

APPENDIX 1 – BILINGUAL CARDIFF ACTION PLAN 2020/21

Families, Children and Young People					
REF	PRIORITY	OBJECTIVES	TARGET	TIMETABLE	UPDATE
1.1	Promote the benefits of Welsh Medium education to all Cardiff communities and implement the Welsh in Education Strategic Plan	Offer a comprehensive programme of Welsh for the Family courses and courses for families in regeneration areas	6 courses	September 2019 – August 2020	National Centre for Learning Welsh provided and on-line Welsh in the Home course from November 2020-May 2021. Welsh in the Home has replaced the previous Welsh for the Family course. National Centre for Learning Welsh
		Work with schools and the Welsh medium nursery units in order to offer lessons to parents and prospective parents	6 courses	September 2019 – August 2020	National Centre for Learning Welsh provided two on-line taster courses for parents of children at Bro Edern Comprehensive School in December 2020. National Centre for Learning Welsh
		Offer Welsh for Adults taster sessions for courses for those who wish to improve or achieve fluency.	1000 Welsh learners	September 2019 – August 2020	A variety of main-stream courses, workplace courses, and the Summer course, have been delivered by National Centre for Learning Welsh since April 2020. National Centre for Learning Welsh
1.2	Improve provision and standards in Welsh in both Welsh medium schools and English medium	Administer and coordinate a full programme of holiday care, play and leisure activities for children aged 4-11 including day care, open play	10 weeks of holiday care attracting 400 children a week.	From April 2019 and annually thereafter	Our daytime holiday care schemes have not been operational so far this year but the Menter has been working with Cardiff Council to staff two Hub schemes for vulnerable children for the first four weeks of Summer. These schemes would not have

	schools through the Welsh in Education Strategic Plan.	<p>sessions, and Leisure activities in addition to various holiday activities for young People aged 11-16.</p>	<p>7 weeks of open play in 6 areas attracting 500 children a week.</p> <p>Minimum of 8 leisure activities each term during school holidays attracting 200 children/young people to register each year.</p>		<p>been available in Welsh without the support of the Menter.</p> <p>Chwarae Agored Bwrlwm Services (offered for free) have been provided by the Menter in the last weekend of Summer in 3 different locations.</p> <p>Our provision of activities and clubs have been moved on-line and he have held 15 family activities, 48 for children and young people, 15 for the community/adults in quarters 1 and 2.</p> <p>On-line activities for Cardiff and Valle College staff/students to run for Menter children were run in February and over Easter.</p> <p>Menter Caerdydd</p>
		<p>Implement the Welsh in Education Strategic Plan 2017 – 2020.</p>	<p>Increase the number of pupils attending Welsh medium schools by 12.3% by 2022.</p>	<p>2022</p>	<p>764 pupils enrolled at entry to Reception in Welsh-medium in 2020/21. This represents 18.5% of the total pupils enrolled and an increase of 8.06% since 2017/18 (707).</p> <p>687 seven year olds (NCY2) attending a WM primary schools or the WM stream of a dual stream primary in Cardiff which represents 16.3% of the total of NCY2 pupils enrolled.</p> <p>546 thirteen year olds (NCY9) pupils attending a WM secondary in Cardiff which</p>

					represents 14% of the total of NCY9 pupils enrolled. Cardiff Council
			Increase the percentage of learners who achieve A*- C in Welsh first language GCSE by the end of Key Stage 4 to 85% by 2020.	2020	Threshold of key stage 4 measurement (A*- C, L1, L2, L2+) no longer reported following the introduction of regulations in 2017 which stipulates that results below national level should not be published. Cardiff Council
			Increase the number of learners who study the full time Welsh second language GCSE course to at least 80% by 2020.	2020	Data to be received from Welsh Government in July 2021. Cardiff Council
			Increase the percentage of the year 11 cohort who achieve grades A*-C in Welsh second language GCSE to 40% by 2020.	2020.	Threshold of key stage 4 measurement (A*- C, L1, L2, L2+) no longer reported following the introduction of regulations in 2017 which stipulates that results below national level should not be published. Cardiff Council

1.3	<p>Promote the benefits of transferring the Welsh language within the family, and give children and young people the opportunity to become confident bilingual adults.</p>	<p>Develop a programme of workshops and activities for children and young people.</p>	<p>4 sessions per year.</p>	<p>From April 2019 and annually thereafter</p>	<p>The opportunities for face to face activity were rare in Quarters 1 &2 but we have provided a wide variety of appealing clubs for children and young people and over 1,100 have participated.</p> <p>We held a number of on-line workshops and social activities for children in Welsh medium Education e.g. weekly drama clubs, yoga, disco/quiz, dance, discussion groups in addition to individual activities e.g. art sessions, crafting, blogging, gaming, theatre performance skills, make-up and drawing workshops. A number of interactive sessions were part of our virtual Bwrlwm provision at the Tafwyl Digital festival and there was also a Schools Stage – an opportunity for the city’s children to display their performance talents to the festival’s wide audience.</p> <p>Menter Caerdydd</p>
		<p>Employ a Youth Officer to work with young people in Cardiff’s secondary schools to develop new opportunities for young</p>	<p>New Officer to be in post by September 2019.</p>	<p>September 2019 – September 2020</p>	<p>5 Welsh language ambassadors to represent the post 16 sector across the academic year have been appointed. This is a new initiative for the College.</p> <p>Cardiff and Vale College (CAVC).</p>

		people to use their Welsh.			
		Working with primary and secondary schools and higher education locations to ensure clear progression for Welsh Language Education.	Attending choices evenings and events in the three Welsh Language secondary schools over the course of the year in addition to practical skills events with primary and secondary schools.	By May 2020	This provision has continued on-line this year. CAVC
1.4	Provide opportunities for families to use Welsh together.	Promote our commitment to Welsh Language Education and bilingualism to improve progression rates in the Welsh language sector.	Strategic groups to maintain and develop resources, staff, and provision.	By 9 September 2020	The Council has established a number of education sub-groups to support the work of the Welsh Education Forum and the development of its revised Welsh Education Plan. The Promotion and Marketing sub-group focuses on progression rates in the Welsh language sector. Cardiff Council Appointment of 8 of our curriculum staff (for 2 hours a week) to promote and develop the Welsh language curriculum in every

					<p>teaching field across the College. It is an opportunity to improve Bilingual provision and encourage more students to complete more of their work in Welsh. This is another new initiative for CAVC.</p> <p>CAVC</p>
		<p>Increase employers' awareness of the Welsh language skills of learners when they leave college and the additional value these skills offer to employers.</p>	<p>Bilingual Cardiff partners to organise / attend job fairs and report back annually on the number of fairs organised or attended.</p>	<p>From September 2019</p>	<p>On-line sessions for pupils or parents to drop in to find out more about the Welsh language and bilingualism in the post 16 sector and what Welsh language skills mean in the workplace.</p> <p>CAVC</p> <p>The Covid 19 emergency has had a significant impact on both the number of job fairs organised by partners and the opportunity to provide feedback. It is anticipated that partners will re-engage with these commitments once the current restrictions allow.</p> <p>Cardiff Council</p>
<p>1.5</p>	<p>Increase the provision of Welsh-medium extra-curricular activities and opportunities for children and young people to use Welsh outside the school gates.</p>	<p>Continue to work with and promote the National Centre's Working Welsh strategy and offer Welsh Language Awareness courses to staff in various institutions in Cardiff.</p>	<p>6 intensive Working Welsh courses – dependent on winning tenders.</p>	<p>September 2019 – August 2020</p>	<p>As a result of the Covid-19 emergency the National Centre for Learning Welsh has not released tenders for intensive Work Welsh courses during the 2020/21 financial year.</p> <p>National Centre for Learning Welsh</p>

Community and Infrastructure

REF	PRIORITY	OBJECTIVES	TARGET	TIMETABLE	UPDATE
2.2	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.	Administer and maintain an electronic network promoting Welsh language and Bilingual events across the city.	Reach a minimum of 7000 people across the city to promote our services.	From September 2019 and continuously thereafter.	Our digital newsletter service (e@chlysur) has continued and our number of social media followers has increased. The number of messages, newsletters, pictures or videos shared over the course of the year is over 2000. Menter Caerdydd
		Sponsor and have a strong presence at Tafwyl (annual Welsh community festival).	Every partner to report back to the Bilingual Cardiff Forum.	June 2019 and annually thereafter.	Over 25,000 people engaged with the Tafwyl Digital Festival in 2020 and plans are already underway for another digital festival in 2021. Menter Caerdydd
		License applications (events) to include condition to ensure bilingual signage and publications.	Random annual checks.	From September 2019	Checks continue to ensure that bilingual requirements are implemented. A large volume of the work in relation to events licensing has been paused as a result of the Covid 19 emergency. Cardiff Council
2.3	Increase the visibility of the Welsh language within the city to reflect a 'Bilingual Cardiff' through	Create an online resource to spread Information in relation to the historical or linguistic context of new street names.	Create a section on the Council's website.	From April 2020	This resource has been presented through the Council's ishare platform to support the Street Names Policy. The Street Naming panel's work has continued and expanded over the last year

	existing planning mechanisms.				to include parks and green spaces within the city. Cardiff Council
		Confirm a list of Standard place names in Cardiff for the Welsh Language Commissioner.	Publish a list of all place names in Cardiff.	From April 2020	This work continues but a number of standard names have received the Welsh Language Commissioner's approval. The Panel's work continues in support of the Street Names policy. Cardiff Council
2.4	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	Menter Caerdydd to lead on planning, coordinating, and promoting a calendar of events to introduce the Welsh language to new audiences.	Prepare an event calendar and distribute it at the start of every quarter starting in September 2019.	From September 2019	The Menter's e@chlysur service which promotes its activities and events in addition to informing our citizens of the various opportunities offered by our national and local partners. Menter Caerdydd
2.5	Support Yr Hen Lyfrgell – Cardiff's Welsh Culture Centre to increase outreach activities and develop opportunities to showcase Cardiff's extensive Welsh	Hold Tafwyl annually by working with the private, public and voluntary sectors to create a 9 day national event to promote and raise awareness of the Welsh language and attract Welsh language	40,000 visitors to the event.	June 2019 and annually thereafter	Tafwyl Digital was held on the 20th of June 2020 and streamed live from Cardiff Castle with over 25,000 participants over the weekend. The Festival was also an opportunity to offer employment to a number of artists and freelance art workers during an exceptionally challenging time for the sector. Menter Caerdydd

	language history and heritage.	and non-Welsh language Communities to socialise and connect with Welsh, the Welsh language music scene, literature, sports and culture.			
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Welsh Services and the Workplace

REF	PRIORITY	OBJECTIVES	TARGET	TIMETABLE	UPDATE
3.1	<p>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 Welsh language in the workplace, and encourage Bilingual Cardiff partner organisations to adopt the same approach.</p>	<p>Hold weekly informal coffi a chlonc sessions for all Bilingual Cardiff partners to give Welsh speakers of every level an opportunity to meet and practice.</p>		<p>Weekly from June 2019</p>	<p>Digital coffee morning sessions have continued once weekly since the end of March 2020. Quarterly sessions with a guest speaker are also held and a monthly session for Welsh language learners has been held since October.</p> <p>Menter Caerdydd</p> <p>A monthly virtual coffee morning suitable to Welsh learners is held in partnership with Menter Caerdydd with a different guest speaker each month. They have been held since November 2020.</p> <p>National Centre for Learning Welsh</p> <p>Cardiff Council holds a weekly Coffi a Chlonc session to provide Welsh language speakers and learners with the opportunity to use and practice their Welsh.</p> <p>A digital resource for the Council's Welsh language speakers and learners has also been developed over the Teams platform and the first event was held on St David's Day.</p> <p>Cardiff Council</p>

		Increase the number of Bilingual staff in Cardiff Council to reflect the percentage of Welsh speakers in the community and encourage other Bilingual Cardiff public bodies to adopt the same methodology.	Increase the number of Council staff with Welsh language skills by 20%. Share best practice with other public bodies.	From 2018/19 to 2022 By April 2022	The number of bilingual staff working for Cardiff Council has increased from 523 in 2018/19 to 837 in 2020/21. This represents a percentage increase of 60%. Cardiff Council
		Promote our Welsh language courses for adults (main-stream and intensive Summer courses) in addition to the Sabbatical Programme to increase the numbers using the Welsh language within their organisations. .	At least 1000 learners on main-stream courses in addition to approximately 200 on workplace courses.	Summer 2019-20	A number of main-stream courses, workplace courses, and the Summer course have been provided by the National Centre for Learning Welsh since April 2020. National Centre for Learning Welsh
3.2	Encourage Bilingual Cardiff partner organisations to provide Welsh language training and Welsh language awareness training to all Senior Managers and staff.	Provide various training courses in Welsh e.g. First Aid, Health and Safety, Level 2 and 3 Play Qualifications to the people of Cardiff.	To deliver a minimum of 6 training course per year	From September 2019 and annually thereafter	Despite normal provision being available this year the provision for adults has increased – ranging from ukulele and poetry clubs, Pilates, lectures, gardening sessions, bike Maintenance, cooking, history and art. The training will restart in 2021/22. Menter Caerdydd Cardiff Council’s Academy provide a number of training courses through the medium of Welsh including Cyber Security,

					Children's Rights, Business courses, Welsh language awareness, and customer service. Cardiff Council
		Ensure that Cardiff Council staff and managers attend language awareness courses and encourage other Bilingual Cardiff public organisations to adopt the same method.	Report annually on the number and percentage of staff who have received training	Annually	3470 members of staff completed Cardiff Council's new Welsh Language awareness e-module in 2020/21. Cardiff Council
		Cardiff Council to ensure that Welsh learner and improver courses are available to all members of staff who deal with the public and encourage other Bilingual Cardiff public organisations to adopt the same method.	Report annually on the number and the percentage of staff who have received training	Annually	Cardiff Council launched its Welsh Language Skills Strategy on the 1st of March 2021. The Strategy provides every Council employee with the opportunity to engage with Welsh language training and established fluency in Welsh and/or a community language as a desirable requirement for all customer facing posts. 167 Council staff members engaged with Welsh language training courses in 2020/21. Cardiff Council
3.5	Increase opportunities for people to receive Health & Social Care in Welsh.	Ensure that we can deliver as many Services as possible in Welsh. Where gaps in the workforce's ability to provide Welsh	Increase the number of Social Services staff with Welsh language skills by 20%.	April 2019 – March 2022	3 sessions of digital Welsh language courses have been provided for Health and Social Care students. The courses focus on the use of Welsh in the social care field to prepare for the use of Welsh language Services in this field of work.

		language Services are noted they should be reflected in the organisation's Welsh Language Skills Strategy.	Report on the numbers annually in the Annual Report on the Welsh Language Standards.		<p>CAVC</p> <p>Cardiff Council's Welsh Language Skills Strategy and its supporting guidelines documents provide a step by step guide for assessing teams' Welsh language skills and the need for Welsh language Services. These assessments will be used to identify Welsh essential posts and inform recruitment and training decisions.</p> <p>Cardiff Council</p>
		<p>Within the Council's Social Work Recruitment campaign, and our involvement with the social work degree course at Cardiff University and Cardiff Metropolitan University, we will emphasise:</p> <p>a) The importance of using Welsh language skills in the social work field;</p> <p>b) Promotion of the Support available within the Council for staff who speak Welsh and those who wish to learn Welsh or improve</p>	Increase the number of social Service staff with Welsh language skills by 20%.	April 2019 – March 2022	<p>10 tutors/assessors in our Health and Social Care Department are learning Welsh as part of the Work Welsh scheme for access levels 1 & 2.</p> <p>CAVC</p>

		their Welsh language skills.			
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