

Welsh Language 5 Year Promotional Strategy **2022 - 2027** **Newport City Council**

 See

 Hear

 Learn

 Use

 Love

1. Introduction

Welcome to Newport City Council's second 5 Year Welsh Language Promotional Strategy, which sets out how the local authority will work with our partners to promote and facilitate the use of the Welsh language across the city.

This Strategy aims to meet our statutory requirements under Welsh language legislation, but also to support the Welsh Government's ambitious target for national growth – 1 million Welsh speakers by 2050 – by setting our own targets, underpinned by actions relevant to Newport.

The long-term aspiration of the council is to increase the number of Welsh speakers in Newport, raise awareness, and increase the visibility of the Welsh language across all of our communities. We want to offer opportunities for those with all levels of Welsh to practice and speak Welsh in a safe, friendly and supportive environment, and to engage with those who might not be aware of the language or its benefits.

As a local authority, we know that one of the main ways that we can increase the number of Welsh speakers is to develop the provision and uptake of Welsh medium education. Therefore this strategy is closely aligned to our new 10-year Welsh in Education Strategic Plan (WESP).

However, we also recognise that our Strategy needs to increase everybody's opportunities to use Welsh. Our work over the next 5 years is not only about increasing the number of children who are educated through the medium of Welsh, but will seek to inspire and support Welsh learners at all levels, and consider how our own workforce and service provision promotes and facilitates the use of Welsh.

Newport is a Welsh city with rich multicultural, multilingual communities. We want to celebrate the Welsh language as part of our shared identity, and increase opportunities for everyone to see, hear, learn, use and love our national language.

2. Legislative Context

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 Newport City Council are listed in '[The Newport City Council Compliance Notice](#) – Section 44 Welsh Language (Wales) Measure 2011'. Standard 145 (below) requires the Council to produce and publish a five-year strategy setting out how we will promote and facilitate the use of Welsh.

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,*

*(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).*

This strategy includes a target to increase the number of Welsh speakers within Newport as well as specific actions to facilitate the use of the language in line with the Welsh Government's various Welsh language strategies, but in particular [Cymraeg 2050: A million Welsh speakers](#) which sets out a vision for achieving 1 million Welsh speakers by the year 2050:

"[in 2050] the Welsh language is thriving, the number of speakers has reached a million, and it is used in every aspect of life. Among those who do not speak Welsh there is goodwill and a sense of ownership towards the language and a recognition by all of its contribution to the culture, society and economy of Wales"

3. Policy Context

As well as meeting our requirements under our Welsh language Standards, this Strategy is aligned with a range of national and local strategies and objectives including:

- Welsh Government's Cymraeg 2050 – A million Welsh Speakers
- Well-Being of Future Generations Act (Wales) 2015 – Wellbeing Goal 'A Wales of vibrant cultures and thriving Welsh language'
- Mwy na Geiriau – Welsh Government's Strategy for Welsh in Health and Social Care
- Newport City Council's Welsh in Education Strategic Plan
- Newport City Council's Digital Strategy

- Newport City Council's Local Development Plan
- Welsh Government's Wales Language Technology Plan

Impact of COVID-19

This Strategy is also cognisant of the impact that the pandemic has had on opportunities for people in Newport to learn and use the Welsh language and access Welsh language services. In 2020, the council undertook a Community Impact Assessment which found that:

- Welsh medium childcare services have been disrupted – many staff were furloughed and future funding arrangements remain unclear, compounded by a range of issues preventing children from returning to childcare settings.
- There is a likely negative impact on the number of children attending Welsh-medium nurseries, and as a result fewer admissions into Welsh-medium schools in the city.
- There has been a lack of engagement of children in Welsh medium schools in digital learning, and difficulties for English/other language speaking parents in supporting home learning.
- Children in English speaking families may have had little exposure to Welsh language during lockdown, affecting language acquisition.
- Parents applying for school places may see the Welsh language as an extra burden for children having to catch up in other key subjects.
- There have been limited opportunities for adult learners to practice Welsh skills, particularly if this usually occurred in informal community settings, or through the workplace.

4. Our 5 Year Targets

We know that one of the main ways we can measure an increase in the number of Welsh speakers across Newport is through monitoring numbers of children being educated through the medium of Welsh. Therefore our 5 year targets as required by our Welsh Language Standards reflect those tangible measures set out in our WESP.

The Council's WESP sets out targets agreed with Welsh Government to increase the numbers of children in Welsh medium education. The council is required to increase the number of pupils in Welsh medium education by 6 percentage points over the next 10 years (by 2032):

In 2021, 5.1% of all year 1 pupils were in Welsh-medium Education which is 101 pupils. By 2032, we would like this to be 11.1% of all year 1 pupils which will be around 221 pupils.

The WESP has been agreed by our Cabinet, and will be submitted to Welsh Government for approval before coming into effect from September 2022. Our

WESP is split into 7 outcome areas to support this work, all which have a baseline, a 5 year target which this Strategy will support, and a 10 year target:

Outcome 1: More nursery children learning in Welsh		
Baseline	5 year target	10 year target
5.4% (84)	8.6% (136)	11.1% (175)
Maintained nursery children learning in Welsh ¹		

Outcome 2: More reception class children learning in Welsh		
Baseline	5 year target	10 year target
5.7% (113)	8.6% (171)	11.1% (220)
reception class children learning in Welsh		

Outcome 3: More learners improve their Welsh language when moving from primary school to secondary school		
Baseline	5 year target	10 year target
96%	96%	96%
learners improve their Welsh language when moving from primary school to secondary school		

Outcome 4: More learners study for exams in Welsh		
Baseline	5 year target	10 year target
100% (144)	100% (317)	100% (342)
of learners in Years 10-13 at Ysgol Gyfun Gwent Is Coed take an exam in Welsh		
93.6% (1624)	96.2% (1952)	96.3% (1941)
of learners take a GCSE in the subject of Welsh		
144	600	1000
learners study in Welsh and the subject of Welsh at Coleg Gwent (BI ²)		

Outcome 5: More learners use Welsh outside of the school classroom		
Baseline	5 year target	10 year target
0% (0)	75% (30)	100% (40)

Outcome 6: An increase in classes for pupils with additional learning needs (ALN) learning in Welsh		
Baseline	5 year target	10 year target
0	10	20⁴
dedicated ALN spaces for pupils learning in Welsh		

¹ Does not include Rising 3s

² Learning completed in a bilingual context

³ <https://hwb.gov.wales/curriculum-for-wales/siarter-iaith>

⁴ If not achieved by 5 years

Outcome 7: More teachers and staff able to teach Welsh and in Welsh		
Baseline	5 year target	10 year target
Working to help teachers and staff learn the skills they need for Welsh speaking jobs	Make sure all schools have enough staff able to speak Welsh when needed	Welsh-medium pupils coming back as teachers in Newport Schools
Survey to see who has Welsh language skills in schools	Use the survey results to plan what we need	-
6	12	12
----- Coleg Gwent staff able to teach fluently in Welsh		

5. Our Statement

Newport City Council will work with internal and external partners and stakeholders to increase the number of Welsh speakers in Newport in line with Welsh Government's vision laid out in Cymraeg 2050: A million Welsh speakers.

We will work closely with our partners (including members of our Welsh Language Forum and Welsh in Education Forum) to consistently and effectively promote and increase the use of Welsh in Newport.

Our Strategy, and its delivery plan, is structured around 3 core themes:

- Communities and Culture
- Employment and Skills
- Education

This is a strategy for everyone in Newport, and has been developed based on the views of the people of Newport, as well as engagement with key stakeholders. It is underpinned by a range of actions relating to our core themes.

Delivering the Strategy will rely on effective partnership working and shared responsibilities across public, private and voluntary sector organisations, who all contribute to establishing and celebrating Newport as a diverse city whose communities share a sense of Welsh identity.

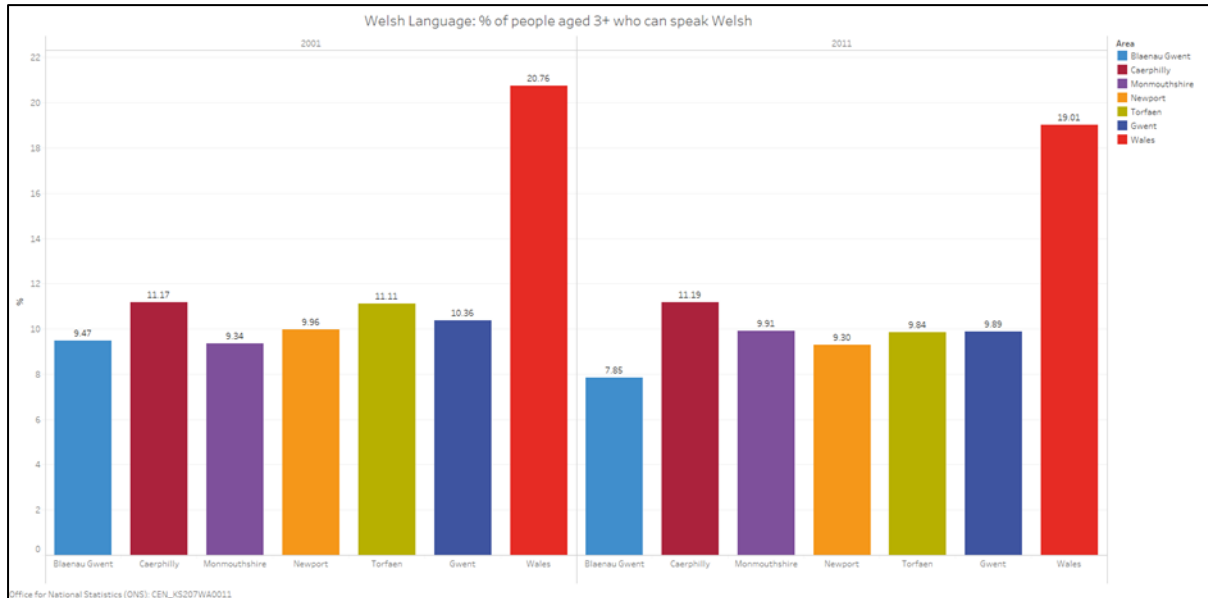
Further information on our WESP, and how our Education targets will be met, is available [here](#)

6. Newport's Welsh Language Profile

Welsh language is an important part of Newport's cultural identity and heritage and is used by many people each day in their homes, their communities and where they work. This section of our strategy draws on data from the last Census (2011), however we recognise that new Census data will be available in 2022. We will review and update our action plans as necessary to reflect any changes to the linguistic profile of the city.

Population Data

The 2011 Census showed that the percentage of people aged 3+ who can speak Welsh in all areas across Gwent was below the Wales average (19.01%). This ranged from 11.19% in Caerphilly to 7.85% in Blaenau Gwent, although these figures may be significantly different at the next Census. In Newport, this figure was 9.96%



Between the 2001 Census and the 2011 Census there was a decrease of 0.7% in Welsh speakers aged 3+ in Newport, compared with a 1.8% decrease across Wales:

	2001				2011			
	Able to speak Welsh	Unable to speak Welsh	Total	% Able	Able to speak Welsh	Unable to speak Welsh	Total	% Able
Newport	13,135	118,685	131,820	10	13,002	126,847	139,849	9.3
Wales	582,368	2,223,333	2,805,701	20.8	562,016	2,393,825	2,955,841	19

In Wales, the Annual Population Survey (APS) also includes questions on people's ability in Welsh and how often they speak Welsh. Whilst Welsh Government is clear that Census data should be used to measure the number of Welsh speakers, it is useful to consider the APS to look at trends in the Welsh language between censuses. Historically a far greater number of people are recorded as being able to speak Welsh in the APS than in the Census, as shown in the following table:

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Caerphilly	23.4	24.8	21.8	22.0	23.7	23.6	24.6
Blaenau Gwent	18.0	17.8	17.8	17.5	19.7	17.1	16.1
Torfaen	15.5	16.0	18.3	19.0	17.7	18.0	18.5
Monmouthshire	17.1	16.7	16.8	16.7	17.6	17.5	16.5
Newport	23.3	19.6	19.8	20.6	20.9	17.8	20.5
Wales average	27.8	27.3	28.8	29.0	29.8	28.4	29.1

Census data also indicated that in Newport, age groups between 20 and 39 have seen an increase in the proportion of Welsh speakers, whilst all age groups over 40 showed a reduction in the proportion of Welsh speakers as illustrated in the following table:

	2001 %	2011 %	% Diff	
Age 3 – 4	9.2	14.0	+4.8	↑
Age 5 – 9	36.3	34.8	-1.5	↓
Age 10 – 14	46.1	42.0	-4.1	↓
Age 15 – 19	21.4	23.0	+1.6	↑
Age 20 – 24	3.8	7.8	+4.0	↑
Age 25 – 29	3.4	4.9	+1.5	↑
Age 30 – 34	2.8	3.3	+0.5	↑
Age 35 – 39	2.6	3.1	+0.5	↑
Age 40 – 44	2.7	2.6	-0.1	↓
Age 45 – 49	2.8	2.4	-0.4	↓
Age 50 – 54	2.7	2.4	-0.3	↓
Age 55 – 59	2.6	1.9	-0.7	↓
Age 60 – 64	2.1	1.8	-0.3	↓
Age 65 – 69	2.9	1.7	-1.2	↓
Age 70 – 74	2.3	1.4	-0.9	↓
Age 75 – 79	2.6	2.0	-0.6	↓
Age 80 +	2.2	1.8	-0.4	↓
Total	10.0	9.3	-0.7	↓

Education Data

A. Welsh medium primary and secondary education

The table below sets out the numbers of pupils being educated in Welsh medium schools in Newport over the last 5 years which indicates an overall rise.

Although there is a decrease in primary school numbers, the opening of Ysgol Gymraeg Nant Gwenlli is expected to subsidise this loss over the next five years once the school moves to its permanent location in Pillgwenlly. Ysgol Bro Teyrnnon has also opened a temporary primary immersion unit on behalf of all primary schools within the Welsh Medium cluster.

At a secondary level, Ysgol Gyfun Gwent Is Coed has seen an annual increase in pupil numbers since its opening as Newport's first Welsh medium secondary school in 2016:

	16/17	17/18	18/19	19/20	20/21	21/22
Ysgol Gymraeg Casnewydd	355	360	377	386	379	377
Ysgol Gymraeg Ifor Hael	213	195	196	200	201	189
Ysgol Gymraeg Bro Teyrnnon	157	178	206	200	207	205
Ysgol Gymraeg Nant Gwenlli						7
Primary Pupil Total	725	733	779	786	787	778
Ysgol Gyfun Gwent Is Coed	81	159	248	351	451	505
Ysgol Gyfun Gwynllyw	234	217	179	149	92	50
Secondary Pupil Total	81	159	248	351	451	505
Pupil Total	1846	2001	2233	2423	2568	2616

B. Maintained nursery places

PLASC Year	2017		2018		2019		2020		2021	
Cohort	1624		1595		1634		1628		1564	
WM Pupils/%	79	4.9%	78	4.9%	76	4.7%	96	5.9%	84	5.4%
Places Available	110		112		112		112		112	
Places filled	71.8%		69.6%		67.9%		85.7%		75.0%	

Table excludes rising 3 pupils.

Ysgol Gymraeg Nant Gwenlli opened its seedling site with 48 part time nursery places available in September 2021 - therefore for the 2021/22 academic year there are 160 part-time Welsh-medium Nursery places available across Newport, 94 of which have been allocated⁵. This number is expected to increase by PLASC 2022 when Spring Term Rising 3 places will have been filled.

C. Non-maintained Nursery Places & Mudiad Meithrin Provisions

Newport has 3 Mudiad Meithrin provisions, Cylch Meithrin Brynglas and Cylch Meithrin Y Delyn for 19 and 38 children respectively and a new provision at Caerleon. Brynglas and Y Delyn are also registered to care for 2-year-olds and those

⁵ Correct at 28/06/2021

eligible for Childcare Offer for Wales, therefore any of the filled places may include those children.

Cylch Meithrin Y Delyn became Newport's first Welsh-medium non-maintained playgroup and was able to deliver Foundation Phase Nursery education from February 2021. Cylch Meithrin Brynglas was also registered as a non-maintained provider from September 2021. As with the childcare offer, any non-maintained place filled will be included against the maximum number the setting is registered for.

		November 2020	June 2021
Cylch Meithrin Brynglas	Take up	11	13
	Registered Places	19	19
	Places filled	57.9%	68.4%
Cylch Meithrin Y Delyn	Take up	15	23*
	Places Available	38	38
	Places filled	39.5%	60.5%

*5 receive a non-maintained funded place

The number of nursery aged children progressing into Welsh education in Newport falls below the national average, and has reduced from 75% to 59.2% between 2019 and 2020. A variety of influencing factors can be identified, including the location of Welsh medium primaries compared to Meithrin groups, the impact of COVID-19 and the lack of rising 3 places in Welsh medium primary schools.

The transfer rate between Welsh medium primary schools and Welsh medium secondary schools remains high, at around 97% due to small cohort sizes.

7. Our Consultation

This Strategy has been informed by the people living in Newport, Welsh language stakeholders and feedback from internal and external partners. During 2021 we launched a number of community surveys to find out more about what people in Newport thought about the Welsh language, and inform the focus of our strategic themes. Around 600 responses were received.

Key findings from our **SNAP community survey** indicated that:

- 55% of respondents could not speak or understand Welsh
- 6% of respondents could speak or understand Welsh
- 14% of respondents indicated that they could speak Welsh but did not think it was good enough to use
- 8% of respondents were learning Welsh

- 55% of non-Welsh speaking respondents indicated that nothing could encourage them to learn Welsh
- 30% of non-Welsh speaking respondents indicated that free Welsh lessons could encourage them to learn Welsh
- 18% of non-Welsh speaking respondents indicated that hearing more Welsh in the community, or being given opportunities to use Welsh socially could encourage them to learn Welsh

Of those who had contacted the council in Welsh:

- 25% of respondents had accessed the council's Contact Centre through the medium of Welsh
- 25% of respondents had accessed Education services through the medium of Welsh
- 50% of respondents had accessed another service through the medium of Welsh⁶

- 73% of respondents were aware that the council has statutory responsibilities in relation to the Welsh language
- When asked when and where they saw or heard the Welsh language, most respondents said that they hardly saw Welsh in Newport, and when they did, this was mainly on public signage
- 57% of respondents indicated that they did not think it was important to have opportunities to use or hear Welsh in the community compared to 43% who did
- 84% of people indicated they were not aware of any Welsh speaking community groups or activities in Newport

⁶ Responses from separate questions within the survey therefore total more than 100%

Key findings from our **Bus Wifi survey** indicated that:

- 72% of respondents did not speak Welsh
- 28% of respondents did speak Welsh

- Around half (54%) of respondents had learned Welsh at school
- Of those who learned Welsh at school, only 16% of respondents still use their language skills
- 28% of respondents who learned Welsh at school indicated they no longer use their skills because they have forgotten, or because they lack confidence

- Welsh speaking respondents indicated that they were most likely to use Welsh at college, followed by home, school and work

- 48% of non-Welsh speaking respondents indicated that nothing would encourage them to learn Welsh
- 22% of non-Welsh speaking respondents indicated that they may be encouraged to learn Welsh through work
- 19% of non-Welsh speaking respondents indicated that family connections may encourage them to speak Welsh

- 32% of respondents indicated that they would choose Welsh medium education for their children, compared to 43% who would not, and 25% who did not know

- 50% of respondents did not know that the council has a strategy to promote the Welsh language
- 53% of respondents reported never hearing Welsh in Newport, 29% occasionally, and 18% frequently

It's lovely to hear Welsh spoken when I'm out and about. This happens in Cardiff and Welsh speaking areas of Wales and it encourages me to speak Welsh too.

Language is connected to a sense of belonging, identity and community and therefore important. I'd like to learn to have basic conversations in Welsh, and to have a 'rough' understanding of information in Welsh on signs and so on

In work, I feel it's used as a tool to exclude. Recruitment schemes favour language over ability. I do not feel the current policies in place to safeguard the language do so in a positive and inclusive way.

[the Welsh language] is being promoted far too much considering the actual demand that exists in the general population. Whilst I would never prevent someone learning or speaking Welsh out of choice, it should remain just that, a choice

I think there are very limited free opportunities for people from minority backgrounds to learn Welsh, especially migrants, asylum seekers and refugees or those who may have missed the opportunity in primary or high school

I don't use the Welsh language but am currently learning it. I think it is an important part of Welsh culture and identity. People have a right to use their preferred language in all aspects of their life

It's one of the oldest languages in Europe and should be nurtured to continue and thrive. I attended Welsh medium education from 3 to 13 but haven't had much opportunities to use it since then so my language skills are rusty.

8. Our Vision for Welsh in Newport

Our vision for the Welsh language is:

“See, Hear, Learn, Use, Love”

Everyone in Newport can use, see and hear Welsh as a living language in all parts of life across the city

Welsh Language Strategy Themes

We have identified 3 strategic themes to deliver our vision, considering our consultation findings, the linguistic profile of the city, our existing Welsh language priorities and our aspirations for Welsh language growth.

Theme 1: Communities and Culture

This theme focusses on increasing awareness of the Welsh language across our communities, normalising Welsh so that it is heard and seen outside of formal environments like school, college or the workplace.

With over 90% of parents of children in Welsh medium education being non-Welsh speakers, we cannot rely on our work with schools for effective language transmission, and need to consider other ways of increasing visibility.

This theme also looks to engage non-traditional users of Welsh, including our ethnic minority communities, and broaden our community partnerships. We want to widen the partners that we work with to promote the Welsh language, building on our work with Newport's Welsh Language Forum and engaging other local stakeholders, like sports teams and public sector partners.

We will:

- ✓ Work with local stakeholders and community groups to promote Welsh as a living language in Newport
- ✓ Create and support social opportunities for people to use and develop their Welsh language skills
- ✓ Promote Welsh as a language for all
- ✓ Develop a Newport aware of its Welsh language culture and history
- ✓ Develop a sense of place steeped in Welsh language and Culture
- ✓ Ensure that communities can access council services in Welsh or English equally
- ✓ Promote bilingualism as something that is completely natural
- ✓ Seek to protect and nurture the Welsh language for future generations to use and enjoy

Theme 2: Education

This theme ensures that Welsh language activities across the city align with, and supports the achievements of targets set out in our WESP. We want all families to be aware of Welsh medium education options across Newport, and to understand the benefits of receiving a bilingual education.

This theme will also focus on supporting parents of children in Welsh medium education, particularly those who are non-Welsh speakers.

We will:

- ✓ Help to inspire pupils to use and develop their Welsh outside the classroom
- ✓ Promote the benefits of learning and using Welsh in both Welsh and English medium schools
- ✓ Support non-Welsh speaking parents of children in Welsh medium education
- ✓ Seek to increase the number of children in Welsh medium education
- ✓ Work with colleagues in Further and Higher Education across Newport to look at potential opportunities to promote the benefits of learning Welsh and learning opportunities
- ✓ Work with stakeholders, colleagues, and the Welsh in Education Forum (WEF) members to close the gaps in Welsh medium skills across early years and education

Theme 3: Employers and Skills

Our final theme considers the example that the council should set as an organisation which values and supports the use of the Welsh language. We want to create an environment where Welsh and English are treated and viewed equally and staff feel empowered to use and develop their Welsh language skills.

We will also work with our Regional Public Service Board partners to ensure a consistent approach to developing Welsh-speaking workforces that are fit for purpose, and work together to address skills gaps across the city.

We will:

- ✓ Work with partners to promote Welsh language as a skill across a range of sectors
- ✓ Help develop and create opportunities for people to use and develop their Welsh in the workplace
- ✓ Work with stakeholders to promote the benefits of learning Welsh to students and pupils across Newport
- ✓ Embed our Welsh Language Skills Policy into relevant Council processes, which will aid the Council with its workforce planning and use of Welsh internally
- ✓ Work with partners to embed the same linguistic measuring profile across the public sector to help Welsh speakers when applying for jobs
- ✓ Create supportive and safe spaces for people with all levels of Welsh to develop their skills at work

9. Our Action Plans

To ensure that our Strategy is delivered effectively, we have developed action plans for each of our core themes. These plans will be monitored through internal and external governance structures and reported on as part of our Welsh Language Annual Report. Actions are indicative of our planned work, but may be amended to respond to meet new and emerging challenges, and are not exhaustive.

A. Communities and Culture

Priority	Action	Lead Partners / Responsibility
Create and support social opportunities for people to use and develop their Welsh language skills	Develop a 'Communities Can' project with the Dragons to provide opportunities for people to use Welsh in a variety of contexts (Year 1)	NCC Dragons County AFC
	Work with County AFC to increase awareness of Welsh on matchdays and around culturally specific dates (Year 1-5)	Menter Iaith Casnewydd Urdd
	Continue to support Gŵyl Newydd – Newport's annual Welsh language festival (Year 1-5)	Mudiad Meithrin
	Develop a sustainable Welsh in the Community Grant Scheme (Year 1-5)	
Promote Welsh as a language for all	Develop and promote a Parents' Booklet in a range of community languages which promotes the benefits of Welsh medium education (Year 1-5)	NCC

	Create opportunities for non-traditional audiences to see, hear, learn and use the Welsh language (Year 1-5)	WEF & Promotion Group members Stakeholders
Work with stakeholders and community groups to promote Welsh as a living language	Continue to support the Welsh Language Forum and review its membership on an ongoing basis to ensure new connections (Year 1-5)	Menter Iaith Casnewydd Urdd
	Work with a range of community partners to engage minority ethnic communities with the Welsh language (Year 1-5)	Gŵyl Newydd Dragons County AFC GAVO
Promoting bilingualism / multilingualism as something completely natural	Develop and promote a range of resources which showcase the benefits of a bilingual/multilingual society (Year 1-5)	NCC Welsh Language Forum
Increase the visibility of Welsh across the City to reflect the Welsh identity of Newport	Work with a range of community partners to increase the visibility of Welsh language at social, sporting and cultural events across the city (Year 1-5)	NCC Welsh Language Forum Dragons Newport AFC Newport Live

B. Employment and Skills

Priority	Action	Lead Partners / Responsibility
Embed our new Welsh Language Skills Policy into relevant Council processes	Adopt and implement the Welsh Language Skills Policy, including the introduction of Clear Welsh principles and the ALTE framework (Year 1 and 2), alongside GCSE Welsh requirements for Apprentice candidates and bilingual job advertisement.	NCC
Promote Welsh language as a skill	Work with a range of partners to develop consistent approaches to attracting, recruiting, retaining and developing Welsh speaking employees across sectors (Year 1-5)	Right Skills Board Careers Wales RPSB members Welsh Language Forum members
	Work with a range of partners to address skills gaps across sectors, for example, Education and early years (Year 1-5)	
Create supportive and safe spaces for people with all levels of Welsh to develop their skills at work	Work with a range of partners to ensure organisations across Newport are effectively signposting to existing provision (Year 1)	Menter Iaith Casnewydd NCC Right Skills Board
	Help develop and create opportunities for people to use and develop their Welsh in the workplace (Year 1-5)	
	Establish a working group reporting to the Right Skills Board to assess current opportunities across partner organisations, make and implement recommendations (Year 1 and 2)	

C. Education

Priority	Action	Lead Partners / Responsibility
<p>Promote the benefits of Welsh medium education across communities in Newport</p>	<p>Continue to communicate and promote the benefits of Welsh medium education to parents (Year 1 - 5)</p>	<p>NCC WEF</p>
	<p>Identify communities in Ysgol Gymraeg Nant Gwenlli catchment area and target multilingual promotional activities (Year 1 - 5)</p>	
	<p>Further publicise the immersion centres available at Welsh medium primaries, include the benefits of the immersion centres in Nant Gwenlli (move from temporary location at Bro Teyron) and Ysgol Gyfun Gwent Is Coed as part of the Becoming Bilingual packs (Year 1 and 2)</p>	
	<p>Work alongside English medium schools to assist their progression through the Cymraeg Campus accreditations (Year 1-5)</p>	
	<p>Create resources which promote Welsh medium nursery provisions available in Newport (Year 1 and 2)</p>	
<p>Support parents of children in Welsh medium education.</p>	<p>Continue to signpost parents to resources which promote Welsh medium education, developing specific materials where appropriate and ensuring these appeal to diverse audiences including speakers of other languages and parents/guardians of children with ALN (Year 1-5)</p>	<p>NCC WEF Coleg Gwent</p>
	<p>Liaise with English for Speakers of Other Languages (ESOL)L services to promote an appropriate level of Welsh language education resources (Year 1 and 2)</p>	

Support the development of a workforce that will help support and deliver the WESP	Ensure secondary school pupils are aware of the benefits of bilingualism/ multilingualism and that schools are able to promote Welsh medium education as a career path (Year1-5)	NCC WEF Careers Wales Right Skills Board
	Develop promotional campaigns for Welsh medium early years and teaching careers in Newport (Year 1 and 2)	
	Ensure that existing English medium school staff are provided with the opportunity to learn a basic level of Welsh (Year 1-5)	

10. Monitoring Progress

We will continue to use existing governance structures to monitor the progress of our Strategy as we look to embed Welsh language across business-as-usual activities. This will include regular progress reports on key actions into our Welsh in Education Forum and our internal Welsh Language Implementation Group.

The Welsh Language Forum will also play a key role in ensuring partners are engaged and working towards our vision for Welsh in Newport, and our Right Skills Board in embedding our work around employers and skills.

Annual reporting on progress against our key themes will be incorporated within our Welsh Language Annual Report which is published by the 31st March each year as required by our Welsh Language Standards.

11. Working with Partners

The success of this Strategy is dependent on effective partnership working, and this section sets out our key partners, and the role that they will play in delivering our priorities. We will continue to expand the range of partners that we work over the life of this strategy.

Grŵp Deddf

Grŵp Deddf is a network of Welsh Language Officers from across public sector organisations with a duty to comply with Welsh Language legislation and provide Welsh language services. Our South East Wales group meets regularly to share good practice develop regional consistency.

Fforwm Iaith / Welsh Language Forum

Fforwm Iaith Casnewydd is an external forum attended by a range of key stakeholders from across the public and voluntary sectors. The group aims to create a forum for partnership working and the dissemination of good practice. We have engaged Forum members in the development of both our WESP and this Strategy.

Menter Iaith Casnewydd

Menter Iaith Casnewydd seek to increase opportunities for people of all ages and backgrounds to use or learn the Welsh language within their local community, employment and training. Menter Iaith have a number of projects across Newport which help engage communities with the Welsh language.

Mudiad Meithrin

Mudiad Meithrin is the main provider of Welsh Medium early years care and education in the voluntary sector in Wales. Its aim is to give every young child in Wales the opportunity to benefit from early years and education experiences. The organisation employs 200 staff nationally, and an additional 1500 staff work in Cylchoedd Meithrin (Welsh Medium playgroups) throughout Wales.

Coleg Gwent

Coleg Gwent is Newport's further education college and the main provider of adult Welsh medium education within the county. The council works in partnership with the college to deliver our Welsh language classes and to develop further opportunities to promote Welsh language acquisition.

University of South Wales / Coleg Cymraeg Cenedlaethol

The University of South Wales offers a wide range of courses over a number of campuses, one of which is based in Newport city centre. They are an important partner in helping students and pupils to transition to their next stage of learning and continue to use their Welsh.

Cymraeg i Blant (CiB)

Cymraeg i Blant are funded by Welsh Government and coordinated by Mudiad Meithrin. The project focuses on increasing the number of nursery age children that are able to speak Welsh. It shares information, advice and offers support to parents on the benefits of bilingualism, the importance of introducing Welsh to children as early as possible and the advantages of Welsh medium education.

The Urdd

The Urdd, as a Welsh medium youth organisation, is focused on giving young people the opportunity to develop as well rounded individuals. Within Newport, the Urdd works closely with our Welsh medium schools, offering a range of activities to pupils throughout the year. The Urdd is the principle organiser of the annual Eisteddfod, but also organises residential and sporting activities for young people.

Aneurin Bevan University Health Board (ABUHB)

We aim to work closely with colleagues from ABUHB through a variety of channels including the Mwy na Geiriau Forum, our OneNewport Right Skills Board and directly with their Welsh Language Unit.

Newport Live

Newport Live delivers high quality sports and arts activities for children, families, schools and community groups across Newport and manages the Riverfront Theatre. The Riverfront is a vital asset to Newport, and as well as promoting and hosting Welsh language productions and events, has hosted and supported Gŵyl Newydd, Newport's up and coming Welsh language festival.

Gwent Police and the Police and Crime Commissioner (PCC)

The PCC for Gwent and the Chief Constable for Gwent Police share a commitment to working towards provision of a bilingual public service. This supports the Welsh Language Commissioner's vision for the Welsh language to be central to everyday life in Wales and creation of a society where Welsh can be used in an increasing number of contexts.

Dragons Rugby

Dragons Rugby are one of Wales four professional regions and play in a number of high level competitions and host a number of international players. Playing at Rodney Parade in the heart of Newport, they are a vital part of the community. In 2019 Newport City Council signed a Community Partnership with the Dragons to support the promotion of Welsh as a living language across Newport.

Newport County AFC

County AFC now share Rodney Parade with the Dragons. County in the Community Trust is one of 72 league clubs affiliated to The Football League Trust, delivering sporting projects and schemes for everyone in Newport, Monmouthshire and Torfaen. The Council are working with County AFC to try to raise awareness of the Welsh language across the city as a community language.

The Welsh in Education Forum (WEF)

This group is made up of senior Education officers, partners and school representatives. The WEF provides a formal channel of communication between the council, its maintained schools and other stakeholders with an interest in Welsh medium education, and supports the delivery of the WESP. The WEF plays a key role in consulting on any developments in relation to Welsh medium education in Newport.

12. Further information

For further information on our Welsh language work in Newport, or to comment on this Strategy, please email nccequality@newport.gov.uk