

Welsh Language Strategy

2017 - 2022

Caerdydd
Ddwyieithog

Bilingual
Cardiff

Prepared in line with the requirements of
Welsh Language Standard 145 under the
Welsh Language Standards (No.1) Regulations 2015

This document is available in Welsh /
Mae'r ddogfen hon ar gael yn Gymraeg.



Bilingual Cardiff: 5-Year Welsh Language Strategy

Contents

The Bilingual Cardiff strategy is the first Welsh language promotional strategy for the City of Cardiff Council. It sets out our priorities for facilitating and promoting the Welsh language in Cardiff with our partners, starting our journey to become a truly bilingual capital for Wales.

The language is now so much more part of the city than it was when I was growing up, and this is something to celebrate. Though I'm not a fluent Welsh speaker, I like many others, take great pride in living in an increasingly diverse city with two official languages - and over 100 unofficial ones.

Over recent years, there has been a leap in the number of Welsh speakers in the city, not least because of the growth of Welsh-medium education, with an ever increasing number of children and young people receiving their education in Welsh.

The growth in Welsh medium education in the city means more of our children and young people have the opportunity to become confident bilingual adults. But this opportunity should not only be limited to those who attend Welsh medium schools; every child regardless of whether they attend Welsh or English medium education should leave school with Welsh skills. The Council's Welsh in Education Strategic Plan 2017-2020 will play a key role in facilitating the growth in Welsh education as well as improving the standards in Welsh across our city's schools.

This strategy includes a target to increase the number of Welsh speakers in Cardiff over a five-year period in line with the Welsh Government's vision for a million Welsh speakers by 2050. For Cardiff to play its part in achieving this vision our aspiration is to

double the number of Welsh speakers in Cardiff by 2050. As Wales' capital city we want to lead the way in creating a truly bilingual modern country proud of its rich linguistic and cultural heritage.

As well as increasing the number of Welsh speakers and learners, one of the key priorities throughout the Bilingual Cardiff Strategy is to extend opportunities to use the Welsh language within our communities. We welcome the National Eisteddfod in 2018 and the Urdd Eisteddfod the following year, showcasing the best of Welsh language and culture in the heart of the city. The National Eisteddfod will be a unique event as it will be the first time that the Eisteddfod will be held without a single Maes making it more accessible than ever to new audiences and providing an unprecedented opportunity for the Welsh language to reach so many more people.

This is a strategy for the city as a whole, not for any one organisation. The current financial situation faced by all local authorities means that delivering the outcomes of this strategy will be challenging, but it also presents great opportunities and firm foundations upon which to forge new and stronger partnerships which help the Welsh language to prosper in our capital city.

Diolch yn fawr

Cllr Phil Bale
Leader, City of Cardiff Council

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Overview

The Welsh Language (Wales) Measure 2011 established a legal framework to impose duties on certain organisations to comply with standards in relation to the Welsh language by way of sub-legislation (Welsh Language Standards (No.1) Regulations 2015). The standards issued to the City of Cardiff Council are listed in 'The City of Cardiff Council Compliance Notice – Section 44 Welsh Language (Wales) Measure 2011'.

Standard 145 requires the Council to produce and publish a five year strategy by the 30th of September 2016 which sets out how we will promote and facilitate the use of Welsh. This strategy will include a target to increase the number of Welsh speakers within Cardiff as well as specific actions to facilitate the use of the language in line with the Welsh Government's Welsh Language Strategy 2012—17 and draft strategy: a million Welsh speakers by 2050 (published August 2016).

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Welsh Language Standard 145 states:

You must produce, and publish on your website, a 5-year strategy that sets out how you propose to promote the Welsh language and to facilitate the use of the Welsh language more widely in your area; and the strategy must include (amongst other matters) (a) a target (in terms of the percentage of speakers in your area) for increasing or maintaining the number of Welsh speakers in your area by the end of the 5 year period concerned, and (b) a statement setting out how you intend to reach that target; and you must review the strategy and publish a revised version on your website within 5 years of publishing a strategy (or of publishing a revised strategy).

Bilingual Cardiff

Mission Statement

Work with partners to double the number of Welsh speakers in Cardiff by 2050 through the Bilingual Cardiff Strategy, in line with Welsh Government's vision

Vision

Our vision is to develop a truly bilingual Cardiff. A Cardiff where our citizens can live, work and play, as well as access services and support in Welsh or English equally. A capital city where bilingualism is promoted as something completely natural, and where the Welsh language is protected and nurtured for future generations to use and enjoy.

Cardiff is changing fast. The capital city of Wales is one of the fastest growing major cities in Britain, and is growing far faster than any other local authority area in Wales. Over the last 25 years, the number of Welsh speakers in Cardiff has more than doubled with the latest census figures indicating that over 16 % of the city's population have one or more skills in the Welsh language.

As the city grows our aim in this draft strategy is to increase both the number and percentage of Welsh speakers and learners in Cardiff. We fully support and share the Welsh Government's vision for a million Welsh speakers by 2050. In order for Cardiff to play its part in achieving this vision, we would need to increase the number of Welsh speakers (aged 3+) in Cardiff by 15.9 % from 36,735 (2011 Census) to 42,584 (2021 Census).

Our approach set out in this document is structured to reflect the strategic areas outlined in the Welsh Government's Welsh language strategy. This strategy is structured around 3 strategic areas which have been identified with the aim of increasing the use of Welsh.

The Bilingual Cardiff strategy sets out our strategic priorities under each of these areas, and identifies the change that we will need to make to realise our vision of a bilingual Cardiff.

This is a strategy for the city as a whole, not for any one organisation. Delivering the strategy will therefore rely on partnership working: between public sector partners; between the public, private and education sectors; and, most importantly of all, with the people of Cardiff. The platform for doing this is already in place. The Bilingual Cardiff conference, convened by the Council, brought partners from across the city together and led to the idea for a new and dedicated facility in the city which would showcase the Welsh language and Welsh culture as well as creating new opportunities for people to socialise, participate and express themselves in a bilingual atmosphere. As a result Yr Hen Lyfrgell, Cardiff's Welsh Culture Centre opened in February 2016 in the Old Library building. This centre – and the partnership approach that it represents - will play a key role in the promotion of the Welsh language in the city and the implementation of this strategy's priorities.

Supporting young people, families and communities to learn and speak Welsh will also be at the heart of delivering our ambitions. Recent years have seen a significant increase in the growth of Welsh medium education in the city with an ever increasing number of our children and young people now receiving their education in Welsh. The education system and the Council's Welsh in Education Strategic Plan will play a key role in ensuring the future growth of the language as we aim to increase the number of children – and parents – who have the opportunity to learn and speak Welsh, and have opportunities to use the language outside the school gates.

A bilingual capital: Cardiff's language profile

Cardiff is Britain's fastest growing major city behind London. Between 2002 and 2013 the city's population grew by 13 % and this growth is set to continue, with a projected growth of 26 % by 2036.

Cardiff is not only the largest Welsh local authority, it has also experienced the largest population growth over the last ten years, and is projected to expand at a much faster rate than any other area in Wales over the coming years.

The city has also seen a significant increase in the number and percentage of Welsh speakers, with numbers doubling in the 20 years between the 1991 and 2011 censuses. The 2011 census statistics indicate that 16.2 % of the population of Cardiff have one or more skills in the Welsh language (ability to read, write or/and understand Welsh), and 36,735 or 11.1 % of the county's population are Welsh speakers.

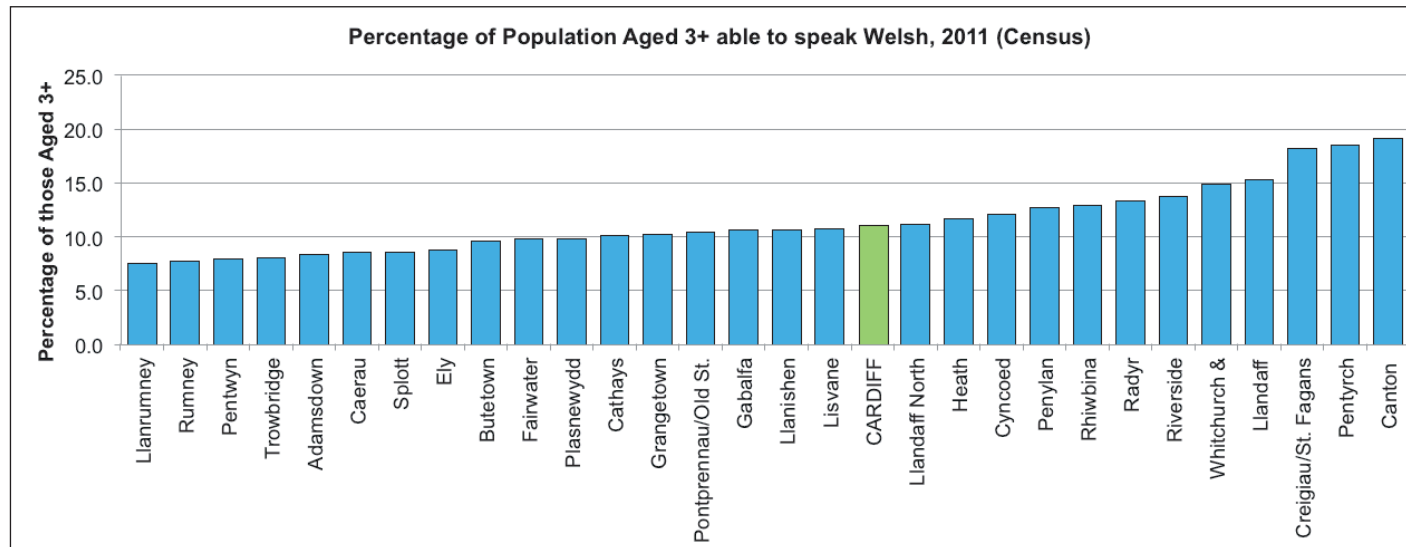
Comparison in the number and percentage of Welsh speakers between 1991 and 2011¹

	1991	2001	2011
Cardiff	18,071 (6.6 %)	32,504 (11 %)	36,735 (11.1 %)

Cardiff is the local authority with the fourth highest number of Welsh speakers and has seen a consistent rise in both the number and percentage of Welsh speakers over the past 25 years. The concentration of Welsh speakers is fairly evenly distributed across the city's electoral wards.



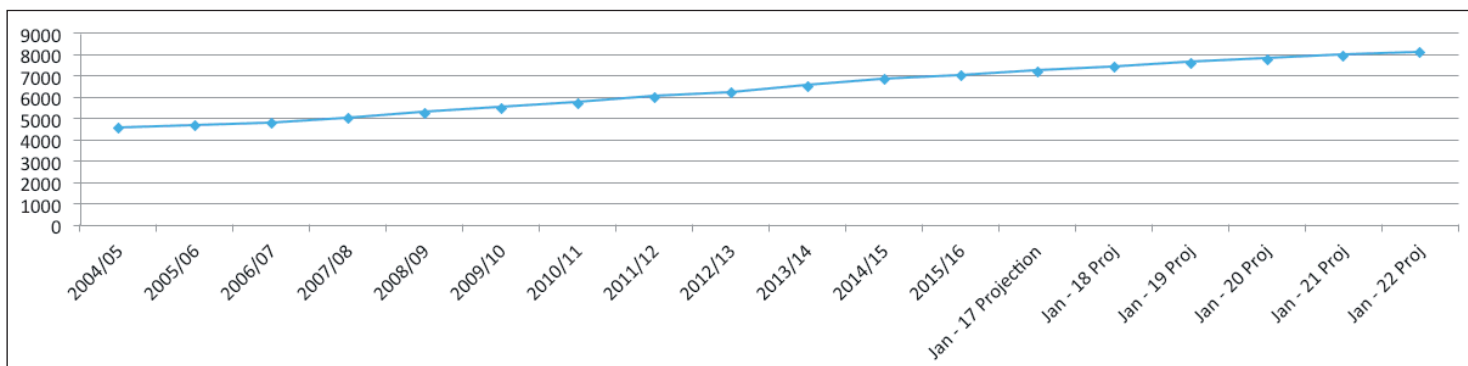
¹The 2011 Census represents the most recent data on numbers of Welsh speakers in the city.



Such a growth in the number of Welsh speakers has been principally driven by two well documented trends. Firstly, the last quarter century has seen a significant migration of Welsh speakers to Cardiff from other areas of Wales. Secondly, it reflects the committed practices and policies towards Welsh medium education in primary and secondary schools in Cardiff. The city has currently three Welsh medium secondary schools, and seventeen Welsh primary schools (of which two are dual stream primary schools).

The most recent numbers on roll data confirmed 4567 pupils in attendance at primary level and 2248 aged 11-16 years at secondary level (October 2016). For further information relating to Cardiff's Welsh language profile please see <http://www.mentercaerdydd.org/files/downloads/about/2016/pr-offil-iaith-caerdydd-2016-english.pdf>

Number of students enrolled in Welsh medium education 2004/5 – 2022 (projected)



² Please see The City of Cardiff Council Welsh in Education Strategic Plan 2017-2020

Policy Context

Although this five-year strategy is a new statutory requirement of the Welsh language standards (No.1) Regulations 2015, it builds upon the work already undertaken in Cardiff to meet the needs of Welsh speakers, learners and our communities. Through this strategy we will also ensure that we meet the requirement of one of the seven 'well-being' goals in the Well-being of Future Generations (Wales) Act 2015 – A Wales of vibrant culture and thriving Welsh language.

The following section sets out the statutory and policy framework within which this new strategy sits:

Welsh Language (No.1) Regulation Standards 2015

From 30th March 2016 all local authorities in Wales have a statutory duty to comply with new regulation Welsh language standards which explain how they as organisations should use the Welsh language in different situations.

The duties which come from the standards mean that organisations should not treat the Welsh language less favourably than the English language, together with promoting and facilitating the use of the Welsh language.

The Well-being of Future Generations (Wales) Act 2015

This Act aims to improve the social, economic, environmental and cultural well-being of Wales. The Act will make the public bodies listed in the Act think more about the long term, work better with people and communities and each other, look to prevent problems and take a more joined-up approach.

One of the seven Well-being goals listed in the Act is “A Wales of vibrant culture and thriving Welsh language”.

Welsh Government Welsh Language Strategy

A living language: a language for living – Welsh language strategy 2012 to 2017 **

This is the Welsh Government’s strategy for the promotion and facilitation of the use of Welsh language in everyday life. The Welsh Government’s vision is to see the Welsh language thriving in Wales. To achieve that, the strategy aims to see an increase in the number of people who both speak and use the language.

**** The Welsh Government has recently launched a new draft strategy ‘A million Welsh speakers by 2050’ for consultation on 1st August 2016. We will endeavour to ensure that our strategy will connect with the priorities and actions of this strategy, which may mean that a review is required in 2017 in order to further align this strategy with the new national document.**



Welsh Government: More than just words

The strategic framework for Welsh language services in health & social care

'More than Just Words' is the Welsh Government's strategic framework for improving Welsh language services in health, social services and social care. This is vital in ensuring positive well-being outcomes for individuals, something which underpins the Social Services and Well Being (Wales) Act 2014. The Codes of Practice under the Act require local authorities to ensure Welsh language services are built into service planning and delivery and that services are offered in Welsh to Welsh speakers without them having to request it as required by the 'Active Offer'.

The City of Cardiff Council Corporate plan 2016-18 & What Matters Integrated Partnership Strategy

The City of Cardiff Council's Corporate Plan sets out what the



Council will do to deliver its vision of becoming Europe's most liveable capital city. Working to achieve this vision will also contribute to Cardiff's integrated partnership strategy - What Matters - and its seven outcomes which have been jointly agreed by public service and third sector partners. The Corporate Plan is refreshed annually and the What Matters Strategy will be superseded with a new Well-Being Plan in 2017, as mandated by the Well-being of Future Generations Act.

The City Of Cardiff Council: Welsh in Education Strategic Plan 2017-2020

The School Standard and Organisation (Wales) Act (2013) places a statutory requirement on local authorities to prepare and introduce a Welsh in Education Strategic Plan (WESP). The Act enables Welsh Ministers to approve the Plan submitted, approve the Plan with modifications or reject the Plan and require the authority to prepare another. The WESP focuses on the targets in the Welsh Medium Education Strategy and local authorities are expected to report annually on performance against these targets

The City Of Cardiff Council: 2020 Strategy

'Cardiff 2020' builds on progress made to deliver improvement in education over recent years, setting out an ambitious programme to ensure that all children and young people in Cardiff have the opportunity to succeed. The aim of the strategy is to create a great place to live, work and play for children and young people. It also means ensuring access to a variety of cultural activities in Welsh and English.

Working with partners

As a City wide strategy, the success of the Bilingual Cardiff vision as outlined in this strategy depends on collaborative working with our partners and stakeholders.

We have seen the success and importance of collaborative working in recent years with the Council working in partnership with stakeholders on the creation of the Welsh Culture Centre ('Yr Hen Lyfrgell') which opened in February 2016. The centre promotes and celebrates Welsh as a living language in the capital city in a friendly and welcoming centre open to all citizens of Cardiff and its visitors. Yr Hen Lyfrgell offers a variety of facilities and activities in a sociable and inclusive atmosphere where the Welsh language and culture is at the heart of everything. The centre will be a key driver in the development and promotion of the language in Cardiff and will facilitate certain actions which will develop from this strategy.

During the last number of years the Council has worked effectively with Menter Caerdydd to provide a number of Welsh medium services to children, young people and adults. These include Welsh language play sessions for children, holiday care provision, training courses and supporting Tafwyl festival which has developed to become one of the Wales' primary Welsh language events.

Cardiff's long established Welsh Language Forum, now renamed the Bilingual Cardiff Forum, which includes representation from the Bilingual Cardiff partners, will undertake the role of implementing and monitoring this strategy on behalf of their organisations whilst the Bilingual Cardiff team will lead on facilitating the Strategy from the Council's perspective.

As well as working with established partners, the city's sporting and arts communities are important stakeholders whom we will look to work with in developing and promoting the Welsh language across the city. Please see appendix II for lead partners.



Strategic Area 1: Families, Children and Young people

Vision:	Families, children and young people have ample opportunities to use Welsh every day.
Outcome:	Families, children and young people choosing to use Welsh together, outside the school gates and in a social setting.
Priority Areas:	<ul style="list-style-type: none">• Promote the benefits of Welsh Medium education to all Cardiff communities and implement the Welsh in Education Strategic Plan.• Improve provision and standards in Welsh in both Welsh medium schools and English medium schools through the Welsh in Education Strategic Plan.• Promote the benefits of transferring the Welsh language within the family, and give children and young people the opportunity to become confident bilingual adults.• Provide opportunities for families to use Welsh together.• Increase the provision of Welsh-medium extra-curricular activities and opportunities for children and young people to use Welsh outside the school gates.• Develop opportunities for children and young people in English medium settings to positively connect with the Welsh language.• Improve rates of progression between early years to post-16 education.• Ensure that the Welsh language is seen as a valuable skill for training and employment.

Strategic Area 2: Community and Infrastructure

Vision:	A city with a fully bilingual linguistic landscape which has the Welsh language as an integral part of its social and civic activities
Outcome:	The position and visibility of the Welsh language in the community is strengthened and supported.
Priority Areas:	<ul style="list-style-type: none"> • Promote the Welsh language as a unique selling point for Cardiff as a capital and core city and promote the 'Bilingual 'Cardiff' brand. • Increase the use of the Welsh language in all high profile and major events hosted in Cardiff, support existing Welsh-language community events and share good practice. • Increase the visibility of the Welsh language within the city to reflect a 'Bilingual Cardiff' through existing planning mechanisms. • Introduce the Welsh language to new and emerging communities as a way of convening Welsh culture and promote Welsh language learning and Welsh medium education. • Support Yr Hen Lyfrgell – Cardiff's Welsh Culture Centre to increase outreach activities and develop opportunities to showcase Cardiff's extensive Welsh language history and heritage.



Strategic Area 3: Welsh Language Services and the Workplace

Vision:	High quality services are available in Welsh and English equally.
Outcome:	Increase in the use of Welsh language services.
Priority Areas:	<ul style="list-style-type: none">• Increase the number/percentage of Welsh speakers within the Bilingual Cardiff partner organisations and enable and support fluent staff, as well as staff who are learning, to use the Welsh language in the workplace, and encourage Bilingual Cardiff partner organisations to adopt the same approach.• Encourage Bilingual Cardiff partner organisations to provide Welsh language training and Welsh language awareness training to all Senior Managers and staff.• Implementation of the Welsh language standards by relevant Bilingual Cardiff organisations resulting in increasing the availability and use made of Welsh language services.• Demonstrate a strong commitment to the Welsh language in collaboration arrangements and 3rd party contract and commissioning documents and ensure Welsh language considerations are included from the outset.• Increase opportunities for people to receive Health & Social Care in Welsh.• Examine the way our services are offered to the public and work with specialists in language choice architecture to ensure equitable linguistic choice.

Appendix I: Bilingual Cardiff: 5 Year Strategy Action Plan

The family, children & young people

PRIORITIES	ACTION	TARGET / TIMETABLE	LEAD PARTNERS
Promote the benefits of Welsh Medium education to all Cardiff communities and implement the Welsh in Education Strategic Plan.	Implement Welsh in Education Strategic Plan 2017-2020	Increase the number of students attending Welsh Medium schools by 12.3 % by 2022.	The City of Cardiff Council - Education & Lifelong Learning.
	Promote the benefits of Welsh medium education by providing information to every family in Cardiff, on the Council's website, schools admissions booklet and in relevant circulars (e.g. Primary Times, In Cardiff etc)	Specific section to be included in Schools admissions booklet 2018/19 and Council's website by October 2018 and annually thereafter.	The City of Cardiff Council - Education & Lifelong Learning
	Bilingual Cardiff organisations to promote and support Mudiad Meithrin in delivering the Welsh Government's 'Cymraeg i Blant' programme across Cardiff.	Commencing March 2018	Mudiad Meithrin, Welsh Government, The City of Cardiff Council, Cardiff & Vale Health Board
Improve provision and standards in Welsh in both Welsh medium schools and English medium schools through the Welsh in Education Strategic Plan.	Implement Welsh in Education Strategic Plan 2017-2020	Increase the percentage of learners at the end of Key Stage 4 who achieve grades A*- C in GCSE Welsh first language to 85 % by 2020.	The City of Cardiff Council - Education & Lifelong Learning.
		Increase the percentage of learners entered for GCSE Welsh second language full course to at least 80 % by 2020.	The City of Cardiff Council - Education & Lifelong Learning.



		Increase the percentage of the total year 11 cohort who achieve grades A*-C in GCSE Welsh second language to 40 % by 2020.	The City of Cardiff Council - Education & Lifelong Learning.
Promote the benefits of transferring the Welsh language within the family, and give children and young people the opportunity to become confident bilingual adults.	Develop comprehensive Cardiff wide face to face sessions for families summarising the advantages of bilingualism as well as providing information on Welsh language nurseries and schools.	4 sessions every year from September 2018 onwards	Menter Caerdydd, The City of Cardiff Council - Education & Lifelong Learning & Bilingual Cardiff, Dechrau'n Deg, Mudiad Meithrin, Family Information Service.
	Assess the demand and where identified, provide opportunities both formally and informally for parents to learn Welsh at Welsh schools and locations across the city.	Assess the demand to inform future Welsh training opportunities by July 2018.	The City of Cardiff Council - Education & Lifelong Learning, School of Welsh (Welsh for Adults), Cardiff University, National Centre for Learning Welsh
	Create a support network for non-Welsh speaking parents who send their children to Welsh schools	From September 2018.	The City of Cardiff Council, Welsh Medium Schools
Provide opportunities for families to use Welsh together	Develop and promote a calendar of Welsh medium events and activities aimed at families for children and parents to learn Welsh together.	From September 2017 and annually thereafter.	Menter Caerdydd, Urdd Gobaith Cymru, Mudiad Meithrin, School of Welsh (Welsh for Adults), Cardiff University, Urdd Gobaith Cymru
	Increase the number of read aloud sessions or other Welsh medium activities for parents and children in all Cardiff's hubs and libraries.	From September 2018 and annually thereafter. Increase of 25 % by 2022.	The City of Cardiff Council, Menter Caerdydd, Mudiad Meithrin
	Provide opportunities for free informal family activities for learning Welsh.	From September 2018 and annually thereafter.	School of Welsh (Welsh for Adults), Cardiff University, National Centre for Learning Welsh, The City of Cardiff Council, Menter Caerdydd, Urdd Gobaith Cymru, Mudiad Meithrin

	Increase the number of Welsh medium event in Cardiff Children's Literature Festival by 30 %.	From March 2018	Literature Wales, The City of Cardiff Council, School of Welsh, Cardiff University
Increase the provision of Welsh-medium extra-curricular activities and opportunities for children and young people to use Welsh outside the school gates.	Plan, coordinate and advertise a joined up calendar of Welsh medium Care, Play and Recreational activities for children between the ages of 4 – 11 and 11-18 years old.	From September 2017 and annually thereafter.	Menter Caerdydd, Urdd Gobaith Cymru, The City of Cardiff Council's Youth Service
	Plan and coordinate activities with Yr Hen Lyfrgell, Welsh medium schools and stakeholders to support and promote the National Eisteddfod in Cardiff 2018.	From September 2017 to August 2018.	Eisteddfod Genedlaethol Cymru, Yr Hen Lyfrgell, Menter Caerdydd, Urdd Gobaith Cymru, Mudiad Meithrin
	Use Welsh Language Music Day as springboard to attract young people to be involved socially and as artists in a Welsh Music Scene	February 2018	Welsh Government
Develop opportunities for children and young people in English medium settings to positively connect with the Welsh language.	Investigate the possibilities of developing twinning opportunities between Welsh medium and English medium schools to work together on certain projects	January 2018	The Central South Consortium Joint Education Service, Welsh medium schools, English medium schools.
	Conduct a feasibility study to investigate viability of providing bilingual afterschool clubs and holiday childcare for children attending English medium schools, and respond to demand.	Complete feasibility study by December 2017.	All English medium schools, Menter Caerdydd, Urdd Gobaith Cymru.
	Assess the feasibility of hosting a Bilingual Cardiff Eisteddfod for Welsh and English medium Cardiff school in the run up to the 2018 National Eisteddfod.	Complete feasibility study by September 2017.	The City of Cardiff Council The Central South Consortium Joint Education Service, Eisteddfod Genedlaethol, Urdd Gobaith Cymru.





<p>Improve rates of progression between early years to post-16 education.</p>	<p>Implement Welsh in Education Strategic Plan 2017-2020</p>	<p>Increase the number of seven year olds taught through the medium of Welsh by 1.2 %, from 15.2 % in January 2016 to 16.4 % by 2020.</p>	<p>The City of Cardiff Council and Welsh Education Forum</p>
		<p>Increase the number of year nine learners who are assessed in Welsh (First Language) by 1.5 % to 14.4 % by 2020.</p>	<p>The City of Cardiff Council and Welsh Education Forum</p>
		<p>Increase the percentage of learners aged 17 who study 2 or more subjects through the medium of Welsh by 4 % to 95 % by 2020.</p>	<p>The City of Cardiff Council and Welsh Education Forum</p>
<p>Ensure that the Welsh language is seen as a valuable skill for training and employment.</p>	<p>Provide up-to-date and consistent information to young people about job opportunities and apprenticeships that require bilingual skills.</p>	<p>Develop a joint strategy by April 2018</p>	<p>Coleg Cymraeg Cenedlaethol, School of Welsh Cardiff University, University of South Wales, Colleges Wales, The City of Cardiff Council.</p>
	<p>Develop a resource for all Bilingual Cardiff partners to advertise all Welsh essential posts in a central, easily accessible directory.</p>	<p>Resource available from September 2018</p>	<p>Coleg Cymraeg Cenedlaethol, School of Welsh Cardiff University, University of South Wales, Colleges Wales, The City of Cardiff Council, Menter Caerdydd</p>
	<p>Bilingual Cardiff partner organisations to develop Welsh medium work experience and apprenticeship schemes within their organisations.</p>	<p>To start in September 2018</p>	<p>Coleg Cymraeg Cenedlaethol, School of Welsh Cardiff University, University of South Wales, Colleges Wales, The City of Cardiff Council</p>

The community and infrastructure

PRIORITIES	ACTION	TARGET / TIMETABLE	LEAD PARTNERS
Promote the Welsh language as a unique selling point for Cardiff as a capital and core city and promote the 'Bilingual Cardiff' brand.	Develop a fully bilingual 'destination Cardiff' brand to promote Cardiff in Wales and internationally.	Brand developed by December 2018 and subsequent buy-in and implement accordingly	The City of Cardiff Council Tourism Team to be adopted by all partners.
	Ensure that economic, business and tourism marketing information includes reference to Cardiff as a bilingual city.	December 2018	The City of Cardiff Council's Bilingual Cardiff, Tourism, Economic Development teams.
	Encourage private businesses that support the Welsh language to use or display the Bilingual Cardiff brand within their shops or businesses.	Materials produced by April 2017. Awareness raising campaign from September 2017 Relevant businesses and organisations to use Bilingual Cardiff logo from April 2018 onwards	The City of Cardiff Council Bilingual Cardiff team, Menter Caerdydd, Yr Hen Lyfrgell
Increase the use of the Welsh language in all high profile and major events hosted in Cardiff, support existing Welsh-language community events and share good practice.	Ensure that the need to promote the Welsh Language in all campaigns and materials bilingually is incorporated into any contract, tender, license or any other legal agreement with events' organisers and that all events are bilingual.	To be completed by March 2018. Audit of events held between March 2018 - March 2019.	The City of Cardiff Council Events, Tourism and Bilingual Cardiff, Welsh Government.
	Encourage and work in partnership with major event stakeholders to showcase Cardiff as a thriving bilingual city.	From April 2017	The City of Cardiff Council Events, Tourism and Bilingual Cardiff, Welsh Government
	Collate information on all Welsh language events and all partners to promote the Welsh Government 'Cymraeg' website.	All bilingual Cardiff partners to provide information on their Welsh language events to Welsh Government from September 2017 onwards.	Welsh Government, All Bilingual Cardiff partners



<p>Increase the visibility of the Welsh language within the city to reflect a 'Bilingual Cardiff' through existing planning mechanisms.</p>	<p>Investigate and where appropriate identify planning mechanisms to ensure that planning applications for large developments such as chain stores, supermarkets and retail consider the need to display bilingual signage and notices.</p>	<p>Shop Front and Signage Guidance Supplementary Planning Guidance to be completed by December 2017. Operational from January 2018</p>	<p>The City of Cardiff Council - planning</p>
	<p>Investigate and where appropriate identify planning mechanisms to ensure that planning applications for new housing developments consider the need to adopt Welsh or bilingual names, displaying bilingual signage and notices.</p>	<p>Shop Front and Signage Guidance Supplementary Planning Guidance to be completed by December 2017. Operational from January 2018</p>	<p>The City of Cardiff Council - planning</p>
	<p>The City of Cardiff Council to adopt the principle that Welsh is positioned first on all display materials produced by the Council.</p>	<p>From September 2017</p>	<p>The City of Cardiff Council.</p>
<p>Introduce the Welsh language to new and emerging communities as a way of convening Welsh culture and promote Welsh language learning and Welsh medium education.</p>	<p>Liaise with third sectors to develop provision of Welsh language classes for new and emerging communities including refugees and migrants to identify further opportunities for new communities in the city to learn Welsh</p>	<p>A number of Welsh taster classes available by January 2018</p>	<p>School of Welsh (Welsh for Adults) Cardiff University, National Centre for Learning Welsh The City of Cardiff Council, Welsh Refugee Council</p>
	<p>Outreach activities by Welsh Medium schools in local communities.</p>	<p>From September 2019</p>	<p>Welsh medium schools (Facilitated by the City of Cardiff Council - Education & Lifelong Learning) Cardiff University (Welsh for Adults).</p>

Support Yr Hen Lyfrgell – Cardiff’s Welsh Culture Centre to increase outreach activities and develop opportunities to showcase Cardiff’s extensive Welsh language history and heritage.	Yr Hen Lyfrgell to plan, coordinate and advertise a calendar of outreach activities to introduce the Welsh language and extensive history and heritage to new audiences.	From September 2019.	School of Welsh, Cardiff University, Menter Caerdydd, The City of Cardiff Council - Cardiff Story Museum, The National Museum of Wales.
	Develop opportunities to increase awareness of the Welsh language in innovative ways, inspired by the recent successes of FAW in this field and roll-out to all Bilingual Cardiff partners to ensure greater support and shared ownership of the language.	Prepare an action plan by September 2018. Implement plan from September 2019.	The City of Cardiff Council – Bilingual Cardiff, School of Welsh, Cardiff University, FAW, all Bilingual Cardiff partners.
	Offer bite size Welsh language taster courses to all visitors to YHL during the UEFA Champions League Final 2017 to promote the language in a positive light and raise awareness internationally that we are a bilingual city.	June 2017	School of Welsh (Welsh for Adults), National Centre for Learning Welsh, FAW

Welsh language services and the workplace

Increase the number/percentage of Welsh speakers within the City of Cardiff Council and enable and support fluent staff, as well as staff who are learning, to use the	Increase the number of bilingual staff in The City of Cardiff Council to reflect the percentage of Welsh speakers in the community and encourage other public Bilingual Cardiff organisations to adopt the same approach.	By 2022 increase the number of staff with Welsh language skills within the Council’s workforce by 50 %. Share good practice with other public organisations by April 2022.	The City of Cardiff Council, Coleg Cymraeg Cenedlaethol, University of South Wales, School of Welsh, Cardiff University, Colleges Wales, Recruitment Agencies
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Welsh language in the workplace, and encourage Bilingual Cardiff partner organisations to adopt the same approach.	Create a Welsh tutor post within Cardiff Council responsible for providing a comprehensive training programme to staff.	Post created by April 2018	The City of Cardiff Council
	Through the Bilingual Cardiff forum, work with Bilingual Cardiff partner organisations to increase the use of Welsh within the workplace.	From January 2018	The City of Cardiff Council, All Bilingual Cardiff organisations.
Encourage Bilingual Cardiff partner organisations to provide Welsh language training and Welsh language awareness training to all Senior Managers and staff.	Ensure that all The City of Cardiff Council staff and managers to attend Welsh language awareness courses and encourage other public Bilingual Cardiff organisations to adopt the same approach.	Report annually on number and percentage of staff who have received training.	The City of Cardiff Council, Public Services Board, School of Welsh, Cardiff University
	The City of Cardiff Council to provide Welsh language learning and improver courses to all public facing staff and encourage other public Bilingual Cardiff organisations to adopt the same approach.	Report annually on number and percentage of staff who have received training.	The City of Cardiff Council, Public Services Board, School of Welsh, Cardiff University
Implementation of the Welsh language standards by relevant Bilingual Cardiff organisations resulting in increasing the availability and use made of Welsh language services.	Implement the Welsh language standards and assist other public Bilingual Cardiff organisations to achieve the same.	From relevant statutory compliance dates.	All relevant Bilingual Cardiff partners.
	Prepare a Bilingual Cardiff Directory outlining all the Welsh language public services available in Cardiff and promote to increase uptake of the Welsh services that are available.	Directory prepared by March 2018	Menter Caerdydd, Welsh Government, the City of Cardiff Council, Public Services Board

<p>Demonstrate a strong commitment to the Welsh language in collaboration arrangements and 3rd party contract and commissioning documents and ensure Welsh language considerations are included from the outset.</p>	<p>Encourage all Bilingual Cardiff public partners to ensure that Welsh language considerations are an integral part of developing policies and within impact assessments.</p>	<p>From relevant statutory compliance dates.</p>	<p>The City Cardiff Council, Public Services Board, all Bilingual Cardiff partners.</p>
	<p>Prepare guidance on Welsh language requirements to all 3rd party contractors working within the public sector.</p>	<p>September 2017</p>	<p>The City Cardiff Council, Public Services Board, all Bilingual Cardiff partners</p>
	<p>Build in bilingual capacity to new public facing I.T solutions including interfaces offering language choice.</p>	<p>From relevant statutory compliance dates.</p>	<p>The City Cardiff Council, Public Services Board, all Bilingual Cardiff partners.</p>
<p>Increase opportunities for people to receive Health & Social Care in Welsh.</p>	<p>Ensure that an Active Offer of Welsh language services is communicated to all Social Services staff and within commissioned services.</p>	<p>March 2018</p>	<p>The City of Cardiff Council, Cardiff & Vale Health Board</p>
	<p>Include Welsh language service provision within third sector and independent contract specifications, service level agreements and grant funding processes, where a need is identified.</p>	<p>March 2018</p>	<p>The City of Cardiff Council, Cardiff & Vale Health Board</p>
	<p>Maximise ability to provide services in Welsh. Where gaps in workforce capacity to deliver services in Welsh are identified these should be communicated to inform the organisation's Bilingual Skills Strategy</p>	<p>March 2018</p>	<p>The City of Cardiff Council, Cardiff & Vale Health Board</p>





Examine the way our services are offered to the public and work with specialists in language choice architecture to ensure equitable linguistic choice.	Conduct experiments by offering existing online or computerised Council services via different language choice architectures, in order to ascertain which is the most likely to ensure the highest level of use in Welsh	January 2018	School of Welsh, Cardiff University
	Conduct research with parents of pre-school age children to ascertain what linguistic choice architecture mechanisms and/or considerations the Council may need to put into place in order to increase the number of children in Welsh medium education in Cardiff.	January 2018	School of Welsh, Cardiff University, the City of Cardiff Council.

Appendix 2: Lead partners

As a City wide strategy, the success of the Bilingual Cardiff vision as outlined in this strategy depends on collaborative working with our partners and stakeholder. The following lead partners have agreed to implement and monitor progress against the relevant actions within the action plan.

Cardiff Public Service Board

As part of the implementation of the Well-being of Future Generations Act (Wales) 2015, all local authorities in Wales are required to establish Public Services Boards (PSBs). PSBs bring public and third sector bodies together to work in partnership to improve economic, social, environmental and cultural well-being.

The statutory members of a PSB are as follows:

- The City of Cardiff Council
- Cardiff and Vale University Health Board
- South Wales Fire and Rescue
- Natural Resources Wales

Membership of the Board must also include a number of other partners who participate in its activity as 'invited participants'. Representatives of the following sit on the Cardiff PSB:

- The Welsh Ministers
- The Chief Constable of South Wales Police
- The South Wales Police and Crime Commissioner
- Representatives of the National Probation Service and Community Rehabilitation Company
- Cardiff Third Sector Council

Other partners who exercise functions of a public nature can also be involved in the delivery of its work.

PSBs have a duty under the Well-being of Future Generations Act to assess the economic, social, environmental and cultural well-being of the local area and to produce a local well-being plan setting out well-being objectives that will contribute to achieving the Welsh Government's 7 well-being goals. More information on these goals can be found here

Note: The Cardiff Public Services Board which held its first meeting in May 2016 replaced the Cardiff Partnership Board and the Cardiff and Vale Joint Local Services Board.

Cardiff University (School of Welsh)

The School of Welsh at Cardiff University is a world class academic unit with a global reputation. It specialises in a range of fields relating to the Welsh language and its culture, including literature, linguistics, sociolinguistics, translation, education, planning and policy. It has strong international links, especially with countries that are home to minority languages, such as Canada, Catalonia, the Basque Country and Ireland. The school's staff also specialise in various aspects of the Welsh language and its culture in Cardiff and the surrounding areas.

National surveys show that the School excels in its teaching, its research and the effect of its research outside the academic field. It delivers world class education from undergraduate level to PhD level. Cardiff Welsh for Adults is part of the School and it delivers courses to over 2,000 students in the capital. The School is also responsible for the Welsh for All scheme (which gives an opportunity to hundreds of Cardiff University students to learn Welsh for free) and is one of the centres for the National Sabbatical Scheme (which develops the Welsh skills of education practitioners).





The School of Welsh is part of Cardiff University, an ambitious and innovative university with a bold and strategic vision. Its world-leading research was ranked 5th amongst UK universities in the 2014 Research Excellence Framework for quality and 2nd for impact. The university provides an educationally outstanding experience for its students. Driven by creativity and curiosity, Cardiff University strives to fulfil its social, cultural and economic obligations to Cardiff, Wales, and the world.

Coleg Cymraeg Cenedlaethol

The Coleg Cymraeg Cenedlaethol works through branches located across seven universities in Wales. The aim of the branches is to support the work of the Coleg and act as a local point of contact for students.

The choice of Welsh medium courses has expanded significantly in recent years. There are currently over 1,000 courses for Welsh medium students, along with over 150 undergraduate scholarships awarded to students annually.

The work of Coleg Cymraeg Cenedlaethol includes:

- Ensure more study opportunities for Welsh medium students - in partnership with the universities
- Train, develop and fund new Welsh medium lecturers for the future
- Fund undergraduate and post-graduate scholarships
- Support students studying course through the medium of Welsh
- Increase the number of students choosing to study their whole course or part of their course through the medium of Welsh
- Develop quality modules, courses and resources for Welsh medium students.

ColegauCymru

ColegauCymru / CollegesWales is the national educational charity that represents 14 of Wales' further education (FE) colleges and designated FE institutions. Its Board comprises of college principals and chairs of corporations, appointed by member colleges. It also works closely with a wide range of partners in post-16 education, training and skills.

Through ColegauCymru colleges are represented on various committees and groups which influence and shape policy in post-16 education and life-long learning. In the Cardiff area we are seeing a growth in the demand for Welsh medium/ bilingual post-16 academic, vocational and work-based learning opportunities, and colleges involvement is instrumental in developing successful community WESP plans. Responding to this increase in demand for Welsh language delivery of post-16 education, training and skills are Cardiff and Vale college, St David's Catholic college and wea ymca community college. They can all offer a bilingual service, and are eager through partnership to expand this delivery.

Mainstreaming the Welsh language in further education colleges is a strategic aim for ColegauCymru. Colleges have increased the percentage of bilingual provision substantially over recent years and have surpassed the targets set by the Welsh Government in its Welsh-Medium Education Strategy (2010). In 2010/11, 5.7 % of learning activities in further education colleges were delivered bilingually or through the medium of Welsh. The target was 7 % by 2015 and 10 % by 2020. The Welsh Government's annual report on the Strategy (July 2015) shows that colleges had reached 8.5 % by 2013/14 – higher than the 2015 target and well on course to meet the 2020 target.

Colegau Cymru work closely with Sgiliaith, a progressive and innovative centre located in Grŵp Llandrillo Menai and funded by the Welsh Government. It provides training and support to further education colleges and other providers in order to increase bilingual and Welsh-medium teaching skills.

Eisteddfod Genedlaethol Cymru

The National Eisteddfod of Wales is one of the world's greatest cultural festivals and is held annually during the first week of August. It is a travelling festival, alternating between north and south Wales. The 2018 festival will be held in Cardiff for the first time since 2008. The festival, which attracts 150,000 visitors, celebrates the Welsh language and the culture of Wales in an inclusive and eclectic way. Much work has been done over the past decade to develop the festival as a family-friendly and accessible event, evolving and changing from year to year as it visits different parts of Wales.

Described as Wales' leading mobile regeneration project, the festival is the culmination of a two year community project, which sees local people come together to raise awareness and funds for the event itself. This work has started in Cardiff, and events and activities are being organised in areas across the city. These events bring together people of all ages and backgrounds. Although organised to promote the Eisteddfod, the language and Welsh culture, the events are diverse and varied, designed to bring people together to celebrate and prepare for the festival's visit. Working with a wide range of organisations, the Eisteddfod is a catalyst for developments, and the legacy of the project and festival are acknowledged in the following areas:

- Community: an increase in the number of community activities held across the region in the two years up to the festival itself;

- Language: an increase in interest in the language and in the take-up of lessons by adults;
- Culture: an increase in the number of groups set-up to compete, in artists creating works and in books and music published in Welsh for the Eisteddfod;
- Economy: the economic impact of the Eisteddfod week has been independently verified as worth £6-8 million to the local economy (figures: Cardiff County Council, 2008);
- Volunteering: an increase in the number of people volunteering through the medium of Welsh and willing to work with other organisations following the Eisteddfod's visit.

The 2018 Eisteddfod will be held in Cardiff Bay, and will be a fence-free festival. This is a brand new approach for the Eisteddfod, combining the use of temporary structures and the buildings in the area, bringing together all the elements of the traditional Eisteddfod in a new and exciting way.

Literature Wales

Literature Wales is the national company for the development of literature in Wales. It believes that literature is for everyone and can be found anywhere. The organisation's many projects and activities include Wales Book of the Year, the National Poet of Wales, Bardd Plant Cymru and Young People's Laureate Wales, Literary Tourism initiatives, Writers on Tour funding scheme, creative writing courses at Tŷ Newydd Writing Centre, Services for Writers (including Bursaries and Mentoring) and Young People's Writing Squads. The Chief Executive is Lleucu Siencyn.

Literature Wales is a registered charity (no. 1146560) and works with the support of the Arts Council of Wales and the Welsh Government.



Menter Caerdydd

Menter Caerdydd was established in June 1998, with the aim of promoting and expanding the use of Welsh in Cardiff by creating opportunities for the city's residents to use the language outside work and school. Today, Menter Caerdydd is seen as one of the most successful Language Initiatives in Wales with over 40,000 service users.

Menter Caerdydd delivers services by working in partnership with a number of Welsh organisations in Cardiff, as well as other organisations in the city whose focus stretches beyond offering activities in Welsh. Menter Caerdydd's main partners are the Welsh Government and Cardiff City Council who are responsible for funding a number of services offered in Welsh in the City. It's a registered charity and a Company Limited by Guarantee.

Menter Caerdydd's core work encompasses six priorities, namely:

- Promoting and creating opportunities to use Welsh.
- Building confidence and changing people's attitude towards Welsh.
- Reinforcing Welsh and its use within families.
- Developing employment and training opportunities for young people and adults.
- Developing Welsh Festivals to raise awareness of Welsh.
- Ensuring that Welsh has a visual platform on a digital level.

Menter Caerdydd's services and activities include leading on the Yr Hen Lyfrgell project – Cardiff's Welsh Culture Centre, Co-ordinating

Training and Volunteering opportunities for 16+ students in Welsh, co-ordinating Tafwyl – Cardiff's Welsh language festival, organising weekly clubs for children, free play opportunities and workshops and Care Plans during the Holidays, social opportunities and activities for learners and families, and leading the City's Welsh Language Forum.

By focussing on these main priorities, Menter Caerdydd encompasses the Welsh Government's and Cardiff City Council's main strategic priorities in terms of language, families, children and young people, the community and the workplace.



Mudiad Meithrin

Mudiad Meithrin: a national voluntary organisation of cylchoedd meithrin, cylchoedd Ti a Fi, wraparound care, meithrin sessions and Welsh-medium nurseries that provide early years experiences, childcare and education of a high quality for approximately 22,000 children each week.

Cylchoedd meithrin, day nurseries, cylchoedd Ti a Fi and after school clubs are some examples of the type of settings that are members of Mudiad Meithrin. They are distributed across the country with 288 in the north west, 186 in the north east, 260 in mid Wales, 186 in the south west and 249 in the south east.

National Centre for Learning Welsh

The Centre is a national body responsible for all aspects of the Welsh for Adults education program. It operates as a body at arm's length from Welsh Government and has a clear vision for the future.

The Centre will:

- be a visible institution setting a national strategic direction for the Welsh for Adults sector.
- provide leadership for Welsh for Adults providers.
- raise standards in teaching and learning in Welsh for Adults.
- develop an engaging, appropriate and high quality national curriculum and produce resources suitable for all kinds of learners.

The National Centre for Learning Welsh provider in Cardiff is Cardiff University.

Urdd Gobaith Cymru

The Urdd is the largest youth organisation for children and young people in Wales with over 50,000 members. 30 % of all Welsh speakers in Wales aged between 8-25 are members. The Urdd has 260 staff, 100 volunteers, 900 branches, with 200 branches in the community. In addition, there are 150 sport clubs that meet weekly.

Urdd Gobaith Cymru's aim is to provide the opportunity, through the medium of Welsh, for the children and young people in Wales to become fully rounded individuals, developing personal and social skills that will enable them to make a positive contribution to the community.



Welsh Government

The Welsh Government is the devolved Government for Wales. The Welsh Government works to improve the lives of people in Wales and make our nation a better place in which to live and work. The Government is responsible for the devolved areas that include key areas of public life such as health, education and the environment.

The Welsh language is one of the Welsh Government's areas of responsibility - Section 61(k) of the Government of Wales Act 2006 (GOWA 2006) provides that the Welsh Ministers may do anything which they consider appropriate to support the Welsh Language.

The Welsh Government's aim is to see the Welsh language thrive, and has outlined its vision to see a million Welsh speakers by the year 2050.

The current Welsh Language Strategy: A living language: a language for living 2012-2017 outlines 6 strategic areas of focus:

- the family
- children and young people
- the community
- the workplace
- services
- technology and infrastructure.

Yr Hen Lyfrgell

Cardiff's Welsh Culture Centre ('Yr Hen Lyfrgell') based at the Old Library was opened in February 2016. The aim of the centre is to promote and celebrate Welsh as a living language in the capital city in a friendly and welcoming centre open to all citizens of



Cardiff and its visitors. Yr Hen Lyfrgell offers a variety of facilities and activities in a sociable and inclusive atmosphere where the Welsh language and culture is at the heart of everything.

There is cafe, bar and restaurant serving Welsh food and drink, a shop selling quality Welsh goods, a book shop, a children's crèche, teaching rooms offering courses for Welsh learners, a flexible performance and exhibition area, and the Cardiff Story Museum. Showcasing 'the best of Cardiff and Wales', Yr Hen Lyfrgell is an energetic and innovative centre which aims to attract Welsh speakers and non-Welsh speakers alike, from Cardiff and beyond. A unique visitor attraction where the Welsh language will be used to celebrate everything that is great about Wales and its capital city - its culture, heritage and people. Yr Hen Lyfrgell is made possible through effective partnership working with the Welsh Government, the City of Cardiff Council and Cardiff based organisations – Menter Caerdydd, Cardiff University, The National Centre for Learning Welsh, Cardiff Story Museum, Mudiad Meithrin, Mela and Bodlon.





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