

## Appendix 1: Achievement report on the implementation of Ceredigion's Welsh Language Strategy 2018-23



### Action Plan:

**Strategic aim 1:** To maintain and increase the Welsh language skills of the people of Ceredigion.

**Objectives:**

- 1.1 To ensure that new generations acquire basic Welsh language skills at the first opportunity.
- 1.2 To ensure that 3-19 year old students acquire and develop their Welsh language skills during their educational career.
- 1.3 To ensure that there are sufficient opportunities for adults to acquire and develop their Welsh language skills: in the workplace and in the community.

**Strategic aim 2:** To maintain and increase opportunities to use the Welsh language in Ceredigion in a range of contexts.

**Objectives:**

- 2.1 To maintain and increase the use of the Welsh language at community level.
- 2.2 To maintain and increase the use of the Welsh language in providing and receiving public services.
- 2.3 To maintain and increase the use of the Welsh language within workplaces.

**Strategic aim 3:** To create the social conditions that enable the Welsh language to thrive in Ceredigion.

**Objectives:**

- 3.1 To maintain the status and standing of the Welsh language within society, promoting its value and the use of the language.
- 3.2 To ensure that there is a thriving economy that values the Welsh language and Welsh language skills in the workplace.
- 3.2 To ensure that there are sustainable communities where the Welsh language is used as the usual means of communication.

## Strategic aim 1: To maintain and increase the Welsh language skills of the people of Ceredigion

<b>Objective 1.1 To ensure that new generations acquire basic Welsh language skills at the first opportunity</b>				
Number	Action	Progress	Indicators	Partners
	Provide direct information and advice to parents on the value of the Welsh language and the support available	<p>A booklet, 'One Life – Two Languages: Studying and living in Welsh and bilingually in Ceredigion', has been shared with parents across all Ceredigion schools.</p> <p>The Welsh Language Support Teams in Ceredigion and Pembrokeshire have collaborated to produce a booklet that will assist parents and guardians who are learning Welsh as their children begin their education in the counties' primary schools. It provides support and vocabulary that will be useful to parents and guardians as their children do their homework, as they become members of the school's community, and as they hopefully begin their own journeys to learn Welsh.</p> <p>Mudiad Meithrin has produced resources and podcasts by parents, discussing their reasons for choosing Welsh-medium education and childcare for their children.</p>	<p>A specific webpage has been developed on the website: The Welsh language at Ceredigion schools.</p> <p>Resources on Mudiad Meithrin's website.</p>	Education Service Mudiad Meithrin
	Promote and support the Welsh Language for Children in Ceredigion project to encourage language transmission within households.	The Chief Executive's update is shared widely on a weekly basis, and it includes the most up-to-date information about education and childcare to support playgroups to introduce language skills to the county's pre-school children.	Between April 2022 and October 2022, 79 Welsh for Children groups were held (including Story and Song, Baby Yoga and Baby Massage sessions), with 430 attendees.	Childcare Unit Mudiad Meithrin

	Support Mudiad Meithrin to maintain and increase its Ti a Fi playgroups.	See above.	The number of Ti a Fi playgroups continues to increase following lockdown. Currently, there are 10 Ti a Fi playgroups that meet regularly. This number will increase once a peripatetic Ti a Fi Officer is appointed for the county. The number of attendees ranges from 5 to 25 children.	Childcare Unit Mudiad Meithrin																				
	Assist Mudiad Meithrin and Early Years Wales to maintain and support an extensive provision of playgroups in Ceredigion.	See above.	There are 25 cylchoedd meithrin (playgroups) and five day nurseries in the county. There are 490 registered places available across the county in the cylchoedd meithrin, and 198 registered places in the day nurseries.	Childcare Unit Mudiad Meithrin																				
	Raise the awareness of independent childminders of the value of the Welsh language, supporting them to provide an appropriate linguistic service.	<p>Part-fund a Development Officer to support settings that are provided by Mudiad Meithrin and Early Years Wales.</p> <p>Deliver a course for childminders, including a module on the use of the Welsh language, with Cered, the Welsh language initiative, delivering a session on language awareness.</p> <p>Promote a Welsh learning course, 'Camau', which is provided free of charge and tailored to the sector.</p> <p>Aberystwyth and Aberaeron have been identified as two areas where more Welsh-medium childminder provision is required.</p> <p><u>Good news:</u></p> <p>➤ A childminder from Llandysul, who provides a Welsh language childminding service, has won a We Care Wales 2021 award for excellence in the provision of care for young children.</p>	<p>The number of childcare providers able to provide services in accordance with criteria set by the Welsh Government / Care Inspectorate Wales (CIW):</p> <ul style="list-style-type: none"> <li>• Welsh only</li> <li>• Welsh and English (bilingual)</li> <li>• English only</li> </ul> <p>Welsh-medium provision has decreased slightly since 2021 due to retirement or business closure</p> <table border="1" data-bbox="1391 1043 1912 1390"> <thead> <tr> <th></th> <th>June 2021</th> <th>June 2022</th> <th>September 2022</th> </tr> </thead> <tbody> <tr> <td>Welsh</td> <td>47</td> <td>48</td> <td>46</td> </tr> <tr> <td>Welsh and English (bilingual)</td> <td>10</td> <td>10</td> <td>10</td> </tr> <tr> <td>English</td> <td>34</td> <td>34</td> <td>34</td> </tr> <tr> <td>Total number</td> <td>91</td> <td>92</td> <td>90</td> </tr> </tbody> </table>		June 2021	June 2022	September 2022	Welsh	47	48	46	Welsh and English (bilingual)	10	10	10	English	34	34	34	Total number	91	92	90	Childcare Unit
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		<p>➤ A member of staff at Aberporth Nursery won the Early Years Wales <b>Welsh Learner of the Year</b> award in 2021 through the 'Camau' scheme in recognition of her exceptional attitude towards and commitment to her Welsh learning journey (through the 'Camau' scheme).</p>	<table border="1"> <tr> <td>of settings</td> <td></td> <td></td> <td></td> </tr> </table>	of settings				<p>Several businesses declare that they operate bilingually because they also need to attract children from non-Welsh-speaking households. The Unit's aim, therefore, is to encourage bilingual businesses to make greater use of the Welsh language to prepare children to receive their primary education in Welsh.</p>
of settings								

Objective 1.2 To ensure that 3-19 year old students acquire and develop their Welsh language skills during their educational career				
Number	Action	Progress	Indicators	Partners
	<p>Expand Welsh-medium education provision in schools by implementing <b>Ceredigion's Welsh in Education Strategic Plan</b> (WESP).</p>	<p>The Welsh Government has approved the 2022-32 WESP, and an action plan is being produced and will be submitted to the Welsh Government by 16th December 2022.</p> <p>The categorisation process has been successful. A statement has been produced for each school to include in its prospectus. Every governing body has agreed its category, including some in transition in terms of Welsh-medium provision.</p> <p>In collaboration with the Learn Welsh department for Ceredigion and Powys, a grant was secured to support a Welsh for Parents tutor, initially for a one-year period. The opportunity has been taken up by 56 parents to date.</p> <p>By launching a World Cup toolkit and poetry writing sessions, we have succeeded in</p>	<p><u>Primary schools:</u> 74% (3,018 of 4,066 pupils) of pupils in years 1 to 6 are receiving Welsh-medium education</p> <p><u>Secondary schools:</u> 68% (2,439 of 3,591 pupils) of pupils in years 7 to 11 are receiving Welsh-medium education</p> <p>Of the Year 11 cohort that sat the Welsh as a First Language exam in the Summer 2022, the percentage that gained other qualifications through the medium of Welsh (excluding Penglais pupils):</p> <p>2+ GCSEs = 56%</p>	<p>Education Service</p>

		<p>raising cultural awareness and pride amongst pupils and the wider community by releasing two videos.</p> <p>A language immersion fortnight has taken place in the Aberystwyth area. Teachers were released to work on suitable units for this period. It was a period of collaboration, led by the Welsh Language Support Team, to support the linguistic skills and language immersion pedagogy of teachers and support staff.</p>	<p>5+ GCSEs = 27%</p> <p>49% of Year 11 pupils left with grades A*-C in Welsh as a First Language</p>	
	Promote the adoption of Ceredigion's Language Charter – Ceri Siarad (Primary and Secondary) to encourage the use of the Welsh language outside the classroom.	Work on the Charter is ongoing. Three schools have reached the Gold standard this term. The commitment of most secondary schools has improved.	<p>39 primary schools</p> <p>4 Gold</p> <p>16 Silver</p> <p>19 Bronze</p>	Education Service
	Provide language immersion centres for latecomers	Ensure that latecomers to the county receive a good foundation in the language so that they are integrated into primary schools. 3 centres: Felin-fach, Cardigan and Tregaron.	Three language centres have been running since September 2022, with a total of 20 pupils	Education Service
	Increase the number and percentage of 16-19 year old students receiving part of their education through the medium of Welsh and/or bilingually.	<p>The Education Service has outlined its plans in the WESP. The authority will support secondary schools to take action to increase the number of qualifications that learners can study through the medium of Welsh during the period of the WESP.</p> <p><u>Coleg Ceredigion</u> Since 2021, all staff are expected to follow an internal training programme on creating bilingual classes, 'Basic, Better, Best'. Success depends to some extent on the linguistic ability of the tutors that are delivering the subjects.</p>	<p>These specific data are not available. In the Summer 2022, 12 students gained an A Level qualification in Welsh, with 2 gaining AS qualifications.</p> <p>These specific data are not available.</p>	<p>Education Service</p> <p>Hyfforddiant Ceredigion Training Coleg Ceredigion</p>

		<p>By using funding from the Coleg Cymraeg Cenedlaethol, we have been able to employ specific tutors to teach bilingually/through the medium of Welsh in the priority subject areas, namely Childcare, Public Services, and Sport. There is also strong bilingual provision in Health and Care, Business, Carpentry, and Construction.</p> <p>Every student attends an awareness session on the value of the Welsh language during induction week, and takes part in activities to celebrate events such as Shwmae – Sumai, Welsh Language Rights Day, etc. We have a specific programme for the academic year. Our Welsh Language Officer also runs ‘Cwrs Cwta’ sessions with specific groups. These brief sessions last approximately six weeks (one hour per week) and involve language awareness training in relation to their subjects/courses, with relevant activities to complete at the end of the six-week period.</p> <p><u>Hyfforddiant Ceredigion Training</u></p> <p>According to the results of the 2022 learner questionnaire, 86% of learners are having an opportunity to learn through the medium of Welsh or bilingually. 84% of learners use the Welsh language within their courses and in the workplace.</p> <p>Two apprentices who are Welsh Language Ambassadors for Welsh Colleges promote the Welsh language in the centre.</p>	<p><u>Hyfforddiant Ceredigion Training</u> A total of 65 16-19 year old learners</p> <p><b>13</b> learners are coded as B2 = 20% (A significant amount of Welsh-medium learning e.g., spoken and written Welsh are used in many aspects of the learning activities, but not all. Assessment is mainly in English, but some assessments may also take place in Welsh.)</p> <p><b>52</b> learners are coded as B3 = 80%</p>	
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		Targets for 2022: to increase the number of Welsh language resources used within our various sectors.	(A little Welsh-medium learning, e.g., limited use of Welsh for verbal communication or for a small aspect of the learning activities. Assessment in English only.)	
	Encourage schools to take advantage of the Welsh-medium opportunities offered through the Youth Service.	<p>There is a Youth Worker in every secondary school across the county (6 are able to speak Welsh to ALTE Level 5, and 1 is a Welsh learner).</p> <ul style="list-style-type: none"> <li>• Lunchtime clubs in every school, and 4 after-school clubs</li> <li>• Holiday programmes available to young people aged between 11-25 years old</li> <li>• 3 youth clubs in the county open on a weekly basis: Aberystwyth, Aberaeron and Cardigan</li> <li>• Activities for all every Saturday</li> <li>• Post-16 Group: Includes 1-1 support. Weekly support and group sessions vary to develop young people's personal and social skills in order for them to transition to employment, education or training when they are ready.</li> </ul> <p>Participation: The county's young people are given opportunities to participate in a number of projects that are led by the Children and Young People Participation Officer; Ceredigion Youth Council; Ceredigion Youth Forum (Dewis Panel); Aberystwyth Community Ambassadors Group; Children and Young People's Rights; Consultations. The team ensures that a range of opportunities are available for young people to hear the Welsh language in every session, whatever the topic. Events such as St</p>	<p>Over 60% of provision delivered through the medium of Welsh, with the remainder delivered bilingually. 100% satisfaction rate amongst young people attending all holiday activity programmes.</p> <p>To ensure the visibility of the Welsh language, all resources and promotion materials, including social media and digital youth work, are promoted bilingually.</p>	CCC Youth Service

		David's Day, football and rugby matches, etc. are used to celebrate Welsh language culture and industry. Projects have been undertaken to give young people from non-Welsh-speaking households an opportunity to understand and learn about their local areas, e.g. Cymraeg 2050 Project. These have been extremely successful in addressing the stigma associated with speaking Welsh. Working with many families who have moved into the area, often without any warning due to complex circumstances, and many of these have benefitted from similar projects in the past.		
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**Objective 1.3 To ensure that there are sufficient opportunities for adults to acquire and develop their Welsh language skills: in the workplace and in the community**

Number	Action	Progress	Indicators	Partners
	CCC to provide a range of internal opportunities for staff to acquire and improve their Welsh language skills, by taking advantage of the National Centre for Learning Welsh's Work Welsh scheme, and to raise awareness of alternative methods of learning the language by promoting new technology, e.g., Say Something in Welsh	The Council has established a partnership with the National Centre for Learning Welsh to fund a Work Welsh Tutor. Seven weekly intensive classes were held by the Training Officer, all at different levels.	65 members of staff enrolled on various courses to learn Welsh, including 5 enrolled on an Advanced Level Learn Welsh course.  A weekly lunch club is held to provide informal opportunities to practise Welsh.	CCC Corporate Training
	Collaborate with Aberystwyth University to promote the provision of Learn Welsh Ceredigion, Powys and Carmarthenshire, including: <ul style="list-style-type: none"> <li>Mainstream community-based courses, Integrated Welsh for Families programme.</li> </ul>	Community-based courses are still being delivered online following the pandemic. It is difficult to identify any change in numbers, because a number of Ceredigion learners are now learning with alternative providers since the provision moved online. Furthermore, learners from other areas have joined due to the extensive choice.	<b>670</b> learners enrolled on community-based courses to learn Welsh <b>151 (22%)</b> enrolled on Advanced or Proficiency level courses <b>23</b> Welsh for Families registrations: <b>82.61%</b> have completed the course	<b>Learn Welsh Ceredigion, Powys and Carmarthenshire</b>



		<p>Supplementary courses include the following online courses:  Sadyrnau Siarad  February Courses  Easter Courses  Summer Courses  We do not keep a record of learners who attend informal events to support their learning. In terms of Sadyrnau Siarad and supplementary courses, although we have data on the number of attendees, we do not have data on learners specifically from Ceredigion because these courses have been delivered entirely online, with attendees from all parts of Wales and beyond.</p>	<p>Welsh in the Workplace: 2 x intensive courses to raise confidence amongst Hywel Dda staff 4/10/21 – 31/4/22 = <b>48</b> sessions</p>	
	<p>Encourage the member organisations of the Bilingual Futures Forum to take advantage of the National Centre for Learning Welsh's Work Welsh scheme.</p>	<p>A presentation by the National Centre for Learning Welsh has been included as part of the Bilingual Futures Forum's work programme: publicity materials and resources have been shared widely.  <u>Coleg Ceredigion</u>  Work with 'Sgiliaith' to encourage staff to register on the one to one 'Mentoring' training pathway. Sgiliaith holds group sessions with all staff on an annual basis. Since 2021, all staff are expected to follow an internal training programme on creating bilingual classes, 'Basic, Better, Best'  <u>Natural Resources Wales (NRW)</u>  NRW won the Work Welsh Employer of the Year Award in 2022; Mentoring Scheme for learners, including organising revision sessions for learners if required.  Offer Say Something in Welsh courses to our staff on short-term contracts and to visitor centre staff.</p>	<p><u>Coleg Ceredigion</u>  Nine members of staff enrolled on the 'Work Welsh' course   <u>Natural Resources Wales</u>  20 learners enrolled on various courses, including one member of staff enrolled on the Advanced level course. Four registered to learn Welsh via Say Something in Welsh.</p>	<p>Coleg Ceredigion  Natural Resources Wales  Aberystwyth University</p>

		<p>Learners included in the Champions Group in order to be able to hear the Welsh language being spoken naturally.</p> <p><u>Aberystwyth University</u> The Welsh Language Services Centre promotes the use of the Welsh language and assists the University to operate bilingually. The work of the Centre includes supporting academic departments to develop projects through the medium of Welsh, providing a translation service, providing and coordinating a comprehensive support service for staff and students through the medium of Welsh, and aiming to ensure that the University complies with the Welsh Language Standards. A conversation session is held once a fortnight in the Arts Centre, and a Welsh Language Lunch Club meets once every three weeks to enable staff at all levels to converse and to gain confidence in speaking Welsh.</p> <p><u>Hywel Dda Health Board</u> The Board has worked with the National Centre for Learning Welsh to deliver a range of courses to staff: self-study courses, intensive courses, and confidence building courses.</p> <p>New from January 2023 – the Health Board has signed up to the Work Welsh scheme to provide confidence building courses to 100 members of staff during the year – the scheme is fully funded, and a tutor will be provided for a year</p>	<p><u>Aberystwyth University</u> 82 members of staff enrolled on various courses to learn Welsh, with seven studying at Advanced level.</p> <p><u>Hywel Dda Health Board</u> Self-study courses – 95 completed Residential courses – 3 Confidence building courses – 14 Conversation Club – 7 Taster course – 5</p>	
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**Strategic aim 2: to maintain and increase opportunities to use the Welsh language in Ceredigion in a range of contexts.**

**Objective 2.1 To maintain and increase the use of the Welsh language at community level**

Number	Action	Progress	Indicators	Partners
	<p>Implement a specific work programme via Cered, including:</p> <ul style="list-style-type: none"> <li>• running Local Action Groups,</li> <li>• providing extra-curricular opportunities for children and young people,</li> <li>• promoting the Welsh language amongst businesses in the county, e.g. Ceredigion Language Charter, and</li> <li>• providing an information, resources and signposting service.</li> </ul>	<p>Cered has continued to deliver a full programme of community activities, including face to face and virtual events. These activities have included: Memory box conversations with a range of organisations, radio programmes ('Cefn y Rhwyd'), Cardigan Castle Volunteer Scheme, Ar Gered Walking Programme, Iwcadwli Orchestra, coffee mornings/chat groups, podcasts ('Cwmni Rôl Cinio' and 'Pwnc Llosg'), online quizzes, Theatr Soffa (online theatre performances).</p> <p>Cered has also continued to deliver a programme of daily posts on the Cered and Browlan Facebook pages (the latter is a Facebook page run jointly with the Pembrokeshire Welsh language initiative)</p> <p>Community-based project 'Yr Ardd' – working intensively in the Llandysul area, focussing on activities around a community garden, including a lantern parade, craft workshops, a gardening club, talks and presentations.</p>	<p>Number of activities facilitated 11 – Children and young people 23 – Families</p> <p>Number of businesses recognised under the Helo Blod scheme 53: Businesses contacted 32: Businesses engaged with intensively</p> <p>During the past two years, the COVID regulations have meant that it has been impossible to deliver a full programme of face to face activities</p>	<p>Cered</p>
	<p>Support Natural Resources Wales' specific work programme to increase opportunities to use the Welsh language.</p>	<p>As part of the national conversation project, Nature and Us, which was taking place virtually, Welsh language discussion rooms were offered in the workshops. Small focus groups of up to 10 members were</p>	<p>15 training courses for educators were delivered virtually through the medium of Welsh.</p>	

		<p>established online on a regional basis across Wales. However, the demand to join in Welsh was very low across all regions, therefore one Welsh language event was organised on an all Wales rather than a regional basis.</p> <p>The monthly Education and Learning newsletter is produced bilingually and distributed to around 5,500 educators, with the numbers increasing every month. It includes good practice by education groups and educators from all parts of Wales.</p> <p>New bilingual educational resources have been made available this year on our webpages and via Hwb (Digital Learning Wales).</p> <p>September 2021 – seven new local accounts were launched on Twitter and Facebook. All accounts are operated bilingually, rather than separately in English and Welsh, in order to promote the language as a living language to an audience across Wales, the UK and beyond.</p> <p>The design of our website was updated to make it easier and faster to use, ensuring full design compatibility with the Welsh language. However, the number of visitors to our Welsh webpages providing flood warnings has decreased.</p> <p>The Marine Area Statement Team has collaborated with Bangor University to</p>		
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		<p>develop a Welsh dictionary of marine species. This provides a list of species in the marine environment, giving their common names in Welsh and English, as well as their scientific names. It has been published on <b>Termau Cymru</b>.</p>		
	<p>Support Welsh-medium activities for children and young people by providing financial support from CCC and in kind support for Urdd Gobaith Cymru Ceredigion, as well as sharing information about activities locally.</p>	<p>CCC continues to provide financial support to assist the Urdd to provide a broad range of activities to children and young people through the medium of Welsh. The Urdd holds a number of events to raise awareness of the language and rich culture of the county:</p> <ul style="list-style-type: none"> <li>• Offer taster sessions for those interested in playing the harp in every school in the Llandysul, Tregaron and Aberystwyth areas.</li> <li>• Offer taster sessions for those interested in traditional Welsh dancing (clog and folk dancing) in every school in the Aberaeron and Lampeter areas.</li> <li>• Work with the Welsh language initiative to organise a Sbridirir tour – singing sessions (with well-known Welsh songs) across the county for children under 8.</li> <li>• Ensure that accreditations are offered and provided through the medium of Welsh.</li> <li>• Hold a range of Welsh language evenings with members of the Ceredigion youth forum / groups of children in schools.</li> </ul> <p><b>Good news</b> Two of the founders and leaders of Adran yr Urdd Aberystwyth, Helen Medi Williams and Lona Phillips, were recognised for their significant contribution to the lives of the</p>	<p>There are 2,967 Urdd members in Ceredigion.</p> <p>100% of Ceredigion schools are associated with the Urdd.</p> <p>27 Urdd adrannau meet on a weekly basis in primary schools, with 780 attendees 8 extra-curricular adrannau meet once a fortnight 2 aelwydydd, with one of those having more than 95 members 1,300+ attending residential courses with the Community Officer in the Urdd's camps 2,500+ children and young people taking part in the Urdd Eisteddfod</p>	<p>CCC Youth Service Urdd Ceredigion</p>

		area's young people by winning the John and Ceridwen Hughes Uwchaled Award at the National Urdd Eisteddfod in Denbighshire in 2022.		
	Promote Welsh-medium arts and culture activities via Theatr Felinfach, Ceredigion Museum, and the Ceredigion Library Service.	<p><b>Gorwel a Gwreiddiau:</b> a project that explores the relationship between young people and their community, their future, and their relationship with culture, language and community.</p> <p><b>National Eisteddfod projects</b> The Theatr Felinfach Performance School (for 7-18 year olds) worked with Cwmni Actorion Felinfach to stage a pantomime, and Sioe MaesG: 55 members of Ceredigion YFC staged a musical in the Pavilion.</p> <p><b>Gwrach Felinfach:</b> a Winter of Wellbeing project, working through the medium of Welsh and bilingually with young people from non-Welsh-speaking backgrounds, using local myths as a basis for the work.</p> <p><b>Hwyl a Hamdden</b> – a social, cultural group for older people. In a new development for 2023, Hwyl a Hamdden joined with Say Something in Welsh learners for a coffee and chat session.</p>	<p><b>Gorwel a Gwreiddiau:</b> 100 engagement sessions: 400 opportunities for young people and adults.</p> <p><b>National Eisteddfod projects</b> 82 sessions and 1,189 opportunities to participate through the medium of Welsh; 3 performances were held for audiences of around 1,500.</p> <p><b>Gwrach Felinfach</b> 10 sessions and 80 opportunities.</p> <p><b>Hwyl a Hamdden</b> 42 sessions and 1,050 opportunities. One session has been held to date, with 20 members of Hwyl a Hamdden and 15 learners.</p>	Theatr Felinfach
	Support Welsh-medium activities for children and young people by providing financial support from CCC and in kind support for YFC Ceredigion, as well as sharing information about activities locally.	<p>CCC continues to provide financial support to assist the Ceredigion Young Farmers' Clubs to provide a broad range of activities to children and young people through the medium of Welsh.</p> <p><u>YFC</u></p>	<p>There are 18 clubs in Ceredigion, with every club operating through the medium of Welsh.</p> <p>713 members aged between 10 and 28.</p>	CCC Youth Service Ceredigion Young Farmers' Clubs

		<ul style="list-style-type: none"> <li>• Hold all the usual county competitions, including delivering seven training sessions</li> <li>• A concert was staged in the Eisteddfod Pavilion on the Monday night, with 56 members taking part in 'Sioe Maes G'.</li> <li>• The County Rally was held at Fronheulog Farm, Llanwenog on 4<sup>th</sup> June, with over 2,000 people attending to enjoy socialising through the medium of Welsh.</li> </ul> <p><b>Good news:</b> After the Rally, the members who came to the fore went on to compete at the Royal Welsh in Builth Wells, with the county coming first across Wales.</p>																																													
	<p>CCC to continue to support the county's local eisteddfodau and agricultural shows via the Community Grants Scheme in order to raise awareness and promote traditional events of linguistic significance within the county.</p>	<p>The Welsh Language Policy on Awarding Grants was approved in January 2023. The policy is now in operation and is available on the Council's website.</p> <p><u>Community Grants</u> The Finance Service assesses every application to ensure that every successful application makes increasing use of the Welsh language. Of the 28 bids submitted last year, 5 were in Welsh.</p> <p><u>The Porth Cymorth Cynnar Service</u> Summer of Fun grant: 55 applications submitted, with three of those in Welsh: Clwb Haf Adar Aeron, Tekki RS and the Urdd.</p> <p>Winter of Well-being grant: 23 applications submitted, with two of those in Welsh: Theatr Felinfach and the Urdd.</p>	<table border="1"> <thead> <tr> <th></th> <th>Number of applications</th> <th>Total distributed</th> </tr> </thead> <tbody> <tr> <td>2017/18 –</td> <td>76</td> <td>£189,344</td> </tr> <tr> <td>2018/19 –</td> <td>77</td> <td>£197,826</td> </tr> <tr> <td>2019/20 –</td> <td>90</td> <td>£243,689</td> </tr> <tr> <td>2020/21 –</td> <td>17</td> <td>£92,794</td> </tr> <tr> <td>2021/22 –</td> <td>28</td> <td>£119,567</td> </tr> <tr> <td><b>Total –</b></td> <td><b>288</b></td> <td><b>£843,220</b></td> </tr> </tbody> </table>		Number of applications	Total distributed	2017/18 –	76	£189,344	2018/19 –	77	£197,826	2019/20 –	90	£243,689	2020/21 –	17	£92,794	2021/22 –	28	£119,567	<b>Total –</b>	<b>288</b>	<b>£843,220</b>	<table border="1"> <thead> <tr> <th></th> <th>Eisteddfodau</th> <th>Shows</th> </tr> </thead> <tbody> <tr> <td>2017/18 –</td> <td>17</td> <td>10</td> </tr> <tr> <td>2018/19 –</td> <td>18</td> <td>9</td> </tr> <tr> <td>2019/20 –</td> <td>17</td> <td>8</td> </tr> <tr> <td>2020/21 –</td> <td>0</td> <td>0</td> </tr> <tr> <td>2021/22 –</td> <td>1</td> <td>0</td> </tr> <tr> <td><b>Total –</b></td> <td><b>53</b></td> <td><b>27</b></td> </tr> </tbody> </table>		Eisteddfodau	Shows	2017/18 –	17	10	2018/19 –	18	9	2019/20 –	17	8	2020/21 –	0	0	2021/22 –	1	0	<b>Total –</b>	<b>53</b>	<b>27</b>	<p>Finance Service Porth Cymorth Cynnar Service</p> <p>The numbers are lower due to COVID. Also, fewer shows apply for the grant</p>
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2021/22 –	28	£119,567																																													
<b>Total –</b>	<b>288</b>	<b>£843,220</b>																																													
	Eisteddfodau	Shows																																													
2017/18 –	17	10																																													
2018/19 –	18	9																																													
2019/20 –	17	8																																													
2020/21 –	0	0																																													
2021/22 –	1	0																																													
<b>Total –</b>	<b>53</b>	<b>27</b>																																													

			because they do not produce their material bilingually.	
	Support CAVO to promote the use of the Welsh language amongst the county's voluntary organisations.	<p>Participating in the development of the Volunteer in Welsh Framework, Mentrau Iaith Cymru's Volunteering and the Welsh Language project for 2022, which includes research conclusions and provides guidance to voluntary organisations' staff on how to recruit volunteers.</p> <p><a href="https://gwirfoddolicymru.net/welsh">https://gwirfoddolicymru.net/welsh</a></p> <p>A marketing campaign was launched to attract Welsh speaking volunteers at the National Eisteddfod in Ceredigion.</p> <p>CAVO was one of the first county voluntary councils in Wales to earn recognition via the Welsh Language Commissioner's Welsh Offer scheme.</p>		CAVO

<b>Objective 2.2 To maintain and increase the use of the Welsh language in providing and receiving public services</b>				
Number	Action	Progress	Indicators	Partners
	CCC to implement the Service Provision Standards, and to share good practice with other member organisations of the Bilingual Futures Forum.	<p>The Council's Policy Statement states that every member of the public has the right to choose the language in which they wish to engage with the Council and its work. The campaign to inform people that they are welcome to use the Welsh language when they contact the Council was promoted via social media.</p> <p>The Bilingual Futures Forum provides a platform to review and share good practice with regard to the operational requirements of the Welsh Language Standards.</p>	<p>The County Council and other public organisations covered by the remit of the Welsh Language Commissioner have submitted acceptable Annual Compliance Reports.</p> <p>The Ceredigion Bilingual Futures Forum has met four times during the year to share good practice.</p>	CCC Welsh Language Unit



	<p>CCC to increase the number of bilingual staff in order to increase and improve the quality of its Welsh language services. Recruitment and the Welsh Language policy.</p>	<p>The Council ensures that every new or vacant post is assessed in order to identify the Welsh language skills required to fulfil the role. As part of the Policy on Promoting and Facilitating the Use of the Welsh Language Internally (December 2017), a decision was taken that every worker should satisfy Level 1 requirements for 'speaking and listening' (basic courtesy Welsh) at least when appointed, or within six months of being appointed. The Council will encourage officers to complete the 10 hour e-learning package, 'Croeso Cymraeg', which was developed by the National Centre for Learning Welsh, in order for them to be able to acquire basic courtesy Welsh skills.</p>	<p>62% of the Council's staff are able to converse in Welsh (ALTE Levels 3, 4 and 5). Only 3% of the workforce state that they do not have any Welsh language skills.</p>	<p>CCC Welsh Language Unit Human Resources</p>																																																							
	<p>Members of the Bilingual Futures Forum who are covered by the remit of the Welsh Language Commissioner to increase the number of bilingual staff in order to increase and improve the quality of Welsh language services</p>	<p><u>Coleg Ceredigion</u> Since 2021, data are kept on the skills levels of our staff via an annual questionnaire asking them to self-assess their ability to speak, to read and to write Welsh.</p> <p><u>Natural Resources Wales</u> Every post advertised state that Welsh skills are essential, with Level 1 skills being the minimum requirement for staff; staff who are unable to meet this requirement when appointed will be required to follow a 10 hour course within a fixed period of 9 months. We ensure that teams located in Ceredigion who deal with the public as part of their work have a high percentage of Welsh speakers.</p> <p><u>Aberystwyth University</u></p>	<p><u>Coleg Ceredigion</u></p> <table border="1" data-bbox="1386 762 1816 948"> <thead> <tr> <th rowspan="2">Level</th> <th colspan="2">Speaking</th> <th colspan="2">Reading</th> <th colspan="2">Writing</th> </tr> <tr> <th>Number</th> <th>%age</th> <th>Number</th> <th>%age</th> <th>Number</th> <th>%age</th> </tr> </thead> <tbody> <tr> <td>High</td> <td>34</td> <td>25%</td> <td>25</td> <td>18%</td> <td>19</td> <td>14%</td> </tr> <tr> <td>Intermediate</td> <td>23</td> <td>17%</td> <td>28</td> <td>21%</td> <td>22</td> <td>16%</td> </tr> <tr> <td>Basic</td> <td>32</td> <td>24%</td> <td>30</td> <td>22%</td> <td>30</td> <td>22%</td> </tr> <tr> <td>Entry</td> <td>29</td> <td>21%</td> <td>25</td> <td>18%</td> <td>30</td> <td>22%</td> </tr> <tr> <td>None</td> <td>18</td> <td>13%</td> <td>28</td> <td>21%</td> <td>35</td> <td>26%</td> </tr> <tr> <td>Total</td> <td>136</td> <td>100%</td> <td>136</td> <td>100%</td> <td>136</td> <td>100%</td> </tr> </tbody> </table> <p><u>Natural Resources Wales</u> A total of 163 members of staff work in Ceredigion, and 80 (49%) of those are able to converse in Welsh. Our offices and visitor centres are located in Aberystwyth, Lampeter, Tregaron, Bwlch Nant yr Arian and Ynys-las.</p> <p><u>Aberystwyth University</u></p> <p>Level    Number Oral    % Oral</p>	Level	Speaking		Reading		Writing		Number	%age	Number	%age	Number	%age	High	34	25%	25	18%	19	14%	Intermediate	23	17%	28	21%	22	16%	Basic	32	24%	30	22%	30	22%	Entry	29	21%	25	18%	30	22%	None	18	13%	28	21%	35	26%	Total	136	100%	136	100%	136	100%	<p>Members of the Bilingual Futures Forum</p>
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Total	136	100%	136	100%	136	100%																																																					

		<p>On <b>31st July 2022</b>, information on the language skills of all staff with updated details was analysed. The levels are based on the Common European Framework of Reference for Language (CEFR).</p> <p><u>Hywel Dda Health Board</u> The Health Board launched its Bilingual Skills Policy on 1<sup>st</sup> March 2021. The policy covers workforce planning and improving workers' skills as part of the provision of bilingual services. The policy states that services and teams are required to make the best use of their current linguistic skills and to develop bilingual skills in order to provide a high quality bilingual service.</p>	<table border="0"> <tr><td>A0</td><td>617</td><td>30.88%</td></tr> <tr><td>A1</td><td>345</td><td>17.27%</td></tr> <tr><td>A2</td><td>146</td><td>7.31%</td></tr> <tr><td>B1</td><td>133</td><td>6.66%</td></tr> <tr><td>B2</td><td>150</td><td>7.51%</td></tr> <tr><td>C1</td><td>94</td><td>4.70%</td></tr> <tr><td>C2</td><td>247</td><td>12.36%</td></tr> <tr><td>Not recorded</td><td>266</td><td>13.31%</td></tr> <tr><td>Total</td><td>1998</td><td>100.00%</td></tr> </table> <p><u>Hywel Dda Health Board</u></p> <p>An analysis of the record of Welsh language skills on 31<sup>st</sup> March 2022 Level 3 - Intermediate 857 staff 7.8% Level 4 - Advanced 873 staff 7.94% Level 5 - Proficiency 1,273 staff 11.58%</p>	A0	617	30.88%	A1	345	17.27%	A2	146	7.31%	B1	133	6.66%	B2	150	7.51%	C1	94	4.70%	C2	247	12.36%	Not recorded	266	13.31%	Total	1998	100.00%	
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Total	1998	100.00%																													
	<p>Promote the Welsh Language Commissioner's <i>Working Welsh</i> scheme in relation to <b>Clic Ceredigion</b> customer services, and run a campaign to inform people that they are welcome to use the Welsh language when they contact the service</p>	<p>The Clic Service staff are still working remotely, providing a full service by phone or digitally in the preferred language of the enquirer.</p> <p>An indicator at the bottom of the screen indicates that the caller has selected a Welsh language service, enabling the receptionist to provide a full Welsh language service. The notification board even indicates the number of calls in progress, including identifying the number of Welsh and English calls in progress.</p> <p>The Clic Service has 19 members of staff. Of these, 15 are fluent in Welsh and are able to provide a full Welsh language service. Four are attending courses to learn Welsh, and two of those are now confident enough to deal with</p>	<p>Calls are received regularly in Welsh, and around 16% of all calls received tend to be in Welsh.</p> <p>The number of people who choose to access the Council's Welsh language service does not correlate with the number of Welsh speakers in the county. For this reason, the Council is organising a series of campaigns on specific days to raise the public's awareness that they are able to use the Welsh language in their dealings with the Council, e.g., Shwmae Day, St. David's Day, Welsh Language Rights Day.</p>	<p>Clic Service CCC Welsh Language Unit</p>																											

		calls to the Welsh line. This is due to the fact that they have received bespoke training for the Clic Service, covering the skills required to provide the proactive offer, familiarising themselves with relevant terms and phrases when dealing with initial enquiries, and gaining confidence in using these.		
	Maintain and develop the use of the Welsh language in Ceredigion Actif services, including swimming lessons and sports training, e.g., 5x60 project.	All swimming lessons are held bilingually. All guidance and learning resources are available in Welsh via Swim Wales. A swimming coaching course was held for staff (February and March) to increase the number of swimming coaches able to speak Welsh.	Bilingual lessons – Plascrug – 324 children during Autumn 22 Lampeter – 191 children during Autumn 22	Porth Cymorth Cynnar CCC Welsh Language Unit
	Develop a plan to promote the use of the Welsh language in care homes, supporting the implementation of the 'More than just words' strategy.	This work commenced at Hafan Deg Residential Care Home in Lampeter but was delayed due to the pandemic.	The project needs to be recommenced.	Porth Gofal CCC Welsh Language Unit
	Work with Aberystwyth University to maintain the status of the Welsh language and opportunities to use it within the county's higher education institution.	The redeveloped Pantycelyn Hall was reopened in September 2020 following a £16.5m investment, offering high quality accommodation for up to 200 students, as well as community spaces. In September 2021, Wales' first Veterinary Science School was opened at Aberystwyth University. The course provides students with an opportunity to study particular aspects of veterinary science through the medium of Welsh. In September 2022, the University welcomed its first nursing students who will receive training to become Adult and Mental Health nurses. Students will also be able to study half the course through the medium of Welsh. Work has also begun on an ambitious project to develop the Old College, creating a	<b>358</b> students have enrolled on one or more Welsh-medium modules (as at 11/11/22).  <b>Language Skills Certificate 2022-23</b> Sessions to promote the Certificate have been held for departments since the beginning of term. To date (27/10/22), 25 have enrolled to complete the qualification.	Aberystwyth University

		flagship centre for learning, heritage, culture and enterprise for the University, for the community, and for Wales by 2024.		
<b>Objective 2.3 To maintain and increase the use of the Welsh language within workplaces</b>				
Number	Action	Progress	Indicators	Partners
	<p>CCC to deliver the Operational Standards to increase the use of the Welsh language within internal administration, including:</p> <ul style="list-style-type: none"> <li>• Welsh-medium HR services,</li> <li>• opportunities to build workers' confidence to use the Welsh language,</li> <li>• develop and provide Welsh-medium ICT resources.</li> </ul>	<p>The Policy on Promoting and Facilitating the Use of the Welsh Language Internally was published in 2017. A copy is available on the Council's intranet, CeriNet, for all staff to access.</p> <p>It is the Council's practice to provide standard letters, employment contracts, etc., bilingually at the outset. Once a preferred language is established, communication continues in that language.</p> <p>All policies to be used by staff are available in English and Welsh on the Council's intranet, CeriNet.</p> <p>A Work Welsh Group has been established to address these issues.</p> <p>A new action plan has been agreed, which will be implemented from the beginning of January 2023.</p>	<p>An acceptable Annual Compliance Report has been submitted to the Welsh Language Commissioner annually.</p>	<p>CCC Welsh Language Unit</p>
	<p>Provide advice and guidance to employers in the local private sector via the Welsh Language in Business project, highlighting the resources available to learn Welsh, e.g., the free online package, Say Something in Welsh, Duolingo.</p>	<p>The Helo Blod Officer worked with businesses across the county, virtually during the COVID restrictions, then subsequently face to face. The local Helo Blod project ended in April 2022.</p>	<p>53 local businesses made contact. 32 local businesses have engaged intensively with Cered to improve their use of the Welsh language</p>	<p>Cered</p>

## Strategic aim 3: to create the social conditions that enable the Welsh language to thrive in Ceredigion

### Objective 3.1 To maintain the status and standing of the Welsh language within society, promoting its value and the use of the language.

Number	Action	Progress	Indicators	Partners
	Support St David's Day parades in Aberystwyth and Lampeter and encourage similar celebrations in other areas.	Parades took place in five towns: Aberystwyth, Lampeter, Aberaeron, Tregaron and Cardigan. However, due to COVID, it was not possible to reinstate the plan to hold a St David's Day parade in every town in Ceredigion, and with restrictions still in place, only two parades were able to take place in 2022, with the support of local committees in Lampeter and Aberystwyth.	Five towns prior to COVID, reduced to two towns in 2022 because restrictions were still in place. 2023: 4 towns held parades to celebrate St David's Day.	Cered
	Support the National Eisteddfod 2020 by establishing a Project Group to identify priorities for CCC's action plan to support and facilitate arrangements	Support was provided for a very successful Eisteddfod in the Summer 2022, following a two-year delay due to the pandemic. Pentref Ceredigion (Ceredigion Village) was established on the Maes, with the vision of promoting the county as a place to live, to learn, to belong and to succeed. The Caru Ceredigion brand was used to promote a modern county.	210 events held in the Ceredigion Village over a period of 8 days. Between 25,000 and 30,000 people visited the Ceredigion Village. 1,500 children participated in a range of performances with their schools on the Maes.	CCC
	The Council and partner organisations who are members of the Bilingual Futures Forum to use specific dates on the calendar to raise awareness of the importance of the Welsh language, e.g., campaigns and celebrations around St David's Day, Diwrnod Shw Mae, Ras yr Iaith, Welsh Language Music Day	<b>St David's Day</b> – a video to convey excitement around the Eisteddfod, and to explain what to expect. <b>Diwrnod Shwmae</b> – Work Welsh Learner of the Year Award. <b>Welsh Language Rights Day</b> – a video to promote and encourage the people of Ceredigion to use the Welsh language when they contact the County Council.		CCC Welsh Language Unit Members of the Bilingual Futures Forum

		<p>Cered held a shop window-dressing competition for St David's Day in four towns: Aberystwyth, Tregaron, Cardigan and Llandysul. The competition was judged by Ben Lake MP.</p> <p><u>Coleg Ceredigion</u> Welsh language days are celebrated annually across our campuses, for both staff and students, with fun activities, games, competitions, guest speakers, etc. Every member of staff completes a 'Language Awareness' course – this is an online course produced especially for Coleg Ceredigion and Coleg Sir Gâr staff. The course is compulsory for all new staff as part of their induction.</p> <p><u>Natural Resources Wales</u> Publish Welsh Language Annual Report in September 2021 – Social Media Diwrnod Shwmae/Su'mae between 14 and 15 October – Social Media Celebrate Learning Welsh between 11 and 15 October Halloween and the first day of winter on 1 November Welsh Language Rights Day between 5 and 7 December – Social Media Wales' Christmas and New Year Traditions between 15 and 17 December St Dwynwen on 25 January – Social Media Welsh Language Music Day on 4 February St David's Day on 1 March</p>		
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		<p>World Book Day on 3 March  World Poetry Day on 21 March  Urdd Gobaith Cymru – celebrate its centenary, including a quiz – June  Promote Welsh Language Training Programme – August  European Languages Day – September</p> <p><u>Aberystwyth University</u></p> <p>The University’s Welsh Language Promotion Awards – this year, a ceremony was held at the Arts Centre to announce the winners as part of the University’s 150th anniversary celebrations and Diwrnod Shwmae celebrations. An exhibition and open day were held for alumni and visitors at Pantycelyn on the first Sunday of the National Eisteddfod in Tregaron. To mark the occasion, the Pop Aber exhibition was also organised to celebrate the important contribution of students and alumni to the pop scene in Wales.</p> <p>In collaboration with the Learn Welsh Ceredigion, Powys and Carmarthenshire Team, the Aberystwyth University Coleg Cymraeg Branch staff, and UMCA, stands/events were organised on the campus and online to promote/raise awareness of the Welsh language on specific dates, including Freshers’ Week, St David’s Day, Diwrnod Shwmae, Welsh Language Music Day, and Welsh Language Rights Day. The Welsh</p>		
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		<p>Language Community Coordinator also works in the Union to collaborate with UMCA and the local community to organise events and to promote the Welsh language and culture to students.</p> <p><u>Hywel Dda Health Board</u></p> <p><b>St David's Day</b> – Hold a quiz for all Health Board staff, and produce a video about the importance of the Welsh language</p> <p><b>Welsh Language Music Day</b> – Play Welsh language music on all radio stations in our hospitals</p> <p><b>Diwrnod Shwmae</b> – Provide an information stand in every hospital across the three counties</p> <p><b>Welsh Language Rights Day</b> – Share messages on social media and produce an animation for all staff.</p>		
	<p>Highlight the value of the Welsh language in the tourism industry, e.g., promote the Sense of Place scheme.</p>	<p>Discover Ceredigion</p> <ul style="list-style-type: none"> <li>• fully bilingual website</li> <li>• fully bilingual Facebook page, with the Welsh text always appearing first</li> <li>• Post to promote the Diwrnod Shw Mae</li> </ul> <p>Celtic Routes marketing programme</p> <ul style="list-style-type: none"> <li>• Social media streams are bilingual (some material is trilingual, using Gaelic too)</li> <li>• A television programme following Ryland Teifi and his family has been commissioned and will be broadcast on S4C shortly.</li> </ul> <p>Welsh language events are promoted, with a particular focus on Eisteddfodau this year (a</p>	<p>The Welsh language is prominent in Discover Ceredigion activities</p>	<p>Growth and Enterprise Service</p>



		<p>specific, permanent page, as well as the National Eisteddfod).</p> <p>A Ceredigion Ambassador Programme is being developed (as part of the Welsh Ambassador scheme <a href="https://www.ambassador.wales/cy">https://www.ambassador.wales/cy</a>). Option to follow the course in Welsh or in English. A specific module on the Welsh language is mandatory in order to reach the 'Silver' level.</p> <p>Community Regeneration Fund: Work has been commissioned to work with representatives from the county's towns to develop a brand for the towns. An important aspect of the work will be to make use of the Welsh language as a point to sell the unique nature of the county.</p>		
	<p>Safeguard local Welsh place names by implementing Ceredigion's street naming and numbering policy</p>	<p>As part of the street naming and numbering policy, when house names are registered, a letter is sent to each applicant to inform them of the Welsh language and culture, in the hope that it will assist in retaining Welsh or historic names in the county.</p> <p>The street naming and numbering policy demands that every new street is given a Welsh name only, and that the relevant Town or Community Council is consulted in terms of the relevance of that name to the local area.</p>	<p>2021-2022 Reporting Period: 34 applications to change property names. 2 applications: Welsh to English 15 applications: English to Welsh 9 applications: Welsh to Welsh 2 applications: English to English</p> <p>263 applications to name new properties: over 95% of these applications were for Welsh names.</p> <p>3 applications to name new streets: 100% Welsh only.</p>	<p>CCC Address Management Service</p>

**Objective 3.2 To create the social conditions that enable the Welsh language to thrive in Ceredigion**

Number	Action	Progress	Indicators	Partners
	<p>CCC to value Welsh language skills in the workplace by implementing a recruitment policy that requires a linguistic assessment to be undertaken when appointing to any vacant or new post.</p>	<p>Every worker is required to satisfy Level 1 requirements for ‘speaking and listening’ (basic courtesy Welsh) at least when appointed, or within six months of being appointed. For all Council jobs, the linguistic skills required to undertake that role must be identified and recorded on the ‘Permission to Fill a New Post’ form. In specific cases, if it is impossible to recruit at the required ALTE level, it is agreed to include a training condition in the employment contract. The successful candidate is expected to reach the required ALTE standard within two years of being appointed. Line managers are expected to monitor this.</p> <p>Every vacant post is advertised in English and Welsh. The following disclaimer was placed on our website in March 2022:  <i>“We operate a bilingual policy. All applicants are invited to apply in Welsh, any application submitted in Welsh will not be treated less favourably than an application made in English.”</i></p> <p>Information about the use of the Welsh language in recruitment has been included on the ‘information and FAQs’ pages, which appear at the end of every job advert.</p> <p>The job application form includes a space in which candidates can specify the</p>	<p>Recruitment: Welsh language skills level                      Level 5: 18%                      Level 4: 4%                      Level 3: 40%                      Level 2: 24%                      Level 1: 14%</p>	<p>CCC Welsh Language Unit</p>

		<p>language in which they wish to be interviewed.</p> <p>It is intended to hold discussions with the HR Service to consider an alternative method of recording the linguistic skills of the workforce over the coming period, as well as to consider setting targets to increase the linguistic skills of the workforce.</p> <p>As part of this work, we aim to develop guidance on how to assess linguistic skills for new or vacant posts.</p>																						
	<p>Member organisations of the Bilingual Futures Forum to value Welsh language skills in the workforce by implementing a recruitment policy that requires a linguistic assessment to be undertaken when appointing to any vacant or new post.</p>	<p><u>Coleg Ceredigion</u> Implement a more intensive system of assessing the Welsh language skills level to be included in job descriptions and advertisements for vacant posts. Work closely on this with the Recruitment Manager, using our 'Recruitment Matrix' before a new or vacant post is advertised.</p> <p><u>Natural Resources Wales</u> Every new or vacant post is assessed in terms of Welsh language skills requirements, following staffing and recruitment guidance. Every manager will need to fill a Microsoft Teams form in order to record the assessment. The assessment will be checked by the Welsh Language Officer to ensure that the guidance has been followed and that there are Welsh speakers in every team. No post is advertised unless these steps have been taken as part of the recruitment process.</p>	<p><u>Coleg Ceredigion</u> <b>20/21: 22 jobs in total 40% where Welsh was a requirement</b></p> <p><u>Natural Resources Wales</u></p> <table border="1" data-bbox="1285 1002 1933 1315"> <thead> <tr> <th>Linguistic level</th> <th>Essential</th> <th>Desirable</th> <th>Requirement to learn</th> </tr> </thead> <tbody> <tr> <td>Level 5</td> <td>7 (1.1%)</td> <td>0</td> <td>0</td> </tr> <tr> <td>Level 4</td> <td>30 (5%)</td> <td>91 (16%)</td> <td>1 (0.2%)</td> </tr> <tr> <td>Level 3</td> <td>20 (3.4%)</td> <td>95 (16%)</td> <td>6 (1%)</td> </tr> <tr> <td>Level 1</td> <td>336 (57.3%)</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Linguistic level	Essential	Desirable	Requirement to learn	Level 5	7 (1.1%)	0	0	Level 4	30 (5%)	91 (16%)	1 (0.2%)	Level 3	20 (3.4%)	95 (16%)	6 (1%)	Level 1	336 (57.3%)	0	0	<p>Members of the Bilingual Futures Forum</p>
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		<p><u>Aberystwyth University</u> The University has robust arrangements in place to assess the linguistic requirements of every advertised post. All job descriptions and their linguistic requirements are checked and approved by the Welsh Language Services Centre as part of the recruitment and advertising process. When staff are appointed to posts for which Welsh language skills are essential, with a commitment to learn/improve their Welsh language skills in order to meet the required level of the post, the Centre contacts the staff to offer support and information about suitable courses.</p>	<p><u>Aberystwyth University</u></p> <table border="1"> <tr> <td>Welsh language skills essential</td> <td>204</td> <td>31.2%</td> </tr> <tr> <td>Welsh language skills desirable</td> <td>432</td> <td>66.2%</td> </tr> <tr> <td>Posts where Welsh language skills were not required</td> <td>449</td> <td>68.8%</td> </tr> <tr> <td>Posts with a requirement to acquire Welsh language skills upon appointment to post</td> <td>No data</td> <td></td> </tr> </table>	Welsh language skills essential	204	31.2%	Welsh language skills desirable	432	66.2%	Posts where Welsh language skills were not required	449	68.8%	Posts with a requirement to acquire Welsh language skills upon appointment to post	No data		
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Posts with a requirement to acquire Welsh language skills upon appointment to post	No data															
	CCC to maintain its procurement policy in order to value the Welsh language, ensuring that Welsh language requirements are considered and included where appropriate in any contract, tender or legal agreement.	<p>The Procurement Service has published Contract Procedure Rules that state that every tendering process must include a reference/clause that requires the successful company to comply with the Welsh Language Standards that are relevant to the provision of the service or goods subject to the tender process. The Procurement Service is responsible for monitoring this.</p> <p>The Welsh Language Commissioner's guidance document, 'Bidding for Contracts and Grants: Welsh language considerations', is distributed to all contractors.</p>	<p>Six of 14 members of staff speak Welsh.</p> <p>In 2022, no tenders were submitted in Welsh, however the service has put a system in place whereby any tender or correspondence received in Welsh during the tendering process will be responded to in Welsh from that point onwards.</p>	Procurement Service												
	Support corporate priority 1, Boosting the economy, CCC Corporate Strategy 2017-22, to	The county's new Economic Strategy, "Boosting Ceredigion's Economy – A Strategy for Action 2020-35", was published in 2021. The strategy aims to	It is ensured that the Welsh language is visible in any plan to boost the economy.	Growth and Enterprise Service												

	<p>ensure that the Welsh language is visible in any plans</p>	<p>ensure the following when implementing a range of plans under four main themes – People, Place, Enterprise, and Connectivity.</p> <p>“Another important underlying principle is the need to protect and enhance our cultural uniqueness and identity and help to boost the resilience and growth of the Welsh language. We will build on work undertaken as part of the Arfor project to fully identify the opportunities to realise opportunities to help the Welsh language thrive through positive economic development action. Fundamentally, this will be achieved by ensuring that those who speak Welsh have the confidence, skills and opportunities to develop businesses, work in jobs of higher value, and see Ceredigion as a thriving, energising place to live and work.” (page 6).</p>		
	<p>Ensure that the value of the Welsh language, its use and sustainability are core factors in the activities of the Cynnal y Cardi (LEADER) Scheme and the Arfor Scheme.</p>	<p>Applicants must answer the following question: How will any scheme / project contribute to promoting the Welsh language?</p> <p>The Welsh language is treated as a cross-cutting theme and is scored as part of the application assessment process.</p> <p>Reports and case studies are produced bilingually.</p> <p>Marketing and other materials are provided bilingually, including the Cynnal y Cardi website.</p>	<p>11 applications were submitted in Welsh 7 Welsh presentations were given as part of the assessment process</p> <p>Specific schemes: Welsh in the Workplace, Academi Bro, Croeso Ceredigion toolkit, Gorwel a Gwreiddiau, Ceredigion Bro360, Calon Tysul.</p> <p>Case studies can be found online at <a href="https://www.cynnalycardi.org.uk/case-studies/">https://www.cynnalycardi.org.uk/case-studies/</a> (Welsh in the Workplace and Academi Bro).</p>	<p>Growth and Enterprise Service</p>

		The Local Action Group's meetings are mainly held in Welsh.		
	Ensure that the Arfor Scheme, funded by the Welsh Government, promotes entrepreneurship, business growth, community resilience and the Welsh language in the Arfor region in Ceredigion.	<p>Two toolkits were produced in Ceredigion:</p> <p>'Mentro mewn Busnes' ('Venturing into Business') to promote entrepreneurship and support new businesses. Total and maximum grant – £10,000. Grant rate – 80%</p> <p>'Tyfu yw'r Nod' ('Growth is the Aim') to support existing enterprises to encourage growth and development. Total grant – £10,000 - £40,000. Grant rate – 70%</p>	<p>31 applications were supported, with the main aim of promoting the use of the Welsh language in business.</p> <p>As a result of the scheme: 61.7 jobs were created 40.5 jobs were safeguarded</p> <p>The evaluation of the Arfor 1 scheme has been completed: <a href="https://www.rhaglenarfor.cymru/index.en.html">https://www.rhaglenarfor.cymru/index.en.html</a></p>	
	Provide opportunities for apprentices within the Council to use their Welsh language skills at work	<p>The apprenticeship scheme has provided a platform to develop further opportunities for our young people to use the Welsh language in the workplace and to strengthen those opportunities. The apprenticeship scheme aims to continue to have a positive impact on the use of the Welsh language and the choices of our young people. This, in turn, will lead to a better understanding amongst young people of the demand for Welsh language skills in the workplace as they grow older. Learning providers are required to offer learning activities and materials in Welsh and to actively support the use of the Welsh language when delivering and assessing qualifications.</p> <p><b>Example of good practice:</b> At the beginning of their apprenticeships, learners are asked if they would like to complete their initial assessments through</p>	<p>The scheme was established in 2018, and since then, there have been 18 participants. To date, 95% of all apprentices have been Welsh speakers (19 Welsh speakers / 1 Welsh learner).</p>	

		<p>the medium of Welsh. They are also asked in which language they would prefer to prepare their assignments, and they are encouraged to submit any evidence of their use of the Welsh language, e.g., e-mails or posters.</p> <p>The presentations used in the monthly workshops are bilingual and highlight key subject-specific vocabulary in Welsh. Any other terms used by the learners are also discussed. At the end of every session, learners review the vocabulary to see what they can remember. The vocabulary is coded red/amber/green for difficulty, so that every apprentice, no matter their level of Welsh language skills, feels confident to 'give it a go'. Every learner is also required to complete at least one assignment for their apprenticeship in Welsh.</p>		
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**Objective 3.2 To ensure that there are sustainable communities where the Welsh language is used as the normal means of communication**

Number	Action	Progress	Indicators	Partners
	<p>Promote the sustainability of the Welsh language through land use planning procedures, e.g.</p> <ul style="list-style-type: none"> <li>support and review the <i>Supplementary Planning Guidance – Community and the Welsh Language</i>, as part of the Local Development Plan, and strengthen the clause to erect bilingual signage and advertisements for developments, e.g., chain stores</li> </ul>	<p>The LDP review process has been paused due to the COVID-19 pandemic, as well as the impact of the Natural Resources Wales planning statement on LDP2. There is a significant risk of the plan being considered 'unsound' and not fit for purpose through the public examination process, because the phosphate issue is not resolved.</p> <p>A Draft Topic Paper on the Welsh Language was drafted in 2019 for the</p>	<p>1 Integrated Impact Assessment, with the following outcome:</p> <ul style="list-style-type: none"> <li>The Review and Update of the LDP would be presented bilingually</li> <li>The whole county would be classified as linguistically sensitive, thereby requiring all development proposals to be impact assessed with regard to their potential impact on the use of the Welsh language</li> <li>A topic paper on the Welsh language would be produced during the preparation of the Deposit Plan</li> </ul>	<p>CCC Planning Service</p>

	<ul style="list-style-type: none"> <li>conduct linguistic impact assessments in every stage of the development of the new Local Development Plan (LDP)</li> </ul>	<p>Preferred/Pre-Deposit Strategy, providing details of the implications of:</p> <ul style="list-style-type: none"> <li>TAN 20</li> <li>The Well-being of Future Generations (Wales) Act 2015 and the well-being aim: 'a Wales of vibrant culture and flourishing Welsh language'.</li> <li>The Welsh Language (Wales) Measure 2011</li> <li>Welsh Language Strategy: Cymraeg 2050</li> <li>Planning Act (Wales) 2015</li> <li>PPW 10</li> </ul> <p>Present a paper to the Cabinet (22 February 2022) and the Council (3 March 2022) on community housing, with the aim of supporting local people to access housing through a shared equity model. A task and finish group has been established to consider the implementation of such a model, alongside other housing options. This work is ongoing.</p>	<p>Number of applicants who qualified to purchase discount for sale affordable housing: Between 01.01.2017 and 21.11.2022: 163, 149 of those who qualified on the basis of local connection. 91%</p> <p><u>Local connection:</u> Affordable housing under the Unitary Development Plan (the previous plan): individuals must have lived for 10 of the last 20 years in the county or within neighbouring community council areas.</p> <p>Affordable housing under the Local Development Plan (the current plan): individuals must have lived in the county for 5 years of their lives.</p>	
	<p>Maintain a policy of promoting affordable housing.</p>	<p>Ceredigion's Local Housing Strategy (2018-23) aims to ensure that an integrated housing service is provided to meet local need, as well as to safeguard Welsh heritage, culture and language within the county's communities, specifically in areas with a high proportion of Welsh speakers. Supporting existing communities is a key aspect of this strategy and is crucial to the well-being of the Welsh language in Ceredigion.</p> <p>The Common Allocations Policy also ensures that local connection criteria must be satisfied in order for applicants to be</p>	<p>From 1 April 2017 until 23 November 2022, 1611, housing allocations were made in Ceredigion. All allocations were made in accordance with the Common Allocations Policy and ensured that applicants had local connections with Ceredigion. In a minority of cases where local connections are not relevant, allocations were made under the homelessness duty.</p>	<p>Housing Service</p>



		considered and be offered social housing, without many exceptions. The local connection criteria can be satisfied if the applicant has lived in the county for five years immediately preceding the date on which their application is submitted, or on the basis of employment, or due to having family living in the area.	0.8% of service users have indicated that they wish to engage with the service in Welsh, with 4% wishing to do so bilingually, and the remainder choosing to do so in English.																						
	Continue to use the Community Grant Scheme to support: community organisations and events that make use of the Welsh language or make a commitment to develop the use of the Welsh language, including agricultural shows and local eisteddfodau.	<p>Under grant conditions, all applicants must operate bilingually in order to receive grant funding. This includes:</p> <ul style="list-style-type: none"> <li>• Producing all written and electronic material relating to their application bilingually – e.g., signage, leaflets, posters, publications, advertisements, websites and any slogans.</li> <li>• Ensuring that any public activities or events related to the application do not treat Welsh less favourably than English, e.g., loudspeaker announcements, with those responsible for chairing events ensuring that attendees feel comfortable contributing in their preferred language.</li> <li>• Helping to provide opportunities for people to use the Welsh language.</li> </ul>	<table border="1"> <thead> <tr> <th></th> <th>Number of applications</th> <th>Total distributed</th> </tr> </thead> <tbody> <tr> <td>2017/18 –</td> <td>76</td> <td>£189,344</td> </tr> <tr> <td>2018/19 –</td> <td>77</td> <td>£197,826</td> </tr> <tr> <td>2019/20 –</td> <td>90</td> <td>£243,689</td> </tr> <tr> <td>2020/21 –</td> <td>17</td> <td>£92,794</td> </tr> <tr> <td>2021/22 –</td> <td>28</td> <td>£119,567</td> </tr> <tr> <td>Total –</td> <td>288</td> <td>£843,220</td> </tr> </tbody> </table> <p>The decrease can be attributed to the impact of COVID-19.</p> <p>2021/22: 5/28 applications submitted in Welsh. 18%</p>		Number of applications	Total distributed	2017/18 –	76	£189,344	2018/19 –	77	£197,826	2019/20 –	90	£243,689	2020/21 –	17	£92,794	2021/22 –	28	£119,567	Total –	288	£843,220	CCC Finance Service
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	CCC IT Service and other organisations to seek increasing opportunities to include the Welsh language in technology, including new IT systems; Bilingual Futures Forum partner organisations to raise awareness of this in order to increase the use of Welsh interfaces, e.g., Microsoft, Facebook, apps	<p>The IT Service is updating software and installing Microsoft 365 Apps, including Office, on staff computers. Office includes a Welsh spellchecker.</p> <p>The Microsoft interface can be used in Welsh, and there are instructions on how to do this on CeriNet.</p> <p>The HR Service maintains the Council's CeriNet intranet – the intranet operates in English and Welsh. Users select their</p>	The use of the Welsh language in IT projects is increasing across the Council.	IT Service																					

		<p>preferred language on the homepage and are then able to move from page to page in that language.</p> <p>The Language Policy Officer maintains the 'Work Welsh' pages on CeriNet (the Council's intranet), providing resources to help to promote the Welsh language and to help staff to use the language. The contents of those pages will need to be reviewed and updated over the coming year.</p>		
	<p>Provide information to newcomers via a moving to Ceredigion website</p>	<p>Following a successful application for Cynnal y Cardi grant funding, a 'Croeso Ceredigion' project was developed.</p> <p>Its aim is to maintain viable communities by highlighting the opportunities available to contribute and support locally, and to help people understand how the Welsh language is an intrinsic part of the cultural and social life of the county. The project will be inclusive, bringing together Welsh speakers, shy Welsh speakers, Welsh learners, non-Welsh speakers, and those who are entirely new to the language. The project will aim to ensure community ownership, equipping communities to tackle the challenges related to inward migration.</p> <p><b>Produce a visual postcard</b> that will include a QR code to direct newcomers to a welcome pack.</p> <p><b>Produce an e-book</b> to introduce life in a bilingual county.</p> <p>As part of a pilot project, select <b>three town and community councils</b> where the problems related to inward migration are</p>	<p>The resources are being designed at present, and the community work will commence in March.</p>	<p>Welsh Language Unit Cered</p>

		<p>most apparent. Work with the Council to implement a local action plan.</p> <p><b>Community workshops</b> (targeting social groups that already exist within a local area) – working closely with communities to equip them to tackle the challenges related to inward migration.</p>		
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