

Panel Ymgynghorol yr Iaith Gymraeg

Welsh Language Advisory Panel

26 January 2024 at 2pm  
Multi-location meeting

MINTUES AND ACTION POINTS

Present:

Cllr. Glynog Davies	GD	Plaid Cymru (Chair)
Cllr. Andrew Davies	AD	Plaid Cymru
Cllr. Carys Jones	CJ	Plaid Cymru
Cllr. Jean Lewis	TH	Plaid Cymru
Cllr. Peter Hughes-Griffiths	PHG	Plaid Cymru
Cllr. Sue Allen	SU	Annibynnol
<b>Officers</b>		
Gwyneth Ayres	GA	Corporate Policy and Partnership Manager
Llinos Evans	LLE	Policy and Involvement Manager
Sioned Raymond	SR	Graduate Policy Officer

Number	Text and action points	In charge
1.	<b>Welcome and Apologies</b>  Aeron Rees (Head of Strategy and Learner Support) and Kelly Morris (Welsh Language Learning and Development Advisor) were welcomed to the meeting to present, as requested by Members.  Apologies were received from Cllr Tina Higgins, Cllr Kevin Madge.	
2.	<b>Minutes of the last meeting</b>  Cllr Peter Hughes Griffiths proposed that the minutes were an accurate record and Cllr Carys Jones seconded.	

### 3. Presentation – Welsh in Education

The focus of the presentation was to provide an update to members on the Welsh in Education Strategic Plan, what has been achieved to date and the further work that is to be done. As well as looking at the linguistic categorisation of Schools, Staffing and Finance issues.

The Strategic Plan and Action Plan are organised under seven main goals or outcomes. Through the presentation the outcomes were detailed and the key points are summarised below:

**Outcome 1: More nursery / three-year-olds being educated through the medium of Welsh.**

**Outcome 2: More reception / five-year-olds being educated through the medium of Welsh**

To achieve this outcome the Department for Education has appointed a Flying Start Welsh Language Officer. Regular meetings are held to plan for the use of the language with a view to increase the use of and raising linguistic standards in the Foundation Phase.

The Foundation Stage Together Scheme is currently being run, where 12 English medium Primary schools are included. 58 members of staff from these schools receive practical training and advice in the classroom. The class language learning sessions will be held on Monday mornings.

A series of clips were recorded at Ysgol Hanner Ffordd, Penygaer, Llandeilo and Burry Port to show ways of introducing Welsh across learning areas.

**Outcome 3: More children continue to improve their Welsh language skills when transferring from one phase of their statutory education to another.**

The scheme at KS2 is currently being piloted. Progression is the plan for teachers and classroom assistants to ensure linguistic progression. As part of the scheme, they have created film clips to encourage the use of Welsh across subjects. As well as supporting year 6 pupils who need support in continuing to Secondary Welsh medium education.

**Outcome 4: More learners studying for Welsh qualifications (as a subject) and subjects through the medium of Welsh.**

Language Centres are in place to ensure consistency and continuity including lesson plans and a theme schedule across the Centres. The Council now has three learning centres with increased use since Covid. The long-term plan is to establish another in the Llanelli area.

The focus will also be on increasing the offer of Welsh language education in English medium Secondary schools. Ysgol Bryngwyn and Glan-y-môr in Llanelli are currently making good progress.

**Outcome 5: More opportunities for learners to use Welsh in different contexts at school.**

Refresher lessons are held for target groups with numbers varying on demand. It was also emphasised that the parents needed the support to encourage the children to use Welsh and therefore a film was commissioned to assist parents in terms of the work within the language centres.

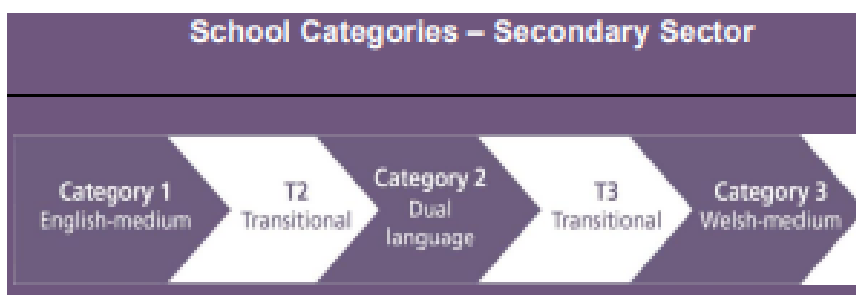
**Outcome 6: An increase in the provision of Welsh-medium education for pupils with additional learning needs.**

We collaborate with ThADG to ensure that our pupils with needs have the same opportunities when it comes to Learning Welsh. This is done by creating a series of three books - Welsh, English and Sign Language - called Derwyn a'r Ddraig

**Outcome 7: An increase in the number of teaching staff able to teach Welsh (as a subject) and through the medium of Welsh.**

On an annual basis they make the use of Language Audit and of TADG understanding of those schools that are keen to move linguistically. Several schools have sought help and support from the government bodies. Bespoke resources are provided, and training is undertaken with a view to building staff confidence.

We moved on to the second part of the presentation where we focused on the Linguistic Categorisation of Schools. There is a new category system, now there are 3 different categories (3P). Below summarises how the schools are categorised:



Schools are moved along the continuum to all go naturally with Current and Aspirational categorisation. Below are some statistics:

Movement	Number
1 > T2/2	19
2/T2 > 3 / T3	9
3 > 3P	1

	<p>By September 2024 all schools in the County need to be categorized. The Council takes the lead on the aspiration and corresponds / suggests which category to aim for. 87% of schools agreed with the category the Council suggested to them. Those who rejected and challenged the suggestions were some schools in Llanelli. It was explained that schools in Llanelli rejected category 1 as they do not provide 15% through the medium of Welsh. The Council reported back by saying they have two years to try and get there and to try and make this happen they are offered extra money to be able to employ a Welsh-medium teacher.</p> <p>30 schools expressed that they wanted to move along the language continuum. The positive news is that 19 of the schools want to move from T2 to T3. It was noted that County Language Initiatives had shown interest to help on this and provide support to the schools. AR said this would be welcomed.</p> <p>Towards the end of the presentation, staffing and financial issues were discussed. They are currently in the process of recruiting a member of staff to help Catrin Griffiths, Welsh Language Development Manager. The Council has secured a grant to establish a new Language centre in Llanelli.</p> <p>Also noted is the special work the Welsh Language Development Teacher Team undertakes including:</p> <ol style="list-style-type: none"> <li>1. Welsh in English Primary schools</li> <li>2. Welsh Medium Schools</li> <li>3. Support for Newcomers</li> <li>4. Language Charter</li> <li>5. Secondary Schools</li> <li>6. Parents</li> </ol> <p>Cllr Carys Jones thanked Aeron Rees for his thorough presentation. Cllr Glynog Davies expressed his thanks to all staff and officers for their hard work.</p> <p>The Panel noted that the risk assessment concerns them and that the work being done in Llanelli needs to be prioritised and the hard work to be continued. Councillor Glynog Davies will be able to discuss these points identified in Cabinet.</p>	
4.	<p><b>Presentations – Welsh Work</b></p> <p>Cllr Carys Jones, welcomed Kelly Morris who gave a presentation on Welsh Skills Development.</p> <p>The aim of the presentation was to give an overview of Language Levels, Learning Pathways and the Welsh Work scheme. All jobs advertised by the Council go out at levels between 1-5.</p> <p>It was explained that there are 5 different levels of courses that learners can complete. To complete these levels, they are expected to do approximately 120 hours. It was emphasised that there are courses for everyone including fluent speakers.</p> <p>For staff learning Welsh there is support available through mentors and the ‘cynllun siarad’ scheme which is a 10-hour plan.</p>	

Cymraeg Gwaith was established back in 2018. Since 2023 it has now changed, where a Welsh tutor was employed to develop the language skills of Council Staff.

The table below provides an overview of the number who have completed entry, foundation and intermediate courses. Through the courses staff met each other and encouraged each other on.

<b>Prif Cyrsiau   Main Courses</b>			
Cwrs   Course	Staff	Pasio   Passed	Parhau   Continue
Mynediad	21	19	15
Sylfaen	5	5	2
Canolradd	3	3	0

### Confidence Building Programme

It was also noted through 'Cymraeg Gwaith' scheme that the Confidence Building Programme is available to staff which is a programme of approximately 20 weeks. The programme is specifically for those who understand the conversation but lack confidence to answer. This learning is done informally. There were about 6 members of staff on the first programme, and what is positive is that it has continued after the mandatory weeks to learn and develop further.

A question was received from Councillor Sue Allen asking about the possibility of running these courses for councillors. She indicated she was interested to do the course. KM noted that it would be possible to run courses for Councillors and that she would research further.

### Welcome Welsh

It was explained that Croeso Cymraeg is an online workshop where people can open and close a conversation and reach level 1. The course has been successful within the Council, running from July until October and between this period 51 members of Council staff completed it. An important question was received from Councillor Jean Lewis which asked specified on where staff can go next after they have completed level 1. Kelly noted that some of them did commit to a further course.

### Online Short Courses

One of the most common things is that we have so many ways of saying yes and no. Staff were asked if we put sessions on what would they be most interested in learning. 40% joined the yes and no course.

The table below provides an overview in terms of numbers of all courses discussed above.

<b>Cwrs   Course</b>	
Croeso Cymraeg   Welcome Welsh	<b>50</b>
Gloywi - Ysgrifennu   Written	<b>11</b>
Grym Gorchymyn   You've got the Power	<b>4</b>
Ie a Na - Yes and No	<b>40</b>
Pethau Bychain - The little things	<b>2</b>
<b>Cyfanswm   Total</b>	<b>107</b>

Very positive feedback was received from staff and some of the main ones were identified:

- Tailoring to workplace needs
- Short courses
- Staff co-learning
- Positive feedback about a tutor
- Co-working with Learn Welsh
- Easier to monitor progress
- Offer more support

Although mentioning the positive feedback, Kelly also touched on some of the challenges staff face for Learning Welsh:

- Work pressures
- Online calls
- Illness

We moved on to the second part of the presentation where it was noted that fifty staff had also completed entry, foundation, intermediate, secondary and refresher courses.

At the moment the method of self-assessment is still in use within the Council. Staff will complete the MS Forms so that language levels can be updated. The levels are also updated once staff have finished the courses.

Councillor Cllr JL reiterated that it was very encouraging to see that so many staff were completing the courses. A question was asked on whether it is possible to have some form of course to support children and parents working within the Council. Kelly noted that there are courses through the Learning Centre for parents who send their children to a Welsh school but aren't fluent.

Going forward and looking towards 2024, work has been developed to work with ARFOR. There are now 44 businesses committed to learning Welsh which obviously means in terms of the long term there will be more Welsh within businesses in the County.

#### **Cymraeg Gwaith 2024**

- 1 full-time tutor – supporting County Council staff
- 1 Part Time Tutor – supporting businesses
- Providing a programme for County Council Staff

	<ul style="list-style-type: none"> <li>• Providing a programme for County businesses</li> </ul> <p>To conclude the presentation the main aims and objectives were outlined as we look to move forward towards the future:</p> <ul style="list-style-type: none"> <li>• New Cymraeg Gwaith Scheme</li> <li>• More work with managers to raise awareness of learning Welsh and the rights they have</li> <li>• Develop the assessment process</li> </ul> <p>Cllr CJ thanked Kelly Morris for her presentation and said what was presented was very positive. The need to promote these resources was identified with the learners and encouraged to use, for example Learning Welsh lanyards.</p> <p>Members of the Panel asked about the possibility of surveying non-Welsh speakers to see what levels they are at and see if there has been development after the courses were done. If this can be done the possibility of Councillor Sue Allen taking the lead on this has been noted.</p> <p>Kelly noted that it is easier to reach and target staff working in the offices compared to frontline staff such as environment workers. Although positive news Kelly mentioned was that she met Dan John from the Environment department to see how these employees can be targeted and made the point that there are different ways to work with each department.</p>	
5.	<p><b>Welsh Language Annual Report 2022-23</b></p> <p>It was explained to members of the Panel that preparing an Annual Report on how we as a Council meet the Welsh Language Standards is a statutory responsibility. It is an opportunity for us to reflect on the work that has been done during the year and to report on statutory data such as staff Language skills, complaints received, and training opportunities offered to staff.</p> <p>The report is structured in accordance with the Standards and sets out case studies to bring the work done to life. Any feedback on the report would be appreciated as we are trying to improve on the content year on year.</p> <p>Two specific case studies from the report highlighted, the work with the Environment Department regarding the new waste system and how the Urdd Competition Challenge was installed for all schools in the county at the Llandovery Eisteddfod 2023.</p>	
6.	<p><b>Any other mater</b></p> <ul style="list-style-type: none"> <li>• Regular meetings between the Leader, Councillor Glynog and Councillor Ann with members of the policy team, Gwyneth and Llinos continue. There was also a recent meeting with the Chief Officers of the Mentrau Iaith.</li> <li>• Initial work has been made of taking the Council's responsibilities out of the Promotion Strategy to focus on what we need to do internally.</li> <li>• For the Forum meetings there is a specific theme set to each meeting. We looked at Welsh on Economy at the meeting on Monday. The next step is to pull together a small group of Forum members to focus on the action plan with officers from the Regeneration Division also involved.</li> </ul>	

	<ul style="list-style-type: none"> <li>• March meeting of the Forum we will focus on Early years and the subsequent meeting will bring focus on Post-16, Apprenticeships and Graduates.</li> <li>• Seimon Brooks, Chair of the Welsh Community Commission visited the Council, and we are currently awaiting a final report which will reach us in the Summer.</li> <li>• We are part of a ARFER pilot being co-ordinated by Bangor University. Around 120 education department staff are involved in the pilot, specifically the education management team. The plan intends to implement interventions to support staff to increase the use of Welsh in the workplace.</li> <li>• Following the census results our data Team within the Council is working on an analysis for us. We hope to be able to share and discuss the report with you at our March meeting or subsequent one.</li> <li>• We have covered the work that Mentrau Iaith Cymru has done through a website called the Welsh Atlas.</li> <li>• The three Mentrau Iaith have carried out local analyses of census data and looked at the main matters within its areas. These analyses have already been shared with the leader and Councillor Glynog.</li> <li>• We have met with Coleg Cymraeg Cenedlaethol to discuss apprenticeship schemes, graduates and resources available to support us as a Council. We will be working closely with them during apprenticeship week in February.</li> <li>• We have recently become part of a National Group through the Office of the Welsh Language Commissioner who are looking to develop an internal workplace use policy. The group's membership includes Carmarthenshire and Anglesey Council, Welsh Government, Natural Resources Wales, Coleg Cymraeg, Canolfan Dysgu Cymraeg and the TUC.</li> <li>• On January 23, Meri Huws as Chair of the County Forum presented to the Carmarthenshire Public Service Board. She presented the Promotion Strategy to the board and discussed how they can support the Forum to achieve the aims and objectives of the Strategy as well as discussing ways of how we can support each other.</li> <li>• Sioned, our graduate officer is part of the Welsh Graduate Network Scheme. The network includes the presence of graduates from Welsh public institutions including Gwynedd Council, Health Board and Academi Cymru. The network organised a conference for graduates which was held at Aberystwyth University on the 25th of January. The Conference was commenced through the medium of Welsh. Words of welcome were received from its Chief Executive which were read during the opening of the conference. Sioned also ran one of the workshops during the day which focused on how we can build on the relationships of other graduates' schemes in Wales.</li> <li>• On March First this year that a Learner Celebration has been organised at the Egin Carmarthen from 1-3pm. All panel members will be invited to the celebration. The celebration will celebrate the achievements of our staff within the Council who have completed Welsh Works courses within the last year. As well as learning more about ARFOR and the projects that have been successful in the County.</li> </ul>	
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7.	<p><b>Future Meetings</b></p> <ul style="list-style-type: none"> <li>- <i>11th March 2024</i></li> <li>- <i>8th July 2024</i></li> <li>- <i>21 October 2024</i></li> </ul>	