

Welsh Language Annual Report

2025-2026



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Introduction

We are pleased to present the Annual Report for the Welsh Language for the year 2025-26.

As portfolio members, we are proud to jointly present this report. Following a change of portfolio holder during the past year, this report is being submitted on behalf of both of us. This report reflects the continued progress being made to promote, protect and strengthen the Welsh language across our county, as well as challenges ahead of us as we continue this very important work.

The Welsh language is an integral part of Carmarthenshire's identity, culture and community life. Our ambition is to ensure that the language is alive, visible and accessible in all aspects of public life, with the Council leading by example.

In the field of education, the year has been a significant one. In 2025, we launched a new partnership with the National Centre for Learning Welsh to support the development of the Welsh language within our education workforce. The aim of the partnership is to provide Welsh lessons and sessions specifically tailored to education staff, strengthening their confidence and ability to use the Welsh language professionally on a day-to-day basis. As well as Cymraeg Cartref sessions for parents/carers and families within the authority's schools. Investing in the language skills of our workforce is a key step towards realising our vision for a robust bilingual education system.

In addition, at the beginning of 2026 we opened Canolfan Brienne at Ysgol Bro Dinefwr - a brand-new Welsh immersion centre for primary age learners who are new to Welsh-medium education. The centre offers an intensive immersion experience, enabling pupils to quickly and confidently develop language skills before returning to their schools. This innovative development is a significant step forward in promoting the aims of the County's Welsh in Education Strategic Plan and in ensuring that more children can benefit from Welsh-medium education, regardless of their linguistic background.

We would also like to acknowledge the excellent work that has been done by the Welsh Language Strategic Forum over the past year. The Forum has played a key role in developing and driving the action plans of the Welsh Language Promotion Strategy 2023-2028, ensuring a clear focus on increasing daily use of the language across the County's communities.

Similarly, the Welsh Language Advisory Panel has been extremely active, focusing on several important strategic areas. By providing advice, a constructive challenge and expert input, the Panel has contributed significantly to strengthening our strategic direction and ensuring that the Welsh language is given due consideration in all relevant areas.

The commitment, energy and co-operation of the members of these two bodies is evidence of the strong sense of ownership and responsibility for the future of the Welsh language in Carmarthenshire. Their work complements and reinforces the Council's priorities and is key to achieving measurable progress.

Looking to the future, we will continue to build on this momentum by strengthening partnerships, investing in our people, and creating more opportunities to use the Welsh language naturally daily. Ensuring that the Welsh language is central to our strategic decisions remains a clear priority.

We would like to thank Council staff, our schools, partners and communities for their continued commitment and support. By working together, we can ensure that Carmarthenshire is a county where the Welsh language thrives and belongs to everyone.

We look forward to another busy year in 2026-2027.



Councillor Glynog Davies

Cabinet Member for Education



Councillor Carys Jones

Cabinet Member for Rural Affairs, Communities and the Welsh Language

Summary



372 meetings have used simultaneous translation between April 2025 and March 2026.



88,412 residents have visited the Council's website through the Welsh side in the last year.



Over a sample of 3 posts on our social media, 27,024 saw through Welsh, 62 interactions and 35 link clicks.



4,448,213 words accepted for written translation between April 2025 and March 2026



5,461 written translation requests submitted between April 2025 and March 2026

Welsh Language Standards

The Welsh Language (Wales) Measure 2011 establishes the statutory legal framework that governs the way public bodies in Wales operate in relation to the Welsh language. Under the provisions of the Measure, Carmarthenshire County Council has a legal duty to comply with the specific standards set by the Welsh Language Commissioner. These standards detail the operational requirements that the Council is expected to meet in a wide range of situations, including the provision of services, communication with the public, the formulation of internal policies and procedures, and the promotion of the Welsh language in all its activities.

The duties arising from the Standards place clear requirements on the Council to ensure that the Welsh language is not treated less favourably than English, and to consistently implement the principles of linguistic equality across all its services. In addition, the Council is required to adopt a proactive approach to promoting and facilitating the use of the Welsh language, by creating an environment that encourages and enables individuals to use the Welsh language confidently in their daily lives, whether that be in accessing services, engaging with the Council, or participating in community and civic life.

Governance and Monitoring of Welsh Language Standards

The People, Policy and Digital Division is responsible for overseeing the implementation of Welsh Language Standards within the Council. The Policy and Involvement Team provides support and guidance to all Council departments in planning and delivering services, ensuring compliance with the Standards.

The team works closely with the Marketing and Media Unit to ensure that Welsh-medium services are effectively promoted across the website and social media, as well as supporting county projects and events. In addition, the team supports the Welsh Language Advisory Panel and prepares regular reports to monitor the implementation of the Standards.

Members' Advisory Panel

The Members' Advisory Panel on the Welsh Language provides advice to the Cabinet Member with responsibility for the Welsh Language on matters relating to the development and promotion of the Language.

The Panel sets out an annual programme of work which outlines the issues members wish to discuss and the regular updates on the day-to-day promotion of the Welsh Language within the organisation.

During the year, the Panel has met five times and discussed the following issues:

- Project BRO
- Additional funding expenditure under the Carmarthenshire County Council collaboration agreement
- Census 2021 Data
- Young people migrating and leaving linguistic strongholds
- Welsh in Education Strategic Plan
- ARFOR
- Carmarthenshire Theatres

Presentations were received on the 2021 Census Data followed by the link with young people migrating and leaving strongholds. According to census data, the population of Carmarthenshire has remained a diverse community, with around 26% of the population under the age of 25. However, there is a clear trend of young people leaving the County in order to pursue higher education or job opportunities. This move means that the number of Welsh-speaking young people is decreasing in some areas, challenging the linguistic stability of the community.

To address this, we are working to maintain and support these strongholds including Welsh schools and clubs, language activities and community partnerships that promote the Welsh language.

We continue to promote and facilitate the use of the Welsh language internally among our staff through a variety of campaigns and activities throughout the year, in compliance with the Service Promotion Standard (Standard 81). Engagement with staff has been consistent through newsletters, intranet information and informal sessions to name a few. Clwb Clebran is held monthly for staff, over the lunch hour which is an informal opportunity to hear and practise Welsh, with a range of local speakers and businesses from Carmarthenshire taking part. One of the highlights was having a session with Sioned and Finn who appeared on the popular BBC TV programme 'Race Across the World' last year, where over 30 members attended the session to ask questions and understand more about their journey.

Newsletters are shared on special events and campaigns such as St David's Day, Shwmae Su'mae Day, Welsh Music Day, Defnyddia dy Gymraeg, to raise awareness and suggestions on how to use and promote more of the Welsh language in the workplace. This year's St David's Day competition gave staff the chance to win a hamper made from Welsh goods from Carmarthenshire. Over 70 staff competed.

We have been extremely fortunate to work with a diverse number of organisations on projects, which have been an opportunity for us to share good practice, information, resources and discuss ideas, issues and solutions that benefit the people of an organisation hand in hand and improve Welsh language services.

Dydd Miwsig Cymru 2026

Dydd Gwener, 13 Chwefror, yw Dydd Miwsig Cymru – diwrnod cenedlaethol sy'n cael ei gynnal bob blwyddyn i ddathlu a hyrwyddo cerddoriaeth Gymraeg, ym mhob genre, o bop a roc i hip-hop, gwerin ac electronig. Crëwyd y diwrnod i godi proffil artistiaid Cymraeg a dangos bod yr iaith yn perthyn i bob math o gerddoriaeth fodern a chreadigol.

Rydym yn eich annog i gymryd rhan drwy wrando ar gerddoriaeth Gymraeg rhannu eich hoff ganeuon neu fandiau gyda chydwethwyr, neu hyd yn oed greu rhestr chwarae ar gyfer eich tîm neu adran. Mae'n gyfle gwych i ddathlu diwylliant Cymru ac i gefnogi'r byd cerddorol bywiog sydd gennym yng Nghymru.

Yn ogystal â dathlu, mae yna ddigwyddiadau cerddorol yma yn Sir Gâr ac ar draws Cymru drwy gydol mis Chwefror a all fod o ddiddordeb i chi a'ch teulu / ffrindiau.

I weld rhestr lawn o gigs, dyddiadau a lleoliadau lleol, gallwch ymweld â'r platform [Awni](#).



"Rydwn i am ddefnyddio mwy o Gymraeg... ond mae'n codi ofn arna i!"



Hoffech chi ddefnyddio mwy o Gymraeg yn eich gwaith, ond does dim hyder gyda chi i wneud hynny?

Beth am sefyll o flaen eich tîm a siarad ychydig mwy o Gymraeg, neu fynd i gyfarfodydd a chyflwyno'n ddwyieithog?

Rydym ni'n siŵr eich bod chi wedi clywed hyn o'r blaen, ond... mae ymarfer wir yn gwneud

gwahaniaeth.

Rydym ni wedi gwrandao ar eich adborth ac wedi trefnu cwpl o sesiynau i'ch helpu chi i ddefnyddio mwy o Gymraeg yn eich gwaith.

Ewch i un o'r sesiynau newydd hyn i gael cyfle i ymarfer unrhyw waith sydd gyda chi, neu ryw-beth sydd ar y gweill. Mae hwn yn gyfle anffurfiol i chi ymarfer o flaen grŵp bach o bobl, mewn awyrgylch diogel, hamddenol a chefnogol — ac i fagu hyder wrth ddefnyddio'r Gymraeg yn y gwaith. Ewch amdani — rhwch gynnig amil!

Clwb Clebran gyda Fin a Sioned o raglen Race Across the World y BBC

I ddathlu diwrnod Shwmae Su'mae eleni rydyn ni'n cynnal Clwb Clebran arbennig gyda Fin Gough a Sioned Cray – y pâr ieuengaf hyd yma sydd wedi cymryd rhan yn raglen Race Around the World y BBC.

Roedd Fin a Sioned, sy'n dod o Nantgaredig, wedi cyrraedd y rownd derfynol yn y gyfres ddiweddaraf, gan ennill calonau'r genedl gyda'u penderfyniadau, eu himwro a'u perthynas agos.

Bydd hwn yn gyfle gwych i gwrrd â nhw a chlywed am eu profiadau, yr hyn a ddysgon nhw ar hyd y ffordd a beth fydd nesaf i'r pâr!

Dewch i'r Clwb Clebran **dydd Mawrth, 21 Hydref rhwng 12.30 a 1.30pm** ar Teams.

Oes gennych gwestiwn, defnyddwch y swyddogaeth 'sgwrsio' yn ystod y sesiwn neu e-bostwch iaithgymraeg@sirgar.gov.uk cyn 20 Hydref.

Mae'r Clwb Clebran yn gyfle i chi glywed a siarad Cymraeg mewn awyrgylch anffurfiol.



Rhagor o wybodaeth

Dathlu Dydd Gŵyl Dewi - 'Gwnewch y pethau bychain'

Wrth i ni agosáu at Ddydd Gŵyl Dewi, mae'n amser i ni fel Cymro ddod at ein gilydd i ddathlu ein trefnadaeth, ein diwylliant, a'r hyn sy'n gwneud Cymru'n unigryw.

Mae'r diwrnod yn ein hatgoffa o bwysigrwydd caredigrwydd, cydweithio, ac yn unol â chynghor ein Nawddsant i 'Wneud y pethau bychain', – sy'n gwneud gwahaniaeth mawr yn ein gwaith bob dydd.

Mae'r Gymraeg yn allweddol i hunaniaeth a diwylliant nifer o'n cymunedau, a gall nifer o bobl fynegi eu barn a'u hanghenion yn well yn eu hiaith gyntaf. Mae yna grwpiau o siaradwyr Cymraeg sydd wir angen derbyn gwasanaethau yn eu hiaith gyntaf er mwyn i'r gwasanaethau hynny fod yn effeithiol. Mae gennym ddyletswydd i hysbysu dewis iaith ar gyfer ein defnyddwyr gwasanaeth. Cofiwch fod adnoddau i'ch helpu chi yn eich gwaith o ddydd i ddydd drwy ein tudalen [Gweithio'n ddwyieithog](#) ar y fewnwyd.

I ddathlu Dydd Gŵyl Dewi eleni, rydym yn cynnig cyfle i un aelod llwus o staff ennill hamper llawn cynnyrch o Sir Gâr, gan gynnwys ffigwr crochenwaith Ladi Gymreig a grëwyd gan ein Hwb Sgliau.

I gael cyfle i ennill y wobr, atebwch y cwestiwn canlynol:

1. Beth yw enw'r brifddinas leiaf yng Nghymru?

E-bostwch eich ateb i: iaithgymraeg@sirgar.gov.uk erbyn **dydd Gwener, 6 Mawrth**. Byddwn yn cysylltu â'r enillydd ddydd Llun, 9 Mawrth.

Gwnewch y pethau bychain. Pob lwc!



Below is a summary of some of the projects we have been involved in:

➤ **Additional funding under the co-operation agreement section**

Funding was received from the Welsh Government in response to the results of the 2021 Welsh Language Census in Carmarthenshire and the post-industrial areas in the West Wales Valleys. Proposals have therefore been developed based on making progress against the objectives of our Promotion Strategy 2023-28 which considers the results of the 2021 Census, requirements in terms of Welsh Language Standards and link to the Well-being of Future Generations Act through the Well-being of Carmarthenshire Plan 2023-28. The focus was on four main areas: increasing the number of Welsh speakers, maintaining pride and use of the language in the community, normalising Welsh in the workplace, and strengthening Welsh speaking communities

In the field of **education**, training and support were provided to schools and education staff to improve their Welsh language skills, develop pupils' oral skills, and increase parents' confidence to use Welsh at home. New resource packs were developed, staff language competency audits were conducted, and teaching assistants were supported as language models. Specifically at Emlyn Secondary School where 8 teachers and 4 members of the school's support staff undertook the course. New resource packs were developed, an audit of staff language competence was carried out, and teaching assistants were supported as language models.

In the **community**, Welsh music sessions and community events were organised by the three Mentrau Iaith across the county, leading to a marked increase in informal use of the Welsh language and to strengthening a sense of belonging and local pride. A feasibility study was also carried out for a Welsh Music Festival and a research project in the Amman Valley to understand young people's language practices and plan further actions.

In the **workplace**, the development of the Council's Language Skills Strategy was supported, and Leading in A Bilingual Organisation sessions were held for the Cabinet, Corporate Management Team and Heads of Service, raising awareness and building capacity for cultural change.

Overall, the projects were very successful, with a high level of positive feedback from schools, communities and partners. Although the full long-term impact is yet to be seen, the work has laid a solid foundation for further action to increase the use of Welsh in everyday life, particularly among young people and families.

➤ **Claremont Workshops – Improving Access to Welsh-medium Education**

Over the past year Claremont has been doing work on exploring why some parents choose education through the medium of English rather than Welsh. The research shows that school choices are often influenced by practical concerns, misconceptions, and emotions. Members of staff were involved in a practice and training project to design communication strategies that address those priorities – happiness, friendship and facilities while also addressing knowledge gaps.

Four bilingual workshops and training sessions were attended. Real-life examples and collaborative tools were used to demonstrate the challenges in Carmarthenshire and create solutions. Tailored

plans, social media campaigns and myth-busting videos were prepared, alongside longer-term initiatives such as parent advocates and partnerships with health visitors.

The training boosted the confidence and skills of our staff, particularly in the application of behavioural frameworks. Following on from the sessions, a lot of good work has been done with the inclusion of the launch of school toolkits. Our strategies have now been revitalised, stronger collaboration and continuous resource development.

➤ **Thinqi**

Over the past year the **Thinqi** has been developed on a significant scale in terms of the Welsh language. Staff have access to a wider range of development opportunities, supporting career progression, enhancing motivation and strengthening the organisation's ability to respond to changing challenges and priorities. Specifically, this year, alongside the Cymraeg Gwaith programme, **leithGâr** was launched on Thinqi which is a Learning Management System. leithGâr is a series of podcasts presented by Dr Hanna Hopwood to support Council staff on their journey with tips for learning Welsh. The podcasts follow the themes below:

- Chapter 1: Language Learning Anxiety
- Chapter 2: Learning Strategies
- Chapter 3: Motivation
- Chapter 4: Best Practice for Language Learning

Recommendations for next year

- **Strengthen governance arrangements and ensure consistent compliance**
Continue to strengthen the governance arrangements for the Welsh Language Standards by strengthening the role of the People, Digital and Policy Division, ensuring that responsibilities are clear, monitoring methods are consistent, and that departments receive timely guidance on the requirements of the Standards.
- **Continue to strengthen the role and influence of the Members' Advisory Panel**
Continue to support the work of the Members' Advisory Panel on the Welsh Language, ensuring that its strategic input informs the Council's priorities in relation to Welsh Language Standards, particularly in relation to long-term challenges such as maintaining linguistic strongholds and a young population.
- **Continue to promote the Welsh language internally in accordance with Standard 81**
Continue to develop and support internal activities that promote the use of Welsh among staff, such as Clwb Clebran, internal campaigns and informal opportunities to hear and practise the language, reinforcing the Welsh language as the natural language of work.
- **Expand collaboration and share good practice**
Continue to take advantage of opportunities to collaborate with external partners and other organisations in order to share good practice, develop joint solutions and strengthen the strategic approach to implementing the Welsh Language Standards across the county.

Reporting on Language Skills

Introduction:

This report provides an overview of the Learning and Development activities relating to the development of the Welsh language skills of Carmarthenshire County Council staff during 2025–2026. It outlines the language skills profile of the workforce, the learning opportunities provided to staff, and the progress made in promoting the use of Welsh in the workplace.

Developing staff Welsh skills is an important part of the Council's commitment to providing high quality bilingual services to Carmarthenshire residents and to complying with Welsh Language Standards. By providing diverse learning opportunities, bilingual training and e-learning resources, the Council supports staff at every stage of their journey with the Welsh language.

The report also highlights the progress made during the year, as well as the priorities for continuing to develop staff language skills and confidence to use Welsh in their day-to-day work.

Overview of Welsh language skills of Carmarthenshire County Council staff:

Across the organisation, 38.2% of staff speak Welsh at level 3 or above according to the quarter 3 report. This shows that a significant proportion of the workforce can use Welsh in a work context.

Developing the Welsh language skills of the workforce contributes directly to the Welsh Government's goal of reaching one million Welsh speakers by 2050 and ensures that the Council can provide high quality bilingual services to Carmarthenshire residents.

Further to restructuring in 2026, the following data is now based on the new Departments. This will affect the linguistic levels of the departments but will not affect levels across the organisation. See Tables 1 and 2 for more details.

The figures in Tables 1 and 2 show positive and consistent progress across Levels 1–4, reflecting the continued increase in the number of staff taking up training in Welsh over the last few years. A notable increase can be seen at Level 5+ (+219). However, this is likely to have been influenced by organisational changes, including the reclassification of some members of staff from school roles to corporate roles following restructuring. In addition, ongoing skills assessment activity across teams may have contributed to the more accurate identification and recording of higher levels of proficiency in Welsh.

It is important to note that the figures presented do not represent the entire total workforce in Carmarthenshire County Council (excluding schools). The data reflects staff with a Welsh level recorded between Levels 1–5 on our ResourceLink system. Therefore, comparisons should be made carefully. A significant proportion of the staff, over 1000 individuals, which are mainly historical records, have no level of Welsh recorded at present. Addressing this data gap will be essential moving forward to more accurately support the monitoring, reporting and strategic planning of Welsh language skills across the authority.

Table 1: Language skills of Carmarthenshire County Council staff per department recorded on RL

(Does not include schools (Primary, Secondary, Special, Voluntary and Assisted))

		L1	L2	L3	L4	L5
Chief Executive	318	91	48	42	52	85
Corporate Services	215	61	47	25	39	43
Education and Leisure	1209	408	233	182	126	260
Place, Infrastructure and Economic Development	809	263	136	123	123	164
Social Services and Housing	1925	776	402	250	189	308
	4476	1599	866	622	529	860

Data: ResourceLink 17/02/2026

Table 2: Language skills of Carmarthenshire County Council staff recorded on RL

	2023-2024	2024-2025	2025 - 2026	Difference
Level 1	1619	1576	1599	+23
Level 2	822	815	866	+51
Level 3	582	596	622	+26
Level 4	499	485	529	+44
Level 5+	849	641	860	+219
Total Amount	4371	4113	4476	

Learning and Development:

Dysgu Cymraeg:

Learning Welsh is being delivered virtually with more face-to-face classes being reintroduced. However, most staff still attend online lessons. Broadly speaking, our staff learns through one of the following methods:

- Mainstream online virtual courses with the Centre for Learning Welsh
- Residential Courses with Nant Gwrtheyrn
- Welsh Work Courses funded by the National Centre for Learning Welsh
- Say Something in Welsh

Staff are using more informal methods in conjunction with one of the above pathways, such as DuoLingo, Podcasts and YouTube.

In total, there are several opportunities for all levels from 0-5 to develop their Welsh language skills, table 3, with 219 staff committing to some form of course since April 2025. This includes, Cymraeg Gwaith and Mainstream, with various 1-day to 1-year courses.

With the main courses, it takes about 120 to get to the next level, our staff commit to different courses and learning patterns. Some were attended weekly between 2 and 4 hours, followed by some for an intensive week or blended learning which is a combination of online learning with self-study.

During this year, we were very successful in receiving funding from the National Centre for Learning Welsh to employ a tutor who is already employed by Aberystwyth University. Unfortunately, the tutor's hours were reduced for this financial year. However, **73 members** of staff have still benefited from various Cymraeg Gwaith courses. Additional funding was received to provide training to our **17** apprentices of the Amdani CSG programme. They attended immersion courses tailored to their learning needs to build confidence, use more of Welsh at work, and build a basic understanding of the language. Also, through additional funding and in partnership with Learn Welsh Ceredigion Powys Carmarthenshire (Aberystwyth University) we have employed a tutor to support our staff with their confidence on a 1-1 weekly basis for 12 weeks.

Linguistic:

This year is the first year that we have reported on our new scheme, leithgar. The leithgar scheme has been developed to offer staff a flexible pathway to develop Welsh language skills in their own time, supporting those who are just starting their language journey as well as those wishing to refine their skills.

Two e-learning courses are available to our staff on the Thinqi platform. leithgar Croeso helps staff to reach Level 1 by welcoming them into Welsh, introducing them to basic Welsh and giving them an understanding of everyday greetings and vocabulary. leithgar Uwch gives more confident speakers the opportunity to undertake an online course to refine their language skills, by familiarising themselves with the grammar of Welsh and reviewing important elements of the language.

These courses are set out in table 3 below, with figures of our staff who have enrolled on courses to learn Welsh. Please note that with the long-term courses, the figures are not available for those who have completed, only registration.

Table 3: Learn Welsh courses for Carmarthenshire County Council staff 2025 – 2026

Welsh Learning Course	Method	Amount
Language: Advanced Welsh	Thinqi	8
Linguistic: Welcome (Level 1)	Thinqi	57
Croeso Cymraeg	Self-Study – Learn Welsh	10
Say Something in Welsh	Online Self Study	5
Taster	Social Course	2
Entry 1&2	Self-Study	5
Entry 1 & 2	Learn Mainstream Welsh and Cymraeg Gwaith	13
Entry 1	Learn Mainstream Welsh and Cymraeg Gwaith	6
Entry 2	Learn Mainstream Welsh and Cymraeg Gwaith	9
Foundation 1	Learn Mainstream Welsh and Cymraeg Gwaith	11
Foundation 2	Learn Mainstream Welsh and Cymraeg Gwaith	9
Foundation 1 & 2	Learn Mainstream Welsh and Cymraeg Gwaith	19
Intermediate 1	Learn Mainstream Welsh and Cymraeg Gwaith	11
Intermediate 2	Learn Mainstream Welsh and Cymraeg Gwaith	1
Intermediate 1 & 2	Learn Mainstream Welsh and Cymraeg Gwaith	18
Advanced 1	Learn Mainstream Welsh and Cymraeg Gwaith	3
Advanced 2	Learn Mainstream Welsh and Cymraeg Gwaith	2

Advanced 3	Learn Mainstream Welsh and Cymraeg Gwaith	1
Refresh	Work Welsh	13
Confidence Building Group	Work Welsh	16
Confidence Building Group	Work Welsh	
Total:		219

Learning through the medium of Welsh and bilingually:

Providing training bilingually helps to normalise the use of Welsh in the workplace and gives staff the confidence to use the language in a professional context. This approach has received positive feedback from our staff, as they hear more of the language in a work situation. Here are sessions that have been delivered bilingually

- Leading In a Bilingual Organisation – Learning and Development
- Leading In a bilingual Organisation – Leadership Academy
- Supporting an Apprenticeship in a Bilingual Institution
- Working bilingually
- Bilingual chairing
- Welsh in care

We have also started 'Language Awareness / Welsh in Care' sessions in induction sessions with carers. This has been extremely successful where the sessions are delivered bilingually and feature information about the language, and Carmarthenshire County Council's commitment to helping staff reach the level required for the role, but more importantly to discussing the importance of language in the area of care. In addition, we have also started 'Working in a bilingual organisation' session which outline what we are trying to achieve but also talk about 'everyone's journey with the language' and that the Welsh language belongs to everyone. The sessions with leaders have been interesting, and feedback has been noted that the session encourages more natural use of language within their teams' meetings. These sessions are delivered bilingually.

Also, with language assessors being appointed in each department, we have been providing 'Language Assessors' and 'Mentoring' training sessions through the medium of Welsh, this has also been useful to raise the confidence of staff to work and learn through the medium of Welsh. Table 4 outlines the Welsh-medium sessions delivered since April 2025.

Table 4: Courses through the medium of Welsh

Course	Amount
Language Assessors Training	28
Mentoring	14

E-learning through the medium of Welsh

163 courses were completed through the medium of Welsh this year on Thingi, table 5. Compared to 73 from last year, this is a significant increase of **123%**. See below on table 5 for more detail.

It is also important to note that although the content is not provided in one language, most courses include Welsh and give attendees the opportunity to speak Welsh. The Social Care Workforce Development Partnership ensures that all their resources are bilingual, welcomes everyone bilingually and appoints Welsh language trainers as required.

In terms of training for Members, all resources are bilingual. Some courses were delivered through the medium of Welsh and others bilingually, where part of the session was provided in Welsh and part in English. As well as across Learning and development, Welsh discussion groups were offered to our staff during workshop exercises.

Table 5: Details of e-learning courses through the medium of Welsh 2025-2026

Safeguarding Group A	10
VAWDASV Awareness: Group 1	9
Mental Health in the Workplace	7
Data Protection: An Introduction	8
Fraud Awareness	11
Equality and Diversity	5
Cyber awareness in the workplace	11
Blowing the whistle	5
- Induction of new employees -	4
Standards of Conduct in the Workplace	5
Essential Learning	10
Prevention: Preventing Online Radicalisation - Supporting Parents/Carers and Early Support Practitioners	3
Commercialise	2
VAWDASV Ask and Action: Group 2 (Schools)	2
Navigating the World Online: 10 Tips for Solving Internet Problems	2
Planning for Non-Planning Members	2
Local Government Funding	2
Introduction to Artificial Intelligence (AI)	2
Navigating YouTube for Problem-Solving Success: 10 Tips for Staff	2
Preventing sexual harassment in the workplace	2
Digital Mentors	2
Module 1: Understanding Autism (Level 1)	2
03 Zero Net Carbon	2
External Regulators	2
Personal Safety	2
Understanding Frequently Asked Questions (FAQs)	1
Carmarthenshire Tourism Ambassador 2 - Funding	1
Digital Problem Solving	1
Childhood Obesity - Physical Activity	1

Stay Safe Online: Recognizing 10 Common Scams	1
Dementia Awareness	1
Understanding Net Zero and our commitment	1
Adult Mental Health First Aid	1
Corporate Parenting, Safeguarding Children and Vulnerable Adults	1
Fire Safety Awareness	1
Carmarthenshire Tourism Ambassador 3 - Gold	1
WLGA (Members) Ethics and Standards	1
Specific Learning Needs: Literacy and Numeracy	1
06 Carmarthenshire County Council Context	1
A Guide for New Managers	1
Safeguarding Group B	1
Climate Change Mitigation and Decarbonisation	1
WLGA (Members) Effective Scrutiny	1
10 Quick Tips for Secure Passwords	1
A Guide to Mentoring Others	1
Module 4: Understanding ADHD	
Neurodiversity Practice Community - Sensory Focus	1
Leading Through Change	1
WLGA (Members) Equality and Diversity	1
Personal Resilience	2
Module 3: Understanding Assessment and Autism (Level 2)	1
Cyber Security for Members	1
Recognising and Supporting Carers	1
Equality	1
WLGA (Members) Introduction to Planning	1
Don't get hooked - 10 ways to see phishing email	1
Carmarthenshire Tourism Ambassador 1 - Bronze	1
Complaints Policy	1
Asbestos Awareness	1
Understanding Tourette's Syndrome	1
6 Tips for Using Search Engines	1
Leading with emotional intelligence	1
How to be an ally for diversity and inclusion	1
On-line Safety	1

Understanding the Armed Forces Covenant	1
Module 2: Understanding Effective Communication and Autism (Level 1)	1
	163
Number who have completed the Language Awareness module	3953

Data: Thingi 03.2026

Standards 128 and 152

Standard 128 requires the council to provide training in Welsh in the following areas, if you provide such training in English - (a) recruitment and interviewing; (b) performance management; (c) complaints and disciplinary procedures; (d) settlement; (d) dealing with the public; and (f) health and safety.

Standard 152 places a responsibility on the council to keep a record, for each financial year, of - (a) the number of staff who attended training courses offered by you in Welsh (in accordance with standard 128), and (b) if you were offered a Welsh version of a course in accordance with standard 128, the percentage of the total number of staff who attended that version of the course.

Recommendations for next year

- **To expand opportunities for learning Welsh** – to continue to promote Learn Welsh, Cymraeg Gwaith and the Language scheme courses in order to increase the number of staff developing their Welsh skills at all levels.
- **Increasing opportunities to use Welsh in the workplace** – developing more informal opportunities such as language mentoring, discussion groups and "Raising Confidence" sessions to support staff to use Welsh naturally in their daily work.
- **Strengthen the role of leaders and managers** – encourage service leaders to promote the use of Welsh within their teams and create a working environment where the use of Welsh is normalised.
- **Expand the provision of training through the medium of Welsh** – continue to increase the number of courses and e-learning resources available in Welsh or bilingually, supporting compliance with Welsh Standards.
- **Improving processes and monitoring language skills data** - continue to develop and update processes and systems that record the language skills of our staff. Improving the data records of staff language skills in order to be able to plan training more effectively and ensure that services can meet the linguistic needs of the public.

Complaints received 2025-26

The feedback we receive from our residents is vital for improving our services and we make every effort to learn from all the complaints, compliments and comments we receive as a Council.

The Corporate Complaints Team manages any complaints received about non-compliance with the Welsh Language (Wales) Measure 2011 or from the Welsh Language Commissioner and their office.

During 2025-26, three complaints went directly to the Welsh Language Commissioner's Office, and it was decided to carry out an investigation on two of them.

1	A complaint was received from a member of the public about Carmarthenshire County Council's failure to provide a telephone service in Welsh. The complainant telephoned the Carmarthenshire Theatres telephone line, and the Council's office line and received a response in English. There wasn't a proactive offer to speak to someone in Welsh. It has also been stated that the following address was not available in Welsh: direct@carmarthenshire.gov.uk The relevant requirements covered by the investigation were standards 8, 9, 10 and 81. After considering the information received from the complainant and the organisation, it was determined that the council had failed to comply with standards 9, 10 and 81. The basis of the decision was that the Council: - i have not informed the caller on the phone that a Welsh language service is available - ii that the complainant did not receive telephone service in Welsh when he telephoned the Council's Contact Centre on 12 March 2025 - iii that the Council did not promote and advertise the e-mail service in Welsh by failing to provide the complainant with a Welsh address. The Commissioner's Office did not consider that there was a failure to comply with standard 8 on the grounds that the complainant was greeted in Welsh on the two occasions on which she telephoned the Council. As part of the recommendations, we have collaborated with the Marketing and Media Team and the Enterprises Team to raise awareness of the Standards. We have also recruited new staff to work in the front team at the theatres, so that additional language skills are in place. The Council continues to work closely with the Corporate Complaints Team and individual services to ensure that language preferences are consistently respected, and that learning from complaints is used to improve the public's experience when accessing Welsh language services. This work will continue over the next year as part of the Council's ongoing commitment to fully comply with the Welsh Language Standards and to improve the quality of bilingual services.
2	A complaint was received through the Office of the Welsh Language Commissioner relating to English-only correspondence which was sent to an individual regarding an order to the waste services department, but through the Contact Centre. We recognised that we had failed to comply with the Standards and immediate action was put in place, to prevent a situation like this from arising again. The Office of the Welsh Language Commissioner stated that it was likely that an investigation would find that there had been a failure to comply. However, they did not consider that an investigation was necessary to impose enforcement action as we have already taken voluntary steps to ensure that the same failure does not happen again.

	Following the investigation, the Marketing and Media Manager has held a meeting with all staff regarding the requirements, reminding everyone of their responsibilities. The Manager will also monitor responses to public inquiries.
3	A complaint through the Office of the Welsh Language Commissioner alleging that the Council did not consider the effects on the Welsh language in formulating the policy to close Ysgol Llansteffan. The investigation will judge whether the body has failed to comply with Standards 88, 89 and 90 in terms of policy making. The Investigation is underway as we publish the Annual Report.

Recommendations for next year

1. **Strengthening Welsh phone services** - ensuring that all phone calls are answered bilingually and include a clear proactive offer of Welsh language service, supporting this through staff training and regular call quality monitoring.
2. **Improve the accessibility of Welsh e-mail services**- establish and promote service-specific Welsh e-mail addresses, and ensure that all correspondence respects the recipient's language preference by improving internal systems and carrying out pre-sending checks
3. **Ensure consistent bilingual correspondence** - place greater emphasis on ensuring full consistency in the use of Welsh and English, reinforcing this through staff training and regular audits of departmental correspondence.
4. **Integrating the Welsh language into policy development** - ensuring that the Welsh language is fully taken into account in policy development and strengthening the process of assessing the impact on the Welsh language, ensuring that it happens at an early stage and is meaningfully incorporated into decisions.

Case Studies

Case Study 1: New Amdani Apprentices

Background

At the end of 2025, a cohort of Apprentice jobs were advertised through the Apprenticeship Programme. The programme aims to give apprentices the opportunity to gain, learn and develop valuable skills while working in a variety of Council departments – whilst promoting and supporting bilingualism in the workplace. As part of the Council's commitment to providing high quality bilingual services, the programme encourages apprentices to use and develop their Welsh language skills as an essential part of their roles.

Our apprentices are mentored by experienced staff whilst spending a portion of their time attending training with local providers to gain the skills needed towards their qualification. The program is for anyone 16 years of age or older who is starting their career or looking for a change. For the first time, all apprentice roles have been designated at Level 3 Welsh, with an assessment incorporated into the recruitment process.

Wendy Walters, Chief Executive, noted that "The Amdani Apprenticeship Programme is a great way to nurture local talent and strengthen our bilingual workforce. We are proud to invest in our people and provide meaningful opportunities for individuals to develop a rewarding career here in Carmarthenshire".

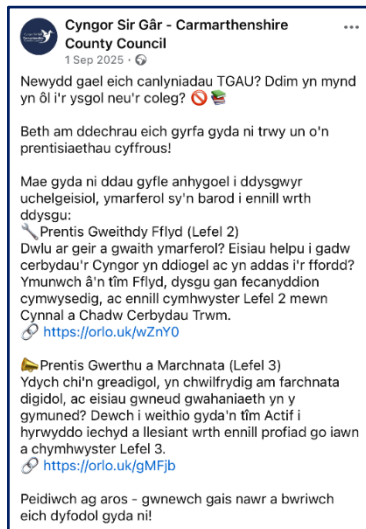


Action

The posts were advertised on the 'Amdani' website and on the Council's corporate website. In terms of wider platforms, Lleol.net has been used as it is the busiest and most well-known bilingual Welsh website. A specific marketing campaign was organised to share information on our social media as seen below.

The careers fairs were a great success in advertising the jobs and there was a lot of positive engagement. The fairs provided an opportunity for individuals to come in and speak to members of

Learning and Development staff as well as staff within the recruiting departments to understand more about the jobs and ask any questions. Fairs were held in Llanelli, Ammanford and Carmarthen. As part of the recruitment day, the candidates' Welsh language skills were formally assessed prior to the interview. This was a significant cultural and organisational change, reinforcing the Council's commitment to providing bilingual services. It was a significant part of the scoring and recruitment process, where Welsh language skill levels were crucial in ensuring that the right candidates made it through to the interview stage.



Outcome

We successfully recruited 25 apprentices who have now joined teams across a range of departments, including digital learning, data, finance, libraries, leisure, IT, human resources, the Council's fleet, flood and coastal protection and business support.

The recruitment of the apprentices has strengthened the capacity of the workforce and increased the use of the Welsh language on a day-to-day basis. The scheme has been a solid basis for local young people to develop their professional skills through the medium of Welsh and to reinforce the Welsh language as the natural language of work within the Council. Following the Welsh language assessments on the recruitment day, it was noted that 75% of apprentices had Welsh language skills at Level 3 or above. This showed that many apprentices already have a foundation in the language and the potential to use Welsh within their roles.

Below is a list of all the actions the Council had taken to ensure that the Welsh language was incorporated from day one:

- All greetings were delivered bilingually
- All documentation was sent bilingually
- Apprentices and managers attended a **Working in a Bilingual Organisation** workshop delivered by IAITH
- Welsh language awareness training delivered by Menter Gorllewin Sir Gâr
- All apprentices had a 1-1 meeting with the L&D Advisor for the Welsh language to develop a personalised plan

- Meetings with the organisation's Senior Leaders were bilingual and leaders modelled the importance of the Welsh language and their personal stories
- To create consistency, visibility and expectation around bilingual practice, a programme funded by the National Centre for Learning Welsh was delivered by Learn Welsh Ceredigion Powys Carmarthenshire from Aberystwyth University. This included learning programmes for levels 1-2, 3-4 and 5.
 - Level 1-2 attended a 3-day immersion learning programme about their introduction to the foundations of Welsh
 - Level 3-4 attended a 3-day immersion learning programme to build on their confidence
 - Level 5 attended a 1-day intensive Refresher programme

Ben Evans, one of the new apprentices, won an award through the Language Skills Academy for his commitment to the Welsh language. Ben was nominated by his tutor and attended the Apprenticeship Awards Ceremony to receive his award. Ben said "winning the award has been an amazing experience and a real confidence boost. As a new apprentice, it's been incredibly motivating to have my work recognised so early. It has encouraged me to continue to develop my skills and to take on new challenges within the organisation. I'm delighted to be part of a team that supports apprentices and celebrates our achievements".

Future

Looking to the future, Carmarthenshire County Council will continue to develop Welsh-medium employment pathways through programmes such as Amdani. Below is an outline of the next steps:

Structured follow-up immersion

- Offer follow-up immersion sessions of 2–3 days.
- Explore gradual immersion (3 days + follow-up 2 days).

Develop Resources

- Create printed quick reference packs (common workplace phrases, times, mutations).
- Provide downloadable digital workplace phrase guides.

Strengthening Mentoring Network

- Formalising a call in mentoring.
- Provide a mentor and guidance toolkit.

Ongoing Support 1-1

- Maintain access to Aberystwyth University tutors.
- Offer targeted speaking confidence sessions for concerned speakers.

Monitoring and Reassessment

- Reassessment of confidence and language use in September 2026.
- Track increased use of the Welsh language in workplace settings.

By continuing to invest in schemes such as Amdani, the Council will contribute to creating a sustainable bilingual workforce and ensuring that Welsh remains the natural language of work within the organisation.

Case Study 2: Leading in a Bilingual Organisation

Background

Over the past few years, Academi Cymru has been running the *Leading in a Bilingual Country* (LIBC) programme, which has been developed alongside the Welsh Government's Cymraeg 2050 team. The insights from this programme have been tailored for Carmarthenshire County Council and are facilitated by HICO. These sessions will be organised as part of the additional funding expenditure under the section of the collaboration agreement from the Welsh Government.

The programme has been developed to focus on:

- Helping the organisation to develop a more inclusive bilingual culture
- Reflect on what works well and what challenges are faced
- Understanding what bilingual culture change really looks like
- To inspire a new, positive approach to the Welsh language, and to foster a tone of voice for the language used for the Welsh language

Action

Sessions were held over three days to share ideas, experiences and hopes regarding bilingualism and Welsh-English leadership. The sessions explore the benefits and challenges of building a bilingual leadership culture within teams and across the organisation.

The following gives an overview of the three days:



Outcome

'Leading in a bilingual organisation' sessions were held for the following cohorts:

1. **Corporate Management Team and Heads of Service.**

21 individuals were invited and during this session it was agreed to hold the 1-2-1 sessions with Cabinet and the joint session between the Corporate Management Team and Cabinet.

2. People, Digital & Policy Management Team

The session invited 30 guests for the wider management team from the Department of People, Digital and Policy who are key leaders in this agenda. A follow-up session with the core Senior Management Team was held after this meeting.

3. 1-2-1 sessions with Cabinet Members

Hugh Irwin held 1-2-1 sessions with Cabinet members in preparation for the joint session.

4. Cabinet and Corporate Management Team

This session brought together Cabinet Members and the Corporate Management Team to discuss the political leadership and the Council's vision in terms of the Language. Further work will be done during 2026/27 to reaffirm the vision and ensure that all Council staff are involved and aware.

Future

Positive feedback was received from the sessions. The participants showed a genuine enthusiasm to promote the Welsh language, deepen empathy and share decision-making responsibilities. Following the track and log of decisions would be beneficial in maintaining future momentum and celebrating early successes.

Following further feedback and rather than continuing with the planned format, there is the option to redesign the sessions to address some issues such as:

- What do we see as our role in leading the change?
- What do we need to do this effectively?
- How can we support our teams through the change?

Case Study 3 - Copilot and AI

Background

Accurate, reliable Welsh language technology can help us increase the daily use of Welsh, which is a key target in Cymraeg 2050: a million Welsh speakers. Technology can make it easier to use the Welsh language in all aspects of life, from education and work to chatting with friends and colleagues.

Due to increasing pressures on public services and the need to work more efficiently, Carmarthenshire County Council launched a pilot on Microsoft 365 Copilot in 2024. The aim was to explore how artificial intelligence (AI) could support staff to automate day-to-day tasks, improve productivity and strengthen collaboration.

From a Welsh perspective, the pilot was an important opportunity to assess how effective Copilot is in working bilingually – particularly in areas such as transcribing Teams meetings into Welsh, assisting with drafting bilingual documents, and supporting the Translation Unit in searching for context and terminology.

It was also important to ensure that any new technology complies with data protection requirements and aligns with the Council's digital and workforce strategies.

Action

The pilot began in May 2024 with a small team within Digital Services, before expanding to 242 staff members across different departments as of September 2024.

Provided:

- 8 hours of formal training from Microsoft and partners
- A network of "Copilot Champions" to support colleagues
- Specific focus groups (e.g. Contact Centre, Translation Unit, Social Care)
- Collect monthly feedback to monitor usage and satisfaction

Copilot has been tested in a wide range of tasks, including:

- Meeting summaries and minutes
- Drafting and rewriting emails
- Creating reports and briefs
- Document comparison
- Supporting translation work by providing linguistic context

A data protection impact assessment (DPIA) was carried out to ensure full compliance.

Outcome

The pilot showed that Copilot can significantly contribute to improving efficiency:

- 92% of users use the tool daily or weekly
- 70% report improvement in productivity
- 86% recommend Copilot to a colleague

Time savings of between 1 and 4 hours per month were reported for common tasks, with some tasks (such as comparing documents) saving up to 5 hours.

From the point of view of the Welsh language:

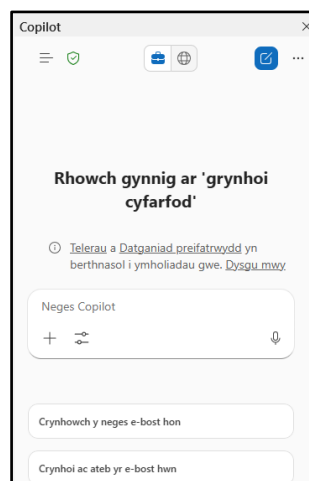
- The Translation Unit has benefited from Copilot's ability to gather information about the context of terms faster than traditional web searches. Two staff members from the translation department were involved in the trial phase and now have their voices in text-to-speech neutral available within Azure AI Voice. Neutral voices use advanced deep learning models making them suitable for public-facing services.
- Neurodivergent users have reported benefits in information processing and text structuring.
- Challenges were identified with the accuracy of Welsh transcripts on Teams, but improvements were seen over the pilot period.

Copilot has generally been seen as an assistive tool that complements staff skills rather than replacing them.

Future

Looking to the future, there is clear potential for Copilot and AI by building on the success of the pilot phase by gradually expanding the use of Copilot across the Council's services. Based on the positive results of the trial, it can be considered for wider use to support tasks such as drafting documents, summarising information and creating content in Welsh, improving efficiency and productivity. To ensure responsible and consistent use, a robust standardisation and governance framework will need to be developed, including clear guidance on the appropriate use of Copilot in Welsh, with an emphasis on maintaining language quality, terminology consistency and compliance with the Council's standards and policies.

We should take advantage of ongoing developments in Welsh AI technologies, such as Azure's Welsh voices, translation technologies and speech developments, in order to strengthen the bilingual experience for staff and service users. A key element of the next step will be to develop the skills and confidence of staff, by raising awareness and providing appropriate training on how AI can support the daily use of Welsh in the workplace. Ultimately, AI should be seen as a strategic enabler to increase and normalise the use of the Welsh language, ensuring full alignment with the long-term Welsh language strategy and the wider vision of the Council and Welsh Government.



Case Study 4 - A New Partnership with the Learning Centre

Background

In June 2025 we launched a new partnership between Carmarthenshire County Council and the National Centre for Learning Welsh.

The new strategic partnership with the Centre has been established to support the Strategic Developments of the Welsh Language in Education. The Centre for Learning Welsh specialises in the teaching of Welsh and is responsible for all aspects of the Learn Welsh sector. As well as community courses across the country, the Centre provides plans for different sectors and groups, including education, health and care and families.

The aim of the partnership is for the Centre to provide various Welsh lessons and sessions tailored to the needs of the education workforce in Carmarthenshire as well as Welsh Home sessions for parents/carers and families within the authority's schools. There will be a dedicated Learn Welsh tutor to support the education workforce, and a tutor will be based in the Council, for staff working with children and young people.

Owain Lloyd, Carmarthenshire County Council's Director of Education, Children and Family Services, said, "I very much welcome this strategic partnership with the National Centre for Learning Welsh which will be hugely important over the coming years as the authority moves forward with our aspirations for Welsh education".



Action

Since the beginning of the partnership the Centre has worked with a variety of schools and staff. During the Summer term the staff of the centre worked with assistants across schools in Bro Dinefwr.

A staff audit was held at Ysgol Bro Dinefwr, which has resulted in two members of staff from the centre working with staff at different levels in the school, with provision tailored to specific groups. Foundation and access level staff have lunchtime sessions after school, and confidence building level staff have afternoon sessions once every two weeks.

Five primary schools are now on a journey of transition. Staff at the centre have reviewed levels and are holding around three to five initial sessions with small groups of staff in these schools, with the sessions specifically tailored to the needs of the individuals.

Another benefit of this partnership is that the centre has been working with nine support staff members from Queen Elizabeth High School's Elfed Centre.

Outcome

With the partnership newly established in 2025, it is too early to review the full impact of the partnership as the work with most schools is in its early days. However, the main impact of the sessions so far has been that staff are much more confident in using the Welsh language in the workplace which reflects the initial success of the partnership.

Future

In terms of the future, the hope is that we will continue to be able to secure funding so that we can free up staff to continue their language improvement journey. And looking to extend and be able to offer the provision to a wider range of schools in Carmarthenshire.

Case Study 5 – Pentre Awel

Background

Pentre Awel is an innovative development, the first of its kind and size in Wales, designed to integrate leisure, business, health, research, education, supported living and hotel facilities in one location. Based on the Work-Learn-Live-Play concept, Pentre Awel will create a unique eco-system for health and life sciences across 4 developable zones:

- Zone 1 (Centre): Leisure, education, research, care and business development facilities
- Zone 2: Nursing/residential home, extra care and assisted living
- Zone 3: Assisted living facilities and business development
- Zone 4: Hotel & Housing

Action

The first zone, the centre, opened its doors on the 15th of October 2025 following extensive master planning, design, planning and construction stages. The Welsh Language was considered at the start of the project with a specific Impact Assessment on the Welsh Language being carried out to inform an Action Plan. In line with Welsh 2050: activity was mapped across all stages of development against the three strategic themes, as shown below.

		
1. Increase the number of Welsh speakers	2. Increase the use of Welsh	3. Create favourable conditions
• Education, Skills development & Training (Zones 1,2,3,4) • Schools Engagement (Zones 1,2,3,4) • Assisted Living (Zones 2 and 3) • Nursing Home and Extra Care (Zone 2) • Affordable & Social Housing (Zone 2) • Housing (Zone 4)	• Leisure (Zone 1) • Health (Zone 1) • Business (Zones 1 and 3) • Research & Innovation (Zones 1 and 3) • Assisted Living (Zones 2 and 3) • Hotel & Housing (Zone 4) • Community engagement (Zones 1,2,3,4)	• Infrastructure / facilities (Zones 1,2,3,4) • Procurement (Zones 1,2,3,4) • Community benefits programme (Zones 1,2,3,4) • Further and Higher Education (Zone 1) • Business incubation & support (Zones 1 and 3)

Outcome

In practice, this has led to:

- Public exhibitions with bilingual speakers and materials during the outline planning period
- Develop a Welsh language promotional video by Sgript, which will be shown to all subcontractors and construction workers as part of their on-site presentation. A way to raise awareness of Carmarthenshire's culture and the importance of the Welsh language.
- Bouygues attended the 2023 Urdd Eisteddfod, the first time a company has done it. Throughout the week, Minecraft style sessions and the built environment theme were held.
- Welsh language lessons were offered to Bouygues staff.
- A bilingual building community newsletter was issued to properties around the development area. It was an opportunity for Bouygues and CCC to communicate important project information to c. 300 properties via letter drop and many more stakeholders (organisations,

individuals) electronically. For example, key milestones, construction progress, community benefits activities.

- A Real-World Learning project with 5 schools in Llanelli including Ysgol y Strade. A design challenge was set for pupils to develop a business space, nursing home or hotel, supported by Bouygues' professional multidisciplinary team. The pupils took on the role of architects, quantity surveyors, civil engineers and planners. Their final designs were presented in a 'Dragons Den' environment.
- Bilingual signs and directions inside and outside the Centre.
- Bilingual music is played inside the Centre.
- A bilingual event designed to celebrate St David's Day 2026.



Future

The Council is progressing with the installation of the Hywel Dda Clinical Delivery and Research Centre, with a view to completion by November 2026. The Centre's Business and Innovation space is also being designed with the intention of providing a mix of small, medium and large offices for start-ups and established businesses within the life sciences, health, wellbeing and social care sectors. The companies will be supported to establish good business practices, for example bilingual services, bilingual branding and signage, marketing, recruitment and development of the websites through the Welsh language.

The Council has begun developing a zoning 2 and 3 design that will bring together nursing, residential, extra care and independent living on one site. Work is being undertaken to progress zone 4 of the Hotel and engages prospective hotel operators/developers through a competitive dialogue acquisition exercise. There will be opportunities to use and promote the Welsh language across these period(s) in the future, including incorporating the 'more than words' phrase into working practices.

