuring by 2025 that	Welsh Language Services	Human Resources

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
	the Welsh Language Standards	Language Standards	the proportion of bilingual staff reflects that of the County Borough (12.3%)		
	Adopt a proactive recruitment policy which will enable the Council to provide more bilingual services in line with requirements of the Welsh	All posts will be designated as Welsh 'essential' by default. Managers will be required to provide a business case if Welsh is deemed to be 'desirable' or not required for the post or if	A Language Skills Strategy outlining recruitment policy to be produced by September 2017	Human Resources	Welsh Language Services

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
	Language Standards	there is a requirement to learn if no Welsh speaker can be appointed			
	Map current levels of Welsh language skills	Undertake a language skills audit of staff and Elected Members	Complete language skills audit by March 2017	Welsh Language Services Human Resources	All services
	Provide opportunities for staff to improve their language skills	Provide opportunities for staff to improve their language skills	Agree a training programme by January 2017	Welsh Language Services	All services
	Enable staff and Elected Members to be aware of history and culture of	Arrange a programme of Welsh Language Awareness and Compliance	Agree a training programme by January 2017	Welsh Language Services Member Services Human Resources	All services

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
	Welsh language including compliance with Welsh language legislation	training and include in induction for new staff			
	Create an environment that encourages greater use of Welsh Provide intranet support for Welsh speakers and learners	Produce resources, promotional material and visual impacts that promote language use and fosters respect for bilingualism Use intranet to sign-post staff to useful language resources e.g. e-learning, on-line	On-going Use intranet to sign-post staff to useful language resources e.g.	All services Welsh Language Services	 IT

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
		grammar and spell checkers, on-line dictionaries and translation tools	e-learning, on-line grammar and spell checkers, on-line dictionaries and translation tools		
	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
	Normalise the use of Welsh in the workplace	Assess language preferences of staff in relation to internal operations:-	Assessment to be completed by March 2017	Human Resources	All services

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
	Promote schemes that visually illustrate that Welsh is welcomed in the workplace	<p>correspondence; forms; complaints; performance reviews; training needs; staff policies, internal meetings etc</p> <p>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</p>	On-going	Welsh Language Services IT	All services

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
	Distribute Welsh language promotional material to staff	<p>and intranet, e-mail signatures and out-of-office messages</p> <ul style="list-style-type: none"> • How to get a translation • Staff guidelines booklet - <i>Welsh What's Changed?</i> • Badges, lanyards, posters • ICT booklet: <i>Welsh @your fingers</i> • Welsh for Adults 	On-going	Welsh Language Services	

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
		Prospectus <ul style="list-style-type: none"> • Mouse mats • <i>Being Bilingual</i> booklet • Corporate messages summary leaflet 			
	Develop confidence in the use of written Welsh	Install Cysill and Cysgair (Welsh language grammar and spell checkers) on all staff and elected members' computers and iPads	All computer packages installed and operational by March 2017	IT	All services

Policy Area	Aims	Activity	Target by 2021	Council service(s)	Potential partner(s)
	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
	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

PART 2

Policy Area	Aims	Activity	Target by 2021	Lead Partner	Potential partners
Education - Early Years provision	Increase number of Cylchoedd Ti a Fi and Cylchoedd Meithrin	Work with Mudiad Meithrin and Flying Start to ensure that provision is available within easy reach of all the main population centres	Increase number of Cylchoedd Ti a Fi and Cylchoedd Meithrin by 50%	Mudiad Meithrin	Flying Start; Family Information Service
	Increase the number of Parenting/Family Sessions run by the 'Cymraeg i Blant' scheme Provide basic language training for	Increase the number of parents who send their children to WM education Organise language sessions that are	Increase the number of Parenting / Family Sessions by 50% Every playgroup and day care	Cymraeg i Blant scheme University of South Wales Welsh for Adults	Mudiad Meithrin Wales PPA; PACEY, NDNA Cymru;

	workers in mainly English-medium settings	appropriate for early years provision	nursery to be provided with opportunities to attend language training	Centre	Flying Start
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
	Increase Welsh-medium provision in Coleg y Cymoedd	Develop 'Iaith ar Waith' units in Customer Care across other learning areas	Consolidate provision in Childcare, Health and Social Care, Catering and	Coleg y Cymoedd	Colegau Cymru

			Tourism and extend to Creative Industries, Engineering and Construction		
	Increase Welsh-medium provision in Coleg y Cymoedd	Develop bilingual provision in a few mainstream courses e.g. Business, Childcare, Health and Social Care	Ensure that WM units are available in at least five subject areas by 2021	Coleg y Cymoedd	Colegau Cymru
	Increase number of learners choosing Welsh-medium modules or units in Coleg y Cymoedd	Raise greater awareness amongst Welsh-speaking learners of bilingual provision available and job	Increase number of learners studying part of their courses through the medium of	Coleg y Cymoedd	Colegau Cymru

	Build on links between Coleg y Cymoedd and Welsh-medium secondary schools	opportunities requiring bilingual skills Explore the possibilities of collaborating on WM provision, including GCSE courses	Welsh by 50% Agree a collaborative programme of delivery by September 2017	Coleg y Cymoedd	Welsh-medium schools Education & Lifelong Learning
	Provide social opportunities for college learners to meet and use the Welsh language	Organise an annual programme of events which is popular and wide-reaching in its appeal	Publish programme of events at the beginning of each term and distribute through social media and internet	Coleg y Cymoedd	Menter Iaith
Language Transfer in the Home	Ensure that more parents use Welsh as	Increase the number of activities	Increase the number of activities by	Cymraeg i Blant scheme	Mudiad Meithrin University of South Wales

	the language of the home	organised by the 'Cymraeg i Blant' scheme which encourages parents to speak Welsh to their children	100%		Welsh for Adults Centre
Welsh for Adults	Raise awareness of the importance of language transmission amongst young Welsh speaking adults Increase the number of adults learning Welsh	Include general language awareness programmes in PSE courses in college Increase marketing activity and extend number of courses available at all levels	The college to arrange language awareness courses by 2017-18 Increase number of enrolments by 30%	Coleg y Cymoedd University of South Wales Welsh for Adults Centre	Menter Iaith Education & Lifelong Learning National Welsh for Adults Centre

<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>
<p>Provide informal opportunities for Welsh learners to meet and</p>	<p>Organise weekly social activities and 'sesiynau sgwrs' (chitchat</p>	<p>Establish 5 locations in the area to hold weekly</p>	<p>University of South Wales Welsh for Adults Centre</p>	<p>Menter Iaith</p>

	practice their language skills	sessions) to increase confidence and fluency levels	opportunities for informal use of Welsh		
	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
Community activities	Provide on-line opportunities for Welsh learners to practice their Welsh Use communication technology as an information and	Set up a designated on-line chat room/forum for Welsh learners in the area Further develop 'Echlysur' as a communication network which	To be established by September 2017 Expand marketing of the networking platform and	University of South Wales Welsh for Adults Centre Menter Iaith	Menter Iaith Youth Engagement & Participation Service

	networking platform for Welsh speakers and learners	provides information to Welsh speakers and learners about activities, events, job opportunities etc	set a five year target of 5,000 contacts		Welsh-medium schools
	Use communication technology to keep in touch with pupils after they leave WM secondary schools Re-invigorate Clwb y Bont in Pontypridd as a thriving Welsh Language Centre for a	Ensure that contact details of as many school leavers as possible are added to the networking platform Work with trustees of Clwb y Bont to carry out a feasibility study, including a business case, to	Collect contact details on an annual basis Seek funding and carry out feasibility study by January 2018	Menter iaith Clwb y Bont	Youth Engagement & Participation Service Welsh-medium schools Menter iaith Council Welsh Government

	range of different partners	develop the centre as a powerhouse for language revitalisation			
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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.