

Appendix 1 – Revised Bilingual Cardiff Strategy Action Plan

Families, Children and Young People						
REF	PRIORITY	OBJECTIVES	TARGET	TIMESCALE	DELIVERY PARTNERS	LEAD PARTNER
1.1	Promote the benefits of Welsh Medium education to all Cardiff communities and implement the Welsh in Education Strategic Plan.	Share information with prospective parents and new parents, regarding Welsh education and childcare through the health sector.	Cymraeg i Blant to arrange two visits per month to ante-natal clinics or groups across the health board.	April 2019 – April 2020	Cardiff & Vale Midwifery and Health Visiting teams, Flying Start, Birth Registrar, FIS Cardiff, Menter Caerdydd, Learn Welsh Cardiff	Mudiad Meithrin Cardiff Council
		Implement the Welsh in Education Strategic Plan 2017 – 2020.	Increase the number of pupils attending Welsh medium schools by 12.3% by 2022.	2022	Cardiff Council – Education and Lifelong Learning	Cardiff Council
		Pilot a ‘one in a million’ event targeting year 8 and 9 pupils at Ysgol Plasmawr demonstrating the value of Welsh medium education and benefits of bilingualism at this crucial age. Roll out to other Welsh	Language psychology questionnaires before and after the event.	November 2019	All Bilingual Cardiff Forum partners	Ysgol Gyfun Plasmawr

		medium secondary schools depending on impact.				
		Take part in the celebratory procession to mark 70 years of Welsh medium education in Cardiff.	All partners to report back to Bilingual Cardiff Forum meeting	June 2019	All Bilingual Cardiff Forum partners	Cardiff Council Menter Caerdydd
		Offer a comprehensive programme of Welsh for the Family courses and courses for families in regeneration areas	6 courses	September 2019- August 2020	Mudiad Meithrin, Y Ganolfan Dysgu Cymraeg Genedlaethol, Cymraeg i Blant, Flying Start, local schools, Menter Caerdydd	Cardiff University (School of Welsh)
		Work with schools and the Welsh medium nursery units in order to offer lessons to parents and prospective parents	6 courses	Sept 2019- Aug 2020	Mudiad Meithrin, Y Ganolfan Dysgu Cymraeg Genedlaethol, Cymraeg i Blant, Flying Start, local schools, Menter Caerdydd	Cardiff University (School of Welsh)

		Develop a new Welsh Medium Education Strategy for whole of University to increase Welsh medium provision. Intention is to create strategy by end of 2019. Coleg Cymraeg Cenedlaethol as a partner	Approve a new Welsh Medium Education Strategy by end of 2019 then seek approval for new Welsh Education Strategy	End of 2019	Coleg Cymraeg Cenedlaethol	Cardiff University (School of Welsh)
1.2	Improve provision and standards in Welsh in both Welsh medium schools and English medium schools through the Welsh in Education Strategic Plan.	Implement the Welsh in Education Strategic Plan 2017 – 2020.	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	Cardiff Council – Education and Lifelong Learning	Cardiff Council
			Increase the number of learners who study the full time Welsh second language GCSE course to at least 80% by 2020.	2020	Cardiff Council – Education and Lifelong Learning	Cardiff Council
			Increase the percentage of the year 11 cohort who achieve grades A*-C in Welsh second	2020.	Cardiff Council – Education and Lifelong Learning	Cardiff Council

			language GCSE to 40% by 2020.			
		Offer CPD courses to teachers and teaching assistants in the Welsh and English Medium sector through the National Sabbatical Scheme.	Sabbatical programme: 2 year long courses for 14 education practitioners from South Central Consortium and South East Consortium + supplementary courses where there's demand	Sept 2019- Aug 2020	Central South Consortium, Welsh Language Officers/Challenge Consultants, Welsh Government	Cardiff University (Welsh for Adults)
		Hold revision classes and master classes for First and Second Language A-level students	Subject to demand (not yet ascertained, but usually at least one masterclass held in Cardiff)	Sept 2019- Aug 2020	Local Schools	Cardiff University (Welsh for Adults)
1.3	Promote the benefits of transferring the Welsh language within the family, and give children	Visit 50% of all Welsh medium schools in Cardiff to present Menter Caerdydd's services and the advantages of Welsh to all parents of children starting in the reception class in September 2019.	Keep records of 50% of schools visited in 2019 (50% in 2020)	June – September 2019	Cardiff Council	Menter Caerdydd

	and young people the opportunity to become confident bilingual adults.	Develop comprehensive face-to-face sessions across Cardiff for families summarising the advantages of bilingualism as well as providing concise materials/videos information on Welsh nurseries and schools.	4 sessions per year. Collate (or produce) 4 short introductory social media videos each year from 2019-22 (16 in total), addressing issue at critical choice periods. Videos available on-line and promoted on social media. (Education/Bilingual Cardiff)	From September 2019 - 2022	Menter Caerdydd, Cardiff Council – Education and Lifelong Learning – and Bilingual Cardiff, Flying Start, Mudiad Meithrin, Family Information Service, RhAG	Cardiff Council
		Promote Radio Platform (the Centre’s radio station which is run by young people) A 6 week course with an OPEN qualification for young people aged 14 – 25. Welsh and English stream available.	April to March 2019/20 - 2 x Welsh streams for 6 week course accommodating total of 20-30 young people age 14-25 (inc. Ysgol Plasmawr). 2020/21 and 2021/22 - 3 x Welsh streams for 30-45 young people 14-25 each year (in South East Wales) In addition, in 2019/20 a minimum of three outreach	Each year 2019-2022	Secondary Schools, Menter Caerdydd	Wales Millenium Centre (WMC)

			workshops a year in WM schools, rising to six workshops each year in 2020/21 and 2021/22			
		Provide opportunities to children and young people in Cardiff to develop their Welsh medium skills through Eisteddfodau / Camps / Sports and opportunities in the community.	4500 children and young people enrolled	April 2019 – March 2020	Cardiff Schools	Urdd
		Offer Welsh For Adults taster sessions to improvers/proficiency courses.	1000 learners	Sept 2019- Aug 2020	Y Ganolfan Dysgu Cymraeg Genedlaethol, Cymraeg i Blant, Flying Start, local schools	Cardiff University (Welsh for Adults)
1.4	Provide opportunities for families to use Welsh together.	Plan and develop specific projects to target mixed language families of all ages and map current provision, identify new partners and hold 3 events during the year.	Hold 3 events in 2019-20	By March 2020	Menter Caerdydd, Cymraeg i Blant, National Museum Wales, Mudiad Meithrin Cardiff & Vale College (CAVC)	Menter Caerdydd

		Increase the number of reading out loud sessions or other Welsh activities for parents and children at all Cardiff hubs and libraries.	An increase of 25% by 2022.	From September 2018 and every year thereafter	Cardiff Council, Menter Caerdydd, Mudiad Meithrin	Cardiff Council
		Develop and promote a calendar of events and activities for families so that children and parents can learn Welsh together.	One event per term	Sept 2019-Aug 2020	Y Ganolfan Dysgu Cymraeg Genedlaethol, Cymraeg i Blant, Flying Start, local schools	Cardiff University (Welsh for Adults)
		Develop a Network to use School Communication channels with partners to advertise Welsh language performances in the city (for Adults, children and families).	Memorandum of Understanding established with partners Alerts to go out	September 2019	Primary Schools Welsh language charter officers, Education consortium, theatre companies, Menter Caerdydd, Arts Council Wales	Arts Council Wales
		Develop a 'Night Out' Network in Cardiff – promoters and community locations, to attract more Welsh language performances to Cardiff and promote Welsh language events.	Art providers to be contacted to identify what can be delivered Partners to agree delivery plan through consultation with	September 2019	Urdd, Menter Caerdydd, Schools, Arts Council Wales, Cardiff Council.	Arts Council Wales

			Welsh medium primary schools			
		Hold termly events to increase the social opportunities and raise awareness of the Welsh language for parents with small children across the city.	3 Miri Meithrin events to be held for pre-school children by Menter Caerdydd & Cymraeg i blant	April 2019 - April 2020	Cymraeg i Blant, Menter Caerdydd, Family Information Service, Learn Welsh Cardiff, Libraries/Hubs	Mudiad Meithrin Menter Caerdydd
1.5	Increase the provision of Welsh-medium extra-curricular activities and opportunities for children and young people to use Welsh outside the school gates.	Coordinate and administer the full programme of holiday care, play and leisure activities for children aged 4 – 11 including day care, open play session and leisure activities as well as various holiday activities for young people 11 – 16 years old.	10 weeks of holiday care attracting 400 children per week. 7 weeks of open play in 6 areas, attracting over 500 children per week A minimum of 8 leisure activities per term during school holidays, attracting 200 children/young people to register each year	From April 2019 and annually thereafter.	Menter Caerdydd CVAC	Menter Caerdydd

		Develop a programme of Welsh workshops and activities for children and young people.	Co-ordinate a menu of opportunities and aim to deliver 15 per term, attracting a minimum of 200 children and young people	From April 2019 and annually thereafter	Menter Caerdydd	Menter Caerdydd
		Use Dydd Miwisg Cymru (Welsh language Music Day) as a way of attracting young people to take part in the Welsh Music Scene both socially and as artists.	Create a new Action Plan for Dydd Miwisg Cymru (Welsh language music day)	By October 2019	Welsh Government	Welsh Government, Clwb Ifor Bach, Cardiff Council
		Employ a Youth Officer to work with young people in Cardiff's Secondary Schools to develop new opportunities for young people to use their Welsh.	New Officer in post from September 2019	September 2019 – September 2020	Cardiff Secondary Schools, Cardiff Council Menter Caerdydd CAVC	Urdd
		Establish a 'Crew Awn i Weld' for children to attend Welsh performances in groups with chaperones including added value e.g. meeting the cast, discussing the show, write a short review, back stage access all in Welsh.	Agree and develop approach with partners Pilot with a primary school Roll out to other Welsh medium primary schools	January 2020	Schools / Welsh language charter, Urdd, Menter Caerdydd	Arts Council Wales

		Increase Welsh language arts provision to children in Cardiff through a series of courses & events, feed into the Urdd Eisteddfod's Arts & Crafts competitions.	Contact art providers including venues and Creative Learning Agents to identify what can be delivered Delivery plan agreed with partners through consultation with Welsh medium primary schools	September 2019	Schools / Welsh language charter, Urdd, Menter Caerdydd	Arts Council Wales
		Develop a Welsh scene (theatre or Rock) between a number of schools using the 'Noson Allan yr Ifanc' Scheme and the 'Ewch i Weld' grant	1 performance arranged as a pilot Evaluate and share findings with other schools Establish a 'Noson Allan' community network – arrangers and venues	December 2019	Schools / Welsh language charter, Urdd, Menter Caerdydd, Cardiff Council	Arts Council Wales
		Establish a sub-group to look at Welsh arts provision in the city.	Sub-group to report back to Bilingual Cardiff Forum each quarter	September 2019	Urdd, Menter Caerdydd, Arts Council Wales, other partners, Education Consortium Officer (Welsh language charter)	Arts Council Wales

		Lead on the development of the first Welsh medium Cardiff Youth Forum for young people aged 16+ in the city.	To hold 4 meetings annually and report back to Bilingual Cardiff Forum once a year	June 2019	Menter Caerdydd, Urdd Gobaith Cymru. Bilingual Cardiff Forum. Clwb Ifor Bach, Pyst. UMCC. The Coleg Cymraeg Cenedlaethol, Colegau Cymru, Cardiff Council Youth Department	Menter Caerdydd
1.6	Develop opportunities for children and young people in English medium settings to positively connect with the Welsh language.	laith ar Waith qualification provided in numerous disciplines across the college.	1200 learners	By April 2020	WJEC and Welsh Teachers	Cardiff & Vale College (CAVC)
		Provide opportunities for the children and young people of Cardiff in English settings to engage positively with the Welsh language through Eisteddfodau / Camps / Sports and opportunities in the community.	4,500 children and young people enrolled by end of March 2020	April 2019 onwards January – March 2020 - Eisteddfodau April 2019 – March 2020 Urdd camps	WMC English Schools	Urdd

				April 2019 – March 2020 Sports Activities		
		Collaborate with Cardiff’s secondary schools through the Welsh Every Day project to provide positive opportunities for young people in English medium settings to use the Welsh language.	An offer of 40 activities each year for 40 schools affording an opportunity to over 1,000 children and young people to use their Welsh	April 2019 onwards	English Schools	Urdd
1.7	Improve rates of progression between early years to post-16 education.	Work with the primary and secondary schools and higher education settings to ensure a clear progression of Welsh education.	Throughout the year Attendance to option evenings/events at the three Welsh medium secondary schools, as well as practical skills events with primary and secondary schools.	By May 2020		CAVC
		Promote our commitment to Welsh education and bilingualism in order to improve progression rates in the Welsh medium sector.	Strategic groups to continue with the development of resources, staff and provision.	By September 2020	All Cardiff Schools, Coleg Cymraeg Cenedlaethol (Welsh College)	CAVC

		Promote Cardiff Council's established Welsh Immersion Unit (primary & secondary) which provides intense Welsh language learning enabling children to gain a level of fluency to transfer to education in a Welsh-medium School.	Annual presentation for new parents of children aged 3-7 Regular social media promotion	By September 2019		Cardiff Council (Education & Lifelong Learning)
	Implement the Welsh in Education Strategic Plan 2017 – 2020		Increase the number of seven year olds educated through the medium of Welsh by 1.2%, from 15.2% in January 2016 to 16.4%	By 2020.	Cardiff Council and the Welsh Education Forum	Cardiff Council
		Increase the number of learners in year nine being assessed in Welsh (First Language) by 1.5% to 14.4%	By 2020	Cardiff Council and the Welsh Education Forum	Cardiff Council	
		Increase the percentage of 17 year old learners studying 2 or more subjects through the medium of Welsh by 4% to 95%	By 2020	Cardiff Council and the Welsh Language Forum	Cardiff Council	

		Collect progression data from Early Years provisions (nursery groups) for the Schools so the Welsh Government can share with the county for the WESP. Encourage transition between the nurseries and the schools they feed.	Collect transition data from Cylchoedd Meithrin to Schools on an annual basis. Data is available from Welsh Government for every Local Authority from October onwards of each year.	April 2019-20	Mudiad Meithrin and the members working together with the primary schools	Mudiad Meithrin
1.8	Ensure that the Welsh language is seen as a valuable skill for training and employment.	Increase awareness and encourage young people to consider the Welsh language as a skill when looking for employment and training through a series of 1:1 presentations with the Welsh in Business Officer	Visit all 3 Welsh Medium secondary schools by October 2019	By end of October 2019	Menter Caerdydd, Welsh in Business	Menter Caerdydd
		Provide up to date and regular information for young people regarding job opportunities and apprenticeships, which require bilingual skills.	Develop a joint strategy	By April 2020	Coleg Cymraeg Cenedlaethol, Cardiff University (School of Welsh), South Wales University, Colegau Cymru, Cardiff Council, Menter Caerdydd	Coleg Cymraeg Cenedlaethol

		Increase employers' awareness of the Welsh skills that learners have when they leave College and the added value that these skills provide for employers.	BC partners to organise / attend job fairs and to report back annually as to how many jobs fairs were held or attended	From September 2019	WJEC, all Bilingual Cardiff Partners	CAVC
		Provide opportunities for Cardiff's young people to volunteer with the Urdd and secure Welsh medium jobs.	50 volunteers	April 2019 – March 2020	Cardiff Schools Cardiff University	Urdd
		Continue to work with and promote the National Centre's 'Working Welsh' strategy as well as offering Language Awareness lessons and sessions to staff in a variety of organizations in Cardiff	6 Working Welsh intensive courses – dependent on winning tenders	Sept 2019- Aug 2020	Y Ganolfan Dysgu Cymraeg Genedlaethol, y Coleg Cymraeg Cenedlaethol	Cardiff University (Welsh for Adults)
		Share the advantages of speaking two languages with Midwifery and Health Visitor students at Cardiff University and with child care students at the Cardiff and Vale Further Education College and pupils at the Welsh Secondary Schools	<p>Presentation to midwifery students</p> <p>Presentation to Health Visiting students</p> <p>Presentation to Child Care Students at Cardiff & Vale</p> <p>Mudiad Meithrin staff will attend 'Diwrnod Pontio' at Ysgol Gyfun Plasmawr</p>	<p>July 2019</p> <p>January 2020</p> <p>October 2019</p> <p>July 2019</p>	Curriculum Leader of the Midwifery and Health Visitor course at Cardiff University, Cardiff and Vale College, Headteachers at Ysgol Gyfun Glantaf, Ysgol Gyfun Plasmawr,	Mudiad Meithrin

					Ysgol Gyfun Bro Eder	
--	--	--	--	--	----------------------	--

Community and Infrastructure

REF	PRIORITY	OBJECTIVES	TARGET	TIMESCALE	DELIVERY PARTNERS	LEAD PARTNER
2.1	Promote the Welsh language as a unique selling point for Cardiff as a capital and core city and promote the 'Bilingual Cardiff' brand.	Arrange a variety of events such as an open evening and business events during the year to promote the benefits of bilingualism and the Bilingual Cardiff vision.	4 – 6 Events during the year	From July 2019	All partners	CAVC
		Ensure that economic, business and tourism marketing information includes a reference to Cardiff as a bilingual city.	Undertake spot checks of marketing materials once a year	By April 2020	Cardiff Council's Bilingual Cardiff and Tourism and Economic Development Teams	Cardiff Council

	Encourage private businesses who support the Welsh language to show or display the Bilingual Cardiff brand in their businesses e.g. taxis, buses, hotels etc and offer Welsh language courses to taxi and bus drivers.	Relevant businesses and organisations to use the Bilingual Cardiff logo	from April 2019	Welsh in Business Cardiff Council, Menter Caerdydd The Old Library	Cardiff Council
	Implement the Cardiff Blues Welsh Language Policy.	<p>All future signage around Cardiff Arms Park to be bilingual. Ensure casual staff at home games have simple greetings in Welsh (i.e 'croeso', 'diolch' etc.)</p> <p>Strengthen relationships with Welsh language organisations, such as Tafwyl, and Welsh language media.</p> <p>Continually increase Welsh language content on Cardiff Blues' online presence (website and social media platforms)</p> <p>Introduce Welsh language on retail items such as clothing</p> <p>Enhance bilingual match-day experience, with regular bilingual announcements over</p>	April 2019 – March 2020	Cardiff Council	Cardiff Blues

			<p>the tannoy and music from Wales to be played over the PA</p> <p>Support the promotion of Welsh-speaking athletes within the squad in the Welsh media</p>			
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 and Bilingual events across the city.	To reach a minimum of 7000 people across the city to promote our services	From September 2019 and continuously thereafter	Menter Caerdydd	Menter Caerdydd
		Organise a Bilingual Cardiff Forum event to showcase the Forum's work and to celebrate International year of Indigenous Language 2019.	Deliver a showcase event	November 2019	Welsh Government	Bilingual Cardiff Partners Forum
		Sponsor and have a strong presence in Tafwyl (Annual Welsh language community festival).	All partners to report back to the Bilingual Cardiff Forum	June 2019	Cardiff Council All Bilingual Cardiff Partners	CAVC
		Organise 10 Eisteddfod Cylch / Dance / Region / Art and Crafts events across Cardiff for over 3,500 children and young people and hold 10 sports competitions for over 3,000 children through the medium of Welsh.	<p>10 Eisteddfod Cylch events with 3500 children & young people attending</p> <p>10 Sport competitions with 3,000 children & young people attending</p>	From April 2019 annually		Urdd

		Permit Applications (events) to include conditions to ensure bilingual signs and publications.	Annual spot check	From September 2019		Cardiff Council
		Offer support by having presence at events – tailor marketing materials / courses information and short taster sessions	Eisteddfod yr Urdd Tafwyl Events in specific areas e.g. Butetown Carnival.	Summer 2019		All Bilingual Cardiff Forum Members
2.3	Increase the visibility of the Welsh language within the city to reflect a ‘Bilingual Cardiff’ through existing planning mechanisms.	Provide language awareness sessions, advice and practical support to small and medium businesses to introduce and use the Welsh language in business.	To hold a minimum of 5 sessions during the year	From September 2019	Welsh in Business, Menter Caerdydd, FOR Cardiff, FSB, Business Wales	Menter Caerdydd
		Conduct quarterly audits to ensure that the Welsh language appears first on all display material created by the Council from September 2017 onwards.	Report findings to SMT and Bilingual Cardiff Forum annually	From April 2020	Cardiff Council	Cardiff Council
		Planning decision notices for applicable commercial applications to include recommendations to ensure bilingual signage.	Shop Front Guidelines and Signs and Supplementary Planning Guidance to be approved by Council (June 2019) Prepare a ‘best practice’ guide with existing examples for businesses – October 2019	From September 2019		Cardiff Council

		Adopt a new street naming policy that confirms existing bilingual street names and aims to give all new streets a Welsh name with the emphasis on using researched historical/heritage names for all new streets in Cardiff.	Cabinet approval for the street naming policy	July 2019		Cardiff Council
		Create an online resource to promulgate knowledge and information regarding historic or linguistic meaning behind new street names.	Section created on Council website	From April 2020		Cardiff Council
		Confirm list of standardised Welsh place names in Cardiff for Welsh Language Commissioner.	Publish a list of all place names in Cardiff	From April 2020	Welsh Language Commissioner	Cardiff Council
		Share out our marketing materials, information on courses & events widely accross the city.	Minimum of 1000 learners on mainstream courses as well as circa 150 in the workplace	Summer 2020		Cardiff University (Welsh for Adults)

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.	Schools officer to visit every local secondary school to talk about Welsh education, learning Welsh and cultural awareness.	Deliver CAVC presentation regarding career opportunities to all local secondary schools to raise awareness of the benefits of bilingualism.	From July 2019	All Bilingual Cardiff partners	CAVC
		Co-ordinate with the third sector to develop Welsh classes for new and prospective communities, including refugees and migrants, to identify further opportunities for new communities in the city to learn Welsh.	4 Welsh taster classes available	By January 2020	Ysgol y Gymraeg (Welsh for Adults) at Cardiff University, Y Ganolfan Dysgu Cymraeg Genedlaethol, Cardiff Council, Welsh Refugee Council	Cardiff University (Welsh for Adults)
		Complete the current projects concerned with the innovation grant for Welsh learning Centre (teaching in disadvantaged communities and teaching Assylum Seekers and Refugees).	Introduce the language to new communities and communities that are more difficult to reach through language classes and informal teaching.	July 2019	Y Ganolfan Dysgu Cymraeg Genedlaethol	Cardiff University (Welsh for Adults)
		Ensure that there's a Welsh language aspect to the activities and outputs of the CAER project: https://caerheritageproject.com	Bilingual heritage interpretation with original material on the Welsh language in the area; Welsh medium activities for local schools 2019-22	2019-2022	Cardiff University (School of Welsh)	Cardiff University (School of Welsh)

			https://www.cardiff.ac.uk/news/view/1463026-1.65m-community-project-to-reveal-6,000-year-old-hidden-historic-site-in-cardiff			
		Develop new Ti a Fi nursery groups through a Sefydlu a Symud scheme in new areas.	A new Cylch Meithrin at Ysgol Hamadryad , Cardiff Bay to offer wrap around care for the 3 year old pupils who access part time Education	From September 2019.		Mudiad Meithrin in partnership with Cardiff Council
		Promote our work in new communities across the city	Hold a series of Cymraeg i blant groups with new parents in Butetown and develop strong links with Health	April 2019 – March 2020	Cymraeg i blant	Mudiad Meithrin
2.5	Support Yr Hen Lyfrgell – Cardiff’s Welsh Culture Centre to increase outreach activities and	Establishing Menter Caerdydd’s new office in Yr Hen Lyfrgell creating a Welsh hub and a seasonal programme of activities and campaigns in the City Centre	Seasonal programme prepared and circulated at the beginning of each quarter starting Summer 2019	From April/May 2019	Menter Caerdydd, Cardiff Council, Llaeth & Siwgr, Dysgu Cymraeg Cenedlaethol, Cardiff Story Museum, Bodlon	Menter Caerdydd Cardiff Council

develop opportunities to showcase Cardiff's extensive Welsh language history and heritage.	Menter Caerdydd to lead on planning, co-ordinating and promoting events calendar to introduce Welsh to new audiences.	Events calendar prepared and circulated at the beginning of each quarter starting September 2019	From September 2019	Menter Caerdydd, Cardiff Council, Cardiff University, National Museum of Wales	Menter Caerdydd
	Provide different vocational skills training sessions in Welsh.	In partnership with Menter Caerdydd, provide a variety of skilled based workshops in Welsh (e.g hair and beauty)	January 2020	Menter Caerdydd, Coleg Cymraeg Cenedlaethol, Urdd.	CAVC
	Establish level of support to set up permanent committees to raise money for Welsh language promotion as a legacy of the Cardiff National Eisteddfod 2018 and report back to the Bilingual Cardiff Forum.	Feedback results to the Bilingual Cardiff Forum in September 2019	By September 2019	National Eisteddfod, Menter Caerdydd, Bilingual Cardiff	Cardiff Council
	Hold the Tafwyl festival annually by working with the voluntary, public and private sector to create a 9 day national event in order to promote and raise the profile of the Welsh language and	40,000 visitors to the event	June 2019 and every year thereafter.	Menter Caerdydd, Cardiff Council, Cardiff Castle, Welsh Government	Menter Caerdydd

		attracting Welsh and non-Welsh speaking communities to socialise and engage with the Welsh language, the Welsh music scene, literature, sports and culture.				
--	--	---	--	--	--	--

Welsh Services and the Workplace

REF	PRIORITY	OBJECTIVES	TARGET	TIMESCALE	DELIVERY PARTNERS	LEAD PARTNER
3.1	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	Provide Welsh lessons for CCAF tutors, and investigate the possibility of delivering these in partnership with other Bilingual Cardiff organisations.	Increase numbers on the Welsh in the Workplace project by 10%	September 2019.	Welsh in the Workplace, Sgiliaith, Menter Caerdydd	CAVC
		Ensure that all staff at WMC are offered 3 levels of Welsh lessons 1) 10 hour admission online 2) intensive course 3) refresher for fluent speakers. Share practical considerations and resources with BC Forum partners with a view to all partners following suit.	Students of the intensive course will sit the WJEC Admission exam		Canolfan Dysgu Cymraeg	WMC

Cardiff partner organisations to adopt the same approach.	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.		Weekly from June 2019	Menter Caerdydd; Cardiff Council	WMC
	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 organisations to adopt the same method.	Increase the number of staff with Welsh language skills in the Council's workforce by 20%. Share good practice with other public organisations	From 2018/19 to 2022. By April 2022.	Cardiff Council, Coleg Cymraeg Cenedlaethol, University of South Wales, Colegau Cymru, Cardiff University (School of Welsh), Recruitment Agencies	Cardiff Council
	Increase the number of Cardiff Council staff who attend Welsh courses by 10% between 2018-19 and 2022.	Increase of 10%	Between 2018/19 and 2022.		Cardiff Council (Cardiff Academy)
	Cardiff Council Academy to hold events to promote Welsh language training and support staff to attend.	Twice a year every year	From 2019 – 2022		Cardiff Council (Cardiff Academy)
	Promote our Welsh for Adults courses (mainstream and summer intensive courses) as well as the Sabbatical Programme in	Minimum of 1000 learners on mainstream	Summer 2019-20	Menter Caerdydd, Central &	Cardiff University

		order to increase the numbers that use Welsh within the organizations.	courses and 200 in the workplace.		South Education Consortium, Welsh Language Officers/Challenge consultants; Welsh Government	(Welsh for Adults)
		Extend Mudiad Meithrin's Language Scheme (Cross the Bridge) to help develop the language skills of the staff and children at the nurseries	Target to be confirmed in September 2019	Timescale to be confirmed in September 2019		Mudiad Meithrin
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	Cardiff Council (Academy)	Menter Caerdydd
		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	Cardiff Council, Public Services Board, Cardiff University (School of Welsh),	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, Public Services Board, Cardiff University (School of Welsh),	Cardiff Council
	Various guest speakers from the Forum to hold sessions to raise awareness about their work / language awareness.	Programme of sessions	By July 2019	Mudiad Meithin, Menter Caerdydd, Sgiliaith, Urdd, Welsh For Businesses, WMC	CAVC
	Ensure that reception staff in the Council's main offices, libraries and community hubs complete Welsh greeting and Welsh language awareness training and offer any face to face awareness training to other Bilingual Cardiff Forum partners.	All reception staff to complete training	By April 2020	All BC Forum Partners	Cardiff Council
	Provide a course on the language immersing method for members of the AcadeMi and offer relevant training to Bilingual Cardiff partners where appropriate/relevant.	Target to be confirmed in September 2019	Timescale to be confirmed in September 2019		Mudiad Meithrin
	Offer tailored training to the needs of the organisation, including a language	3 Language Awareness	Summer 2019-20	Y Ganolfan Dysgu	Cardiff University

		awareness course that can be adapted for individual organisations.	courses – one each term (dependent on demand)		Cymraeg Genedlaethol	(Welsh for Adults)
		Ensure that every member of staff at the Centre receives language awareness sessions as part of their induction training and offer relevant training to Bilingual Cardiff partners where appropriate/relevant.	Refresher sessions are provided before major events	Continuous	Ateb Cyf	WMC
3.3	Implementation of the Welsh language standards by relevant Bilingual Cardiff organisations resulting in increasing the availability and use made of Welsh language services.	CCAF communication department to provide Welsh lessons to all business assistants.	Provide training for all CAVC reception staff.	From July 2019		CAVC
		Notify assistants of lessons and specific events to improve Welsh skills.	Notification of lessons, taster sessions and courses to all academic staff by July 2019.	By September 2019.	Welsh in the Workplace	CAVC
		Hold monthly Mystery Shopper surveys on Cardiff Council Welsh language services.	Report findings to SMT and Bilingual Cardiff Forum annually	From September 2019 – March 2020		Cardiff Council
		Develop a mystery shopper programme with interested partners to report on the effectiveness of the Welsh services within those organisations.	Programme developed Mystery	By December 2019 To commence April 2020		Bilingual Cardiff Forum partners

			shopper exercises.			
3.4	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.	Administer the Phone Book – Directory, which outlines the Welsh services available in the city to promote and raise awareness of private businesses and public services.	To conduct one campaign during the year to expand the phone book	September 2019		Menter Caerdydd
		Implementation of Microsoft’s CitizenBot platform to deliver AI-driven, conversational, automated customer service via chatbot (online and Facebook messenger), voice channels, and virtual assistant technologies (Alexa, Siri etc)	A fully bilingual CitizenBot	March 2020		Cardiff Council
3.5	Increase opportunities for people to receive Health & Social Care in Welsh.	Organise a bilingual childcare and health and social care conference.	Conference to be scheduled	Between September 2019 – March 2020	Menter, Coleg Cymraeg Cenedlaethol, Mudiad.	CAVC
		Ensure that the ‘Active Offer’ of Welsh services is shared with all members of staff in Social Services and within commissioned services.	Provide staff training on the ‘Active offer’ each quarter.	March 2020	Cardiff Council, Cardiff and Vale Health Board	Cardiff Council
		Include a Welsh service within third party and independent contract details, service	Communicate the requirements	March 2020	Cardiff Council, Cardiff and	Cardiff Council

		level contracts and grant finance processes where needed.	of the Welsh language standards with all new contractors.		Vale Health Board	
		Maximise ability to provide services in Welsh. Where gaps in the workforce capacity to provide services in Welsh is noted these should be reflected in the organisation's Bilingual Skills Strategy.	Increase the number of staff within Social Services with Welsh language skills by 20% Report on the numbers annually in the Welsh language standards annual report	April 2019 – March 2022	Cardiff Council, Cardiff and Vale Health Board	Cardiff Council
		Within the Council's Social Work Recruitment campaign, and our involvement in the social work degree courses at Cardiff University, Cardiff Metropolitan University and the Open University, we will be stressing: a) The importance of using Welsh language skills in the field of social care; b) Promoting the support and opportunities available within the Council to Welsh speaking staff and those wishing to learn or improve their Welsh language skills.	Increase the number of staff within Social Services with Welsh language skills by 20%	April 2019 – March 2022	Cardiff Council, Vale of Glamorgan, Cardiff University, Cardiff Metropolitan University, Open University	Cardiff Council

3.6	Examine the way our services are offered to the public and work with specialists in language choice architecture to ensure equitable linguistic choice.	Ensure a Welsh stand and/or presentation in fresher's week and open evenings to promote studying in Welsh or bilingually including information on availability of Welsh courses.	Increase awareness of the bilingual opportunities available to new learners at CAVC.	September - October 2019	All colleges and universities	CAVC
		Conduct initial research and experiments, and/or if prudent, discussions with other bodies, to look at the question of how minor changes can influence the choices made when using computerised Council services via different language choice architectures, in order to ascertain which ones are the most likely to ensure the highest level of use in Welsh.	Conclusions to be presented to Bilingual Cardiff by end of September 2019	By September 2019		Cardiff University (School of Welsh)
		Conduct research centred on 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 parents who chose Welsh medium education for their children in Cardiff.	Use the research findings and conclusions to inform service system changes (if any) in time for the next school admissions round in early November	July – End of October 2019		Cardiff University (School of Welsh), Cardiff Council