

# BRIDGEND COUNTY BOROUGH COUNCIL

## REPORT TO CABINET EQUALITIES COMMITTEE

21 NOVEMBER 2019

### REPORT OF THE CHIEF EXECUTIVES DIRECTORATE

#### ANNUAL UPDATE REPORT ON PROGRESS MADE WITH MEETING THE OBJECTIVES WITHIN THE WELSH LANGUAGE STANDARDS FIVE YEAR STRATEGY

#### 1. Purpose of report

- 1.1 To update Cabinet Equalities Committee on the work undertaken to meet the objectives within the Welsh Language Standards Five Year Strategy (2016 to 2021), during the third year since its introduction.

#### 2. Connection to Corporate Improvement Plan / Other Corporate Priorities

- 2.1 The Welsh Language (Wales) Measure 2011 introduced Welsh Language Standards which impact upon the work of the whole council. The standards link to the equalities agenda, form a key component of the council's Transformation Programme and Customer Charter, and link to the following corporate priorities:

- **Priority 2: Helping people to be more self-reliant;** enabling people to use the language of their choice by ensuring our systems and front line services are delivered bilingually. Ensuring that bilingual systems enable people to better equipped to manage situations themselves and the council services can concentrate on those in greatest need.
- **Priority 3: Smarter use of resources;** ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

#### 3. Background

- 3.1 The council's final compliance notice from the Welsh Language Commissioner includes two standards (145 and 146) that require the council to have produced and published a Five Year Strategy by 30 September 2016. The strategy, which is attached as **appendix one**, sets out how the council will promote the Welsh language and facilitate its use in Bridgend County Borough for the period covered by the strategy. The strategy includes:

- a target (in terms of the percentage of Welsh speakers in Bridgend County Borough) for maintaining the number of Welsh speakers by the end of the five year period;
- a statement setting out how the council intends to maintain that target. The council is also required to review the strategy and publish a revised version on its website within five years of publishing the initial strategy.

### 3.2 Five years after publishing the strategy the council must:

- assess to what extent it has followed the strategy and reached the target;
- publish an assessment on its website, containing:
  - the number of Welsh speakers in the Bridgend area and the ages of those speakers;
  - a list of activities that have been arranged or funded during the five years to promote use of the Welsh language.

### 3.3 It was agreed that the strategy would be split into two sections, section one to address our employees and section two for our public. The following individual objectives were agreed:

#### 3.3.1 Section one: employees

- Objective 1: Identify the capacity in service areas to deliver services in Welsh.
- Objective 2: Provide appropriate learning and development solutions at various levels to meet identified needs within budget allocation.
- Objective 3: Establish arrangements in recruiting to positions where Welsh language skills are essential.

#### 3.3.2 Section two: the public

- Objective 1: Raise the profile of the Welsh language, culture and local activities and events organised by the council and our partners in a structured way.
- Objective 2: Increase promotion and awareness of the council's Welsh in Education Strategic Plan (WESP) particularly in relation to objectives one, two and four of the WESP plan.
- Objective 3: to explore (and implement where possible) any new activities which will support the use of the Welsh language more widely within the county borough, promoting these accordingly.

A series of actions sit underneath each objective. A copy of the strategy is attached as **appendix one**.

### 3.4 Internally it was agreed that we would report on the strategy to Cabinet Equalities Committee on an annual basis rather than just report at the end of the five-year period. This would give us opportunity to identify any gaps and keep developments and activities on track. The second annual report was presented to Cabinet Equalities Committee at the November 2018 meeting to cover the period of October 2017 to September 2018.

## 4. Current situation / proposal

Since the last annual report the following developments in the period October 2018 and September 2019 can be noted:

### 4.1 General developments:

- Officers have attended workshops on best practice in 2018, and policy making standards. We are still awaiting the Welsh Language Commissioner Code of Practice.

- The WESP plan was approved in July 2018. We continue to work towards the actions within the WESP to ensure progress within Welsh Medium Education.
- In September 2019 we updated our Welsh in the Workplace policy and made this available to all staff via our staff intranet.
- We continue to work with Menter Bro Ogrwr on agreed actions. These can be summarised as:
  - BCBC to work with MBO to advertise Welsh-essential jobs on their website and Facebook page
  - MBO to continue working with Halo and Awen Trust to provide recreational courses through the medium of Welsh for adults in Bridgend

## **4.2 Employee developments:**

### 4.2.1 Objective 1: Identify the capacity in service areas to deliver services in Welsh

- A Welsh language assessment tool has been developed to help managers further understand the linguistic skills and development needs of their team so future training can be more targeted. This has now been rolled out to customer services and Bridgend Day Centre.
- An assessment of the Welsh language capacity of the team and service area is undertaken for every vacancy to determine whether Welsh language skills are essential or desirable
- Actions have been taken to monitor the demand for Welsh services in the Telephone Contact Centre and Customer Contact Centre. Monitoring is carried out monthly to identify the demand for Welsh services across all access channels within Customer Services including telephone, face-to-face, email and online

### 4.2.2 Objective 2: Provide appropriate learning and development solutions at various levels to meet identified needs within budget allocation

- Awareness of Welsh language in the workplace has been raised by promoting two new e-learning modules: Welsh Language Standards (18 completions) and Welsh language awareness (32 completions).
- Welsh language 'meet and greet' workshops have been run for staff to ensure they can meet and greet customers. Between November '18 to March '19, 21 employees have completed this training.
- A Welsh language training programme is offered to employees at various levels:
  - Cwrs Mynediad/Mynediad blwyddyn – Entry Level Year 1 – Year 1 (Sept 2018 to June 2019) – **10** enrolled
  - Cwrs Mynediad/Mynediad blwyddyn – Entry Level Year 2 – Year 2 (Sept 2018 to June 2019) – **7** enrolled

- Cwrs Mynediad/Sylfaen blwyddyn1 – Foundation Level Year 1 – Year 3 (Sept 2018 – June 2019) – 8 enrolled.
- All community-based learning and other learning opportunities are promoted via the council’s learning and development website.

#### 4.2.3 Objective 3: Establish arrangements in recruiting to positions where Welsh language skills are essential

- Examples of Welsh Language requirements for Person Specifications are included in the recruitment and selection managers guidelines
- Availability of online recruitment in Welsh so enabling submission of Welsh applications.
- A range of recruitment advertising methods, which target Welsh speakers has been identified and adopted e.g. via Menter Bro Ogwr. Also engagement with Welsh language schools to promote apprenticeship opportunities for Welsh speakers.
- A range of assessment tools in the selection process relating to Welsh language skills is available.

### 4.3 Public developments:

#### 4.3.1 **Objective 1:** Raise the profile of the Welsh language, culture and local activities and events organised by the council and our partners in a structured way

The rolling calendar of Welsh language activities and events is still in place and details are shared across internal and external communications channels, such as press, social media and Bridgend, depending on the target audience and nature of the event. During the period the following activities and events have been promoted:

- Shwmae Sumae day: 2 tweets resulting in 1658 and 2 likes
- New welsh medium provision for pupils with autism will be created at Ysgol Gynradd Gymraeg Calon y Cymoedd 3 posts : 4842 impressions 10 retweets and 20 likes
- Welsh Christmas festival 2 post: 3368 impressions 6 likes, 6 retweets
- Opening of new welsh school Calon y Cymoedd 5 posts: 5580 impressions, 46 likes, 3 retweets
- Spending 2.6m on creating welsh medium provision across the county 9 posts: 17592 impressions, 30 likes and 20 retweets
- Bridgend Business Forum St Davids Day: 4 posts, 5801 impressions 10 likes and 5 retweets
- The Welsh Rockabilly Fair: 1 post, 783 impressions and 1 like
- Menter Bro Ogwr Welsh language play scheme: 15 posts, 16460 impressions, 8 likes, 5 retweets
- 3 – 6 year olds can enjoy a #Welsh language sports camp with @Urdd. 3 posts: 3607 impressions, 1 like, 1 retweet
- Find out how Afon-Y-Felin Primary School have teamed up with the Welsh Rugby Union 1 post: 1387 and 2 likes
- Shared post: Welsh for adults
- Shared post: Careerswales #Welshintheworkplace fair
- Shared post: Cyfleoedd Siarad #Cymraeg? Interested in learning Welsh?

- Shared post: Menter bro Ogwr Welsh events and activities for adults-
- Shared post: Menter bro Ogwr - Welsh in the Bag
- Shared post: welsh rugby union Owen Watkin I owe everything to Bryncethin and my parents

4.3.2 **Objective 2:** Increase promotion and awareness of the council's Welsh in Education Strategic Plan (WESP) particularly in relation to objectives one, two and four of the WESP plan.

- Following the Welsh Government review of WESP, there have been several reviews of WESPs. Following consultation with Welsh Government officials, we have continued to review the plan. Part of these discussions included the Capital Grant bid submitted to Welsh Government in June 2018 which includes plans for the provision of four early years' settings to feed current Welsh-medium primary schools in Bridgend and any future provision (including nursery provision in Bridgend town). The £2.6m Welsh-medium Capital Grant bid has recently been approved by Welsh Government. The four early years' setting are planned for Bettws, Ogmore Valley, Porthcawl and Bridgend Town. The local authority has secured £2.6m in order to construct four purpose-built venues from which to deliver sessional childcare, wrap-around breakfast and after-school provision along with holiday childcare. The plans for these early years settings have progressed with the location for the provision at Bettws and Ogmore Valley having been identified and the design development is underway. The stakeholder group continues to support the planned developments, meetings are being held with colleagues within the procurement team to identify how the local authority is able to secure providers who will deliver all the above services through the medium of Welsh.

Progress on **Outcome 1: More seven-year-old children being taught through the medium of Welsh** include:

- The authority monitors the transition from nursery to primary provision with the aim to increase numbers entering Welsh-medium provision in early years by **5%** over the next three years

Jan 2016 Number of seven year olds in Welsh medium schools	136
Jan 2017 Number of seven year olds in Welsh medium schools	143
Jan 2018 Number of seven year olds in Welsh medium schools	164
Jan 2019 Number of seven year olds in Welsh medium schools	142

- These figures demonstrate an increase in learners in Welsh-medium primary schools

Progress on **Outcome 2: More learners continuing to improve their language skills on transfer from primary to secondary school** include:

- The authority monitors the transition from primary provision to secondary provision with the aim to improve transition rates **by 10%** between each phase of education and increase retention of children in Welsh-medium education in FP and KS2

- Summer 2016 - there were 122 children in year 6 in the Welsh primaries in 15/16. The number in year 7 in YGG Llangynwyd in 16/17 was 110
- Summer 17 - there were 119 children in year 6 in the Welsh primaries in 16/17. The number in year 7 in YGG Llangynwyd in 17/18 was 114
- Summer 18 - there were 110 children in year 6 in the Welsh primaries in 17/18. The number in year 7 in Ysgol Gyfun Gymraeg Llangynwyd in 18/19 was 106.
- There is a known issue for us where parents make choices about sending their child to a Welsh-medium primary school and then an English-medium secondary school and it is something that we are working on with plans for a 'Growth and Retention Strategy'.
- In September 2017, full course GCSE Welsh second language became compulsory and there is encouragement for young people to continue learning through Welsh and maintain their language skills.

June 2016 Pupils entered into Welsh language GCSE (short course and full)  
**Welsh 1<sup>st</sup> Language 98**  
**Welsh 2<sup>nd</sup> Language (Full) 585**  
**Welsh 2<sup>nd</sup> Language (Short) 784**

June 2017 Pupils entered into Welsh language GCSE (short course and full)  
**Welsh 1<sup>st</sup> Language 99**  
**Welsh 2<sup>nd</sup> Language (Full) 877**  
**Welsh 2<sup>nd</sup> Language (Short) 769**

June 2018 Pupils entered into Welsh language GCSE (full course)  
**Welsh 1<sup>st</sup> Language 77**  
**Welsh 2<sup>nd</sup> Language (Full) 1185**

June 2019 Pupils entered into Welsh language GCSE (full course)  
**Welsh 1<sup>st</sup> Language 99**  
**Welsh 2<sup>nd</sup> Language (Full) 1094**

The numbers engaged in the Welsh 2<sup>nd</sup> Language Full course have increased since the removal of the short course from the curriculum.

Progress on **Outcome 4: More learners' aged 16-19 studying subjects through the medium of Welsh** include:

- There is a close working partnership and collaboration with YGG Llanhari in Rhondda Cynon Taff
- Currently there are 12 collaborative AS courses in Year 12 and 10 collaborative A2 courses in Year 13.
- YGG Langynwydd in collaboration with YGG Llanhari is able to meet the requirements of the Learning & Skills Measure by offering 30 Level 3 courses including five vocational courses along with the Welsh Baccalaureate. Following choices made by students, the school timetables 23 courses in Year 12 and 26 courses in Year 13 plus the Welsh Baccalaureate.
- We use the results of schools data to improve the provision of Welsh medium education, BCBC undertakes an annual review of Post 16 provision with each sixth form including YGG Langynwydd

June 2016 Pupils entered into Welsh language A level  
**Welsh 1<sup>st</sup> Language 9. Welsh 2<sup>nd</sup> Language 22**

June 2017 Pupils entered into Welsh language A level  
**Welsh 1<sup>st</sup> Language 10. Welsh 2<sup>nd</sup> Language 29**

June 2018 Pupils entered into Welsh language A level  
**Welsh 1<sup>st</sup> Language 10. Welsh 2<sup>nd</sup> Language 14**

June 2019 Pupils entered into Welsh language A level  
**Welsh 1<sup>st</sup> Language 9. Welsh 2<sup>nd</sup> Language 16**

Pupils completing A Level Welsh as a first language has remained fairly stable, however pupils completing Welsh A Level as a second language has decreased.

- Central South Consortium is delivering training to upskill teachers in Welsh language skills to improve learning.
- There is a sabbatical scheme on offer which is funded by Welsh Government.

Progress on **increasing capacity within the Welsh medium sector implemented through school 21st Century Schools and Education programme** includes:

- A feasibility study of Welsh-medium provision across the county has concluded and this has informed the Strategic Outline Programme for Band B of the 21<sup>st</sup> Century School and Education Programme.
- Work is progressing on the options appraisals for the Band B schemes identified. It is anticipated that Cabinet will be presented with reports detailing the outcome of the appraisals in the near future.

Progress on **supporting Flying Start settings** include:

- Within Bridgend there are 18 Flying Start childcare providers, seven of which are Cylch Meithrin offering Welsh language provision.
- Mudiad Meithrin data related to the transition from these settings to Welsh-medium primary schools is analysed to ensure effective transition as a means of maintaining linguistic continuity. This work is ongoing and the data held within BCBC and supplied to the local authority by colleagues at Mudiad Meithrin forms part of this intelligence.
- The LA childcare team work to investigate the reasons for some parents not continuing with Welsh-medium education and to improve the transfer rates where they are not already 100%. This will now be supplemented by the newly developed booklet 'Pam dewis addysg Gymraeg?'/ 'Why choose Welsh medium education? This will be given to parents at the birth of their child and at the 18-month home visit by the Flying Start Health Visitor.
- Welsh-medium head teachers have developed a leaflet in consultation with Mudiad Meithrin and RhAG.
- At the 18 month visit all Flying Start children's parents are given information regarding the opportunity to receive provision at two years via the medium of Welsh if they so wish.

- Within Flying Start areas, parents are regularly made aware from the earliest opportunity of the benefits that are available to them from the Flying Start programme, including the opportunity for their child to benefit from Welsh language childcare provision. This will now be supported by the booklet 'Pam dewis addysg Gymraeg?'/ 'Why choose Welsh-medium education?'
- All antenatal parents in the borough benefit from information regarding Welsh language benefits for their child with Cymraeg I blant sponsoring information at both the scan and the child health record books that all children receive.

4.3.3 **Objective three:** to explore (and implement where possible) any new activities which will support the use of the Welsh language more widely within the county borough, promoting these accordingly.

During the period we have worked in partnership and supported activities across the county borough including:

- Work with Menter Bro Ogwr to deliver Cynlluniau Chwarae 2018 / 2019 Play schemes. The following schools and children have been involved.

Ferch o'r Sgêr	13 children
Bro Ogwr	32 children
Calon y Cymoedd	11 children
Cynwyd Sant	24 children

This represents an increase in 33 children since the play schemes held in 2018

- Bridgend County Borough Council and the Urdd have worked in partnership to:
  - Develop weekly clubs across Welsh Medium Primary Schools as well as the continuation of the extra-curricular programme at YGG Llangynwydd. Provide opportunities for ages 3 - 11 in Maesteg and Brackla providing clear pathways for development for all primary children under the Urdd netball provision.
  - Develop programmes such 'Rygbi Bach' and 'Pêl-rwyd Bach' in Maesteg, Brackla, and Kenfig in order to provide opportunities for children age 3 - 5 and their families to engage with physical activity - promoting physical literacy through fun, creative and imaginative activity through the network of 'Chwaraeon Bach' programmes.
  - Develop the Girls Network at YGG Llangynwydd
  - In partnership we have supported 594 young people to access weekly clubs, 389 young people have accessed holiday provision, 103 individuals have accessed family activities and over 2500 have accessed the Urdd sports provision.

## 5. Effect upon Policy Framework & Procedure Rules

There is no effect upon the policy framework and procedure rules.



## 6. Equality Impact Assessment

This is an information report. As such, no Equality Impact Assessment is required.

## 7. Financial Implications

There are no financial implications associated with this report.

## 8. Well-being of Future Generations (Wales) Act 2015 Assessment

- 8.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

## 9. Recommendation

That the Cabinet Equalities Committee receives and considers this report.

**Mark Shephard**

**Chief Executive – Chief Executive’s Directorate.**

**Date: 21 November 2019**

## 10. Contact officers:

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## Background papers:

WESP

Welsh in the Workplace Policy