

Welsh Language Standards Annual Report 2025-26

Mae'r ddogfen hon ar gael yn y Gymraeg

This document is available in Welsh

Caerdydd
Ddwyeithog

Bilingual



Introduction

The Welsh language is a central part of Cardiff's identity, and the Council is committed to its vision of a truly bilingual capital city for Wales. We want Welsh to be heard, seen, and used naturally every day. Cardiff already has the highest number of Welsh speakers in Wales, and the highest concentration of speakers per square mile. This report shares the work the Council is doing to support and promote the Welsh language, increase the number of Welsh speakers, and provide opportunities for the language to be used.

“We want Welsh to be heard, seen, and used naturally every day”

Recent Annual Population Survey results show that Welsh language ability in Wales is strongest among children and young people, with almost half of those aged 3–15 and over a third of those aged 16–24 reporting that they can speak Welsh. Although the Survey does not currently provide local authority-level data on Welsh speakers by age group, this pattern is consistent with results of the 2021 Census, which identified these groups as having both the highest number and highest percentage of Welsh speakers in Cardiff.

More broadly, the latest Annual Population Survey reflects continued growth in the Welsh language in Cardiff, indicating that 96,800 people aged three and over can speak Welsh, representing 26.4% of the city's population. This is the highest number of Welsh speakers recorded in any local authority in Wales. If growth among younger residents continues and is sustained, this progress is likely not only to be maintained but to accelerate over the coming period.

Welsh Language Standards

Cardiff Council adopted its Welsh Language Standards in 2016. These standards aren't just a set of rules - they help make sure the Welsh language is part of everything we do. Whether it's developing new policies, training staff, recruiting new team members, or providing day-to-day services, the Council works to ensure Welsh is visible, accessible, and easy to use.

Bilingual Cardiff leads this work across the organisation, and with partners across the city. The Bilingual Cardiff Policy Team helps ensure that Welsh is properly considered when developing policies and delivering services, while our Translation Team provides high-quality document and simultaneous translation so that citizens can confidently access services in the language of their choice.

Cymraeg 2050



Cardiff Council is fully committed to the Welsh Government's Cymraeg 2050 vision to achieve a million Welsh speakers and double the use of the Welsh language. This commitment is described in the Council's Bilingual Cardiff strategy and supported by its comprehensive action plan.

Cymraeg 2050's themes are:

- Increasing the number of Welsh speakers
- Increasing the use of Welsh
- Creating favourable conditions for the language to thrive

Cardiff Council's work across these themes reflects its broader commitment to promoting and normalising the Welsh language for the benefit of all citizens. Accordingly, this report sets out the information required under the Welsh Language Standards and demonstrates how the Council has actively supported and advanced Cymraeg 2050's themes through its policies, services, and partnerships.

Welsh Language Commissioner Regulatory Outcomes

The Welsh Language Commissioner's approach to regulatory work is proactive and based on cooperation. This is supported by a set of clearly defined regulatory outcomes. The purpose of these outcomes is to:

- support the national ambition to grow the Welsh-speaking population and provide opportunities to use the language;
- provide clear and transparent measures of success;
- focus regulatory efforts on meaningful outcomes for Welsh speakers; and
- support organisations to deliver positive, practical outcomes for Welsh speakers.

Cardiff Council endorses the Commissioner's commitment to collaborating with organisations to enhance the quality and accessibility of Welsh language services and expand opportunities for individuals to use the language. This Annual Report is structured to align with the regulatory outcomes and demonstrate the Council's activities in supporting and advancing each of them.

Capacity	Awareness	Policy	Workplace	Promotion	Governance
Outcome 1	Outcome 2	Outcome 3	Outcome 4	Outcome 5	Outcome 6
Organisations with the capacity to provide high quality Welsh language services at all times	Welsh language users understand and are aware of the Welsh language services available to them.	Organisations give due regard to the potential impacts of their policy decisions on the Welsh language.	Organisations increase the use of Welsh in their workplace , enabling staff to work in Welsh on a day-to-day basis	Organisations promote the Welsh language so that people can use the language naturally in their daily lives.	Organisations protect and promote the interests of Welsh language users by having effective governance and complaints arrangements.

Outcome 1: Capacity

Organisations have capacity to provide high quality Welsh language services at all times

Cardiff Council is committed to strengthening workforce capacity to deliver high-quality Welsh language services. This is achieved through targeted recruitment of Welsh-speaking staff, the provision of Welsh language training, and the identification of roles where Welsh language skills are essential.

The 2022-27 Bilingual Cardiff strategy presented two key targets to support workplace development:

- **20%** of Council staff to have Welsh language skills; and
- **50%** of Council staff to have received Welsh language training.

21.33% of the Council's workforce recorded they had Welsh language skills in 2025-26. This reflects the sustained growth achieved since 2021-22 (**14.5%**) and exceeds the **20%** target set out in the 2022-27 Bilingual Cardiff Strategy.

1,103 Council staff completed Welsh language courses in 2025–26. This brings the total number of staff trained since 2021-2022 to **5,878** representing **77%** of the workforce and significantly exceeding the **50%** target set out in the 2022–27 Bilingual Cardiff Strategy.

Staff Welsh Language Skills

1620 Council staff have recorded they have Welsh language skills on the Council's digital HR system. This is an **9.5%** increase since 2024-25 (**1480**) and represents **27.6%** of those registered on the Council's digital HR system and **21.33%** of the Corporate workforce.

A full breakdown by Council Directorate is provided below:

<i>Service Area</i>	<i>Entry Level</i>	<i>Foundation</i>	<i>Intermediate</i>	<i>Advanced</i>	<i>Proficient</i>	<i>Total</i>	<i>Percentage of service area staff</i>
<i>ADULTS HOUSING & COMMUNITIES</i>	302	86	56	32	56	532	18.14%
<i>CHILDRENS SERVICES</i>	203	46	19	23	31	322	35.39%
<i>ECONOMIC DEVELOPMENT</i>	86	19	19	12	18	154	12.25%
<i>EDUCATION & LIFELONG LEARNING (Excluding Schools)</i>	103	28	28	9	43	211	19.63%
<i>GOVERNANCE & LEGAL SERVICES</i>	21	4	2	5	9	41	37.47%
<i>PERFORMANCE & PARTNERSHIPS</i>	16	6	3	3	23	51	44.61%
<i>PLANNING & TRANSPORT ENVIRONMENT</i>	57	16	10	5	8	96	15.72%
<i>RESOURCES</i>	110	32	17	22	32	213	24.35%
							<i>Percentage of Corporate staff</i>
<i>Total</i>	898	237	154	111	220	1620	21.33%

Recruitment

1247 posts were advertised by Cardiff Council in 2025-26.

- **35** were advertised as Welsh essential
- **560** were advertised as Welsh desirable
- **652** were advertised with no Welsh language requirement

Please note that these figures **relate to non-school posts only**.

Welsh Language Learning

In 2025-26 Council **1103** staff received Welsh language training.

- **779** Council staff completed the Introduction to Welsh Level 1 e-module
- **238** Council staff attended tutor-led Welsh language training courses. This includes taster and short courses (**103**), intensive 120-hour courses (**83**), 60-hour courses (**26**) and beginner and intermediate courses for schools staff (**26**)
- **24** Council staff completed the 60-hour 'Work Welsh' Online Course
- **36** Council staff completed the 10-hour 'Work Welsh' Online Course
- **26** school staff completed beginners and intermediate 10-week courses
- **739** Council staff completed the Welsh language awareness e-module

In addition to Welsh language training, the following are provided in Welsh by Cardiff Council as e-learning courses:

- Corporate Induction
- Children's Rights
- Corporate Safeguarding
- Data Protection Essentials
- Fraud Awareness

- How to Deliver Great Customer Service
- Payment Card Industry Security Standard
- Violence Against Women, Domestic Abuse & Sexual Violence

Outcome 2: Awareness

Welsh language users understand and are aware of the Welsh language services available to them

Social media

Platform	Followers	Impressions
All	 5,224 Total Followers (up 5.7%)	432,000 Total impressions
Facebook	 1,452 (up 9%)	209,344
X	 2,989 (down 2%)	90,320
Instagram	 783 (up 40%)	133,025

The Council operates several dedicated Welsh language social media accounts. These accounts are regularly promoted on the Council’s English language social media channels.

Together they have a combined total of **5,224** followers, an increase of **5.7%** from 2024-25, more than doubling the percentage increase of **2.4%** achieved during the previous year.

Content published on these accounts is focussed on providing the public with up-to-date information about council services. In 2025-26 just over **4,900** posts were published on these channels, generating more than **432,000** impressions (views).

Access to Welsh services is promoted across the Council’s English and Welsh language social media channels – in the past year this has, included promotion of:

- opportunities to take part in consultations on the future of Welsh-medium education, the city’s Budget for 2025-26 and the annual Ask Cardiff survey;
- the options available for parents to choose Welsh-language education;
- ‘Big Welsh Rhymetime’ events in Hubs and Libraries;
- the Our City, Our Language website; and
- the Welsh Language Commissioner’s ‘Use your Welsh’ campaign.

Digital Services





Most of the information requests received by Cardiff Council are presented through its social media accounts, website, and the Connect to Cardiff service (C2C). These services present easily accessible Welsh and English options to support all Cardiff's citizens to communicate with the Council in the language of their choice.

In 2025-26

- **1197** calls were made to the C2C Welsh-language line, all answered by a Welsh-speaking member of staff.
- The C2C social media team handled **1460** Welsh language messages, each receiving a full response in Welsh.
- The Cardiff Council app processed **17,853** information requests submitted in Welsh.
- **6,921** users accessed Welsh-language pages on the Council website, generating **27,236** page views.
- **304** webforms requesting information in Welsh were submitted and responded to in Welsh

Outcome 3: Policy

Organisations give due regard to the potential impacts of their policy decisions on the Welsh language

Local Development Plan

Cardiff Council submitted its final Local Delivery Plan (LDP) to the Welsh Government's Planning Inspectorate in January 2026. As part of this process, a comprehensive assessment of the LDP's impact on the Welsh language was undertaken. This included the development of a Strategic Policy and a Detailed Policy relating to the Welsh language, supported by a detailed technical background paper.

The LDP designates Cardiff as an Area of Linguistic Importance, marking a significant step in strengthening the visibility and status of the Welsh language and introducing requirements that it is given conscientious consideration in decisions relating to land use, housing and employment development across the city.

The Welsh language policy, supported by Supplementary Planning Guidance, represents a significant step in strengthening the visibility and status of Welsh in the capital. It will contribute to the delivery of the Welsh Government's Cymraeg 2050 objectives, with a particular focus on strengthening linguistic infrastructure and increasing the everyday use of Welsh, while also supporting the Wellbeing of Future Generations Objective of a Wales of vibrant culture and thriving Welsh language.

The initial focus will be on embedding Welsh language considerations within the planning system, both within the Council, and among developers and communities. Possible impacts on the Welsh language will be identified and considered at an early stage in major planning applications, providing a stronger basis for engagement with Bilingual Cardiff Forum partners and the development of mitigation measures or planning obligations where appropriate. This approach will increase awareness of the Welsh language at both community and city-wide levels and support its long-term growth in the capital.

The second report of the Welsh Communities Commission, expected in early 2026, will provide further valuable context for the LDP and focusses on communities with lower densities of Welsh speakers. The Planning Inspectorate is scheduled to hold hearings on Cardiff's LDP in 2026-27, including a dedicated Welsh language session. Following these hearings, and any subsequent consultation, the Inspectorate will publish its final report. The Council anticipates formally adopting the LDP in early 2027.

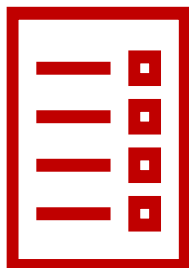
Once adopted, the Council intends to develop Supplementary Planning Guidance (SPG) on the Welsh language. This guidance will support developers in considering the Welsh language from the earliest stages of the planning process. It will outline how applicants should assess the

linguistic context of development areas and identify appropriate measures to promote the Welsh language or mitigate any potential adverse impacts.

This planned SPG builds on recent initiatives, including the Council's Street Naming Policy, which aim to strengthen the presence of the Welsh language and contribute to Cardiff's vision of becoming a genuinely bilingual capital.

In 2025-26, approximately 200,000 words were translated to support the development of the new LDP.

Welsh Language Impact Assessments



Cardiff Council supports its staff to ensure that conscientious consideration is given to the impact on the Welsh language when developing or revising policies. A dedicated section on the Welsh language is included in the Council's Single Impact Assessment form and training on the requirements to support a Welsh language impact assessment is provided by the Bilingual Cardiff Policy team.

22 impact assessments on savings proposals were reviewed to support Cardiff Council's consultation on its 2026-27 budget. This ensured that any potential adverse impacts on the Welsh language, and actions to mitigate them, were clearly identified.



65 policies and strategies were reviewed by Bilingual Cardiff via the Impact Assessment Forward Planning Group.

The Impact Assessment Forward Planning Group meets monthly to review forward plans for the Council's Scrutiny and Cabinet Committees. This provides improved oversight of forthcoming impact assessment requirements and allows additional time to review policies, supporting documents, and consultation materials. As a

result, the Group can deliver more robust, well-informed impact assessments and consultation questions. This work strengthens the organisation's ability to give conscientious consideration to the potential impact of proposals on the Welsh language and supports continued compliance with the Welsh Language Standards.

Dedicated Policy Mailbox

Bilingual Cardiff maintains a dedicated policy mailbox for Welsh language matters:

This mailbox, and the policy support provided by Bilingual Cardiff, are regularly promoted with Cardiff Council staff:



WelshLanguagePolicyMatters@cardiff.gov.uk

Outcome 4: Workplace

Organisations increase the use of Welsh in their workplace, enabling staff to work in Welsh on a day-to-day basis

Bilingual Cardiff Bilingual Council Policy

Cardiff Council is committed to supporting the Welsh language and creating opportunities staff to use the Welsh language and improve their Welsh language skills. Creating and maintaining Welsh language spaces is an essential component of this and ensures the language is a visible part of the Council's culture.

In 2025-26 it was agreed to revise Bilingual Cardiff Bilingual Council - the Council's policy to promote the use of Welsh within its workplaces. The revision was appropriate to facilitate the incorporation of the work completed by Cardiff Council to update its Council staff Welsh language skills data and the adoption of the CEFR language proficiency framework.

Key measures presented in this revision include:

- A robust bilingual recruitment process to support the use of Welsh from the start.
- Actions to support Cardiff Council's commitment to sign TUC Wales's Twf Charter.
- Welsh language and/or community language skills as a desirable requirement when advertising all vacant posts.
- Provision of Welsh language elements within staff induction.
- Designation of Welsh language contacts to support new staff and encourage Welsh language communication where practicable.
- Updated guidance on the use of information technology and artificial intelligence to promote Welsh language.

The revised policy strengthens commitments within the Welsh Language Skills Strategy through the introduction of a Welsh Language Capacity Continuum, enabling each team's ability to provide Welsh language services to be assessed and developed. This approach supports targeted interventions, including staff upskilling and the designation of Welsh-essential roles.

CEFR

The revised Bilingual Cardiff Bilingual Council policy provides detailed requirements to support Cardiff Council's transition to the Common European Framework of Reference for Languages (CEFR) for describing Welsh language proficiency. This transition is one of the recommendations made

in the Welsh and Education (Wales) Act 2025. This will standardise language skill levels, support recruitment, and recognise the full range of Welsh language skills across the workforce.

Welsh Language Skills Capacity Continuum

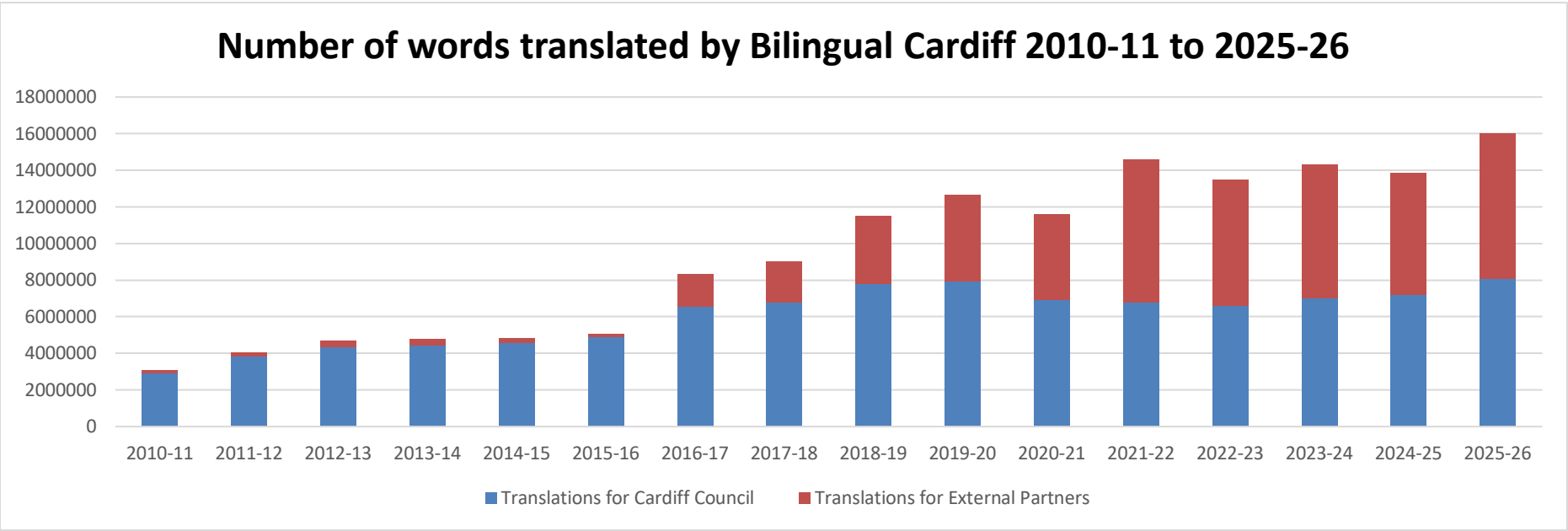
The revised Bilingual Cardiff Bilingual Council policy provides a model continuum for Welsh language capacity to support Council teams. This will allow targeted support for those teams who need to increase the number of their staff with Welsh language skills and ensure the Council can always deliver high quality Welsh language services. The continuum offers benchmarks for the number of posts within teams identified as Welsh Essential and the number of staff with Welsh language skills or are receiving Welsh language training. These benchmarks provide developmental targets for teams to assist in moving them across the continuum towards the High Capacity designation.

Detailed description	High Capacity				Low Capacity	
	20%+ Welsh Essential	Speakers	10%+ Welsh Speakers	10%+ Learning Welsh	Low Welsh Language Capacity	Non-public facing
	20% of team posts include L3-language requirement	20% of individuals in the team can speak Welsh L3-L5	10% of individuals in the team can speak Welsh L3-L5	10% of individuals in the team can speak Welsh L1-L2	Less than 10% are in Welsh essential jobs or Welsh speakers/learners	Low Welsh capacity, but non-public facing

Translation

The Bilingual Cardiff Translation Team provide high quality document translation and simultaneous translation services for Cardiff Council, and several external partners.

In 2025-26 the Bilingual Cardiff Translation team translated **16,035,501** words. This represents the highest annual translation total for the team. This included **8,067,202** words translated for Cardiff Council and **7,968,299** words for external partners



Bilingual Cardiff provided simultaneous translation for **266** meetings and events.

Outcome 5: Promotion

Organisations promote the Welsh language so that people can use the language naturally in their daily lives

Education

The 2022-27 Bilingual Cardiff Strategy supports the delivery of Cardiff Council's Welsh in Education Strategic Plan (WESP) and both strategies include shared outcomes and actions.

These actions include targets to increase the take up of nursery and reception places in Welsh-medium education.

Nursery Places

Number On Roll data for October 2025 shows **626** pupils on roll in Nursery places at Welsh-medium primary schools – **19.8%** of the total intake across the city.

Reception Places

Number On Roll data for October 2025 shows **674** pupils on roll in Reception places at Welsh-medium primary schools – **19.5%** of the total intake across the city.

Ysgol Groes-wen

The dual-language stream at Ysgol Groes-wen includes **24** pupils in the Reception class and **37** pupils in the Nursery class. These pupils are not counted within the Welsh-medium Reception or Nursery datasets because, should they continue within the dual-language pathway, they would require additional language-immersion provision to develop their Welsh-language proficiency to the level necessary for progression into Welsh-medium secondary education.



The Cymraeg i Bawb partnership, which promotes access to Welsh-medium education, was expanded nationally across Wales in 2025-26 under the leadership of Mentrau Iaith Cymru. The national model builds on the success of the Southeast Wales partnership, chaired by Cardiff, following a Welsh Government funded two-year pilot in 2023-24 and 2024-25.

The second Cymraeg i Bawb Conference took place at the Soar Centre in Merthyr Tydfil on 3 April 2025. Keynote speakers included Mark Drakeford, Cabinet Secretary for Finance and the Welsh Language, and Efa Gruffudd Jones, Welsh Language Commissioner.

The Southeast Wales partnership - comprising the region's Mentrau Iaith, Local Authority Education officers, and other stakeholders - continued to meet throughout 2025-26. A Communications and Marketing Officer was appointed in July 2025 to support delivery of the partnership's work.

Projects supported by Cymraeg i Bawb in 2025-26 included:

- A promotional package for Welsh-medium schools in Southeast Wales
- Bespoke promotional materials for Mentrau Iaith community events
- Research into parental choice and Welsh-medium education

Bilingual Cardiff Strategy

Bilingual Cardiff is Cardiff Council's five-year strategy to promote the Welsh language. First adopted in 2017 and revised for 2022–27, the strategy outlines how the Council supports the ambitions of Cymraeg 2050 through three core themes: increasing the number of Welsh speakers, increasing the use of Welsh, and creating conditions for the language to thrive.

The strategy is delivered in partnership with the Bilingual Cardiff Forum, whose members include Cardiff's schools, higher and further education institutions, cultural organisations, and Welsh-language partners such as the Urdd, Mudiad Meithrin, and Menter Caerdydd.

Key achievements in 2025-26 include:

- Developing a dedicated database of Welsh-language opportunities across Cardiff

- Delivering the third Gyrfa Gymraeg Welsh language careers event
- Supporting Tafwyl, Cardiff's free Welsh-language festival
- Expanding Welsh language provision for Cardiff's young people through the CFTI partnership
- Supporting new nursery provision at Ysgol Coed-y-Gof

The 2022–27 Bilingual Cardiff Strategy will undergo independent assessment in 2026, with resulting recommendations incorporated into the revised 2027–32 strategy.

Revision of the Bilingual Cardiff Strategy

The next Bilingual Cardiff strategy will be developed with Cardiff Council's Welsh in Education Strategic Plan (WESP).

Public consultation on the strategy, alongside a draft revised WESP, is planned for early 2027.

Outcome 6: Governance

Organisations protect and promote the interests of Welsh language users by having effective governance and complaints arrangements

Complaints and Investigations

Internal	Welsh Language Commissioner		
3	6	8	7
Complaints received	New investigations	Total investigations	Investigations open at year end

3 complaints were received in 2025-26 regarding Cardiff Council’s Welsh language services and its compliance with the Welsh Language Standards. The complaints received were in relation to the provision of Welsh language services on digital platforms and customer interfaces. Actions have been undertaken to correct issues identified by these complaints and guidance has been provided to support learning and to prevent reoccurrence.

8 Welsh Language Commissioner statutory investigations into potential non-compliance were active during the year. Of these **6** were received in 2025-26 and **2** remained active from the previous year.

At year-end, **7** investigations remain ongoing, with all correspondence between the Commissioner and relevant Council departments managed in accordance with statutory requirements.

The Bilingual Cardiff Policy Team serves as the Council’s primary contact for the Commissioner, coordinating responses with the appropriate Directorates. Matters are escalated to senior officers only in exceptional circumstances, such as when a determination may be disputed or when significant organisational or financial implications arise. Continued communication throughout each investigation supports early identification and resolution of any issues.

Policy Advice

Bilingual Cardiff Policy Team

The team meets weekly to consider Welsh language policy matters, including policy development and revision, Welsh language impact assessments, statutory investigations, and complaints relating to Welsh language services.

Governance

Senior Management Team (SMT)

Welsh language matters are routinely discussed at SMT to support operational decision-making and ensure compliance.

Welsh Language Coordinators and Champions

Cardiff Council maintains a network of Welsh Language Coordinators and Champions. Each service area has a Coordinator responsible for promoting the Welsh language and cascading information to colleagues, supported by Welsh Language Champions at Operational Manager level or above.

The Coordinators meet monthly to discuss policy issues and identify challenges affecting Welsh language service delivery.

Bilingual Cardiff Members Group

The Bilingual Cardiff Members Group is a cross-party forum of councillors who champion the Council's vision for a bilingual Cardiff and promote the Welsh language. The group meets quarterly.