

## Initial implementation programme of the 2023-2033 Language Strategy – actions for the period October 2023 to October 2024

This is a live work programme that will be regularly reviewed. Further discussions will be held with the Council's departments at the end of the year to identify the exact plans and projects to include in the work programme, and we will be able to gather evidence and data about them annually.

### Language of the Early Years

Strategy Objective	Action	Who is responsible	Measuring success
Early Years settings laying firm foundations to use Welsh and appropriate support will be targeted to assist with maintaining the groups	<i>Appropriate targets from WESP.</i>	Education Department / Language and Scrutiny Unit	Measures determined against the WESP targets
	Discussion between the Council and Mudiad Meithrin to consider which steps need to be taken to ensure that Ti a Fi groups and Cylchoedd Meithrin receive the appropriate support to grow and thrive	Language and Scrutiny Unit / Education Department / Mudiad Meithrin	Actions and measures to be agreed
Raise the awareness of parents of the education system and opportunities to introduce Welsh before children reach school age.	Consider holding specific campaigns for Gwynedd to give information and refer parents to resources and activities	Language and Scrutiny Unit	
Create new informal opportunities for the family to use Welsh	Hold activities in target areas where there is a specific focus on language use between the parents and children.	Menter Iaith Gwynedd	Number of activities and attendees
Continue to ensure a variety of activities for young families that give regular opportunities to use the Welsh language.	Conduct various sessions to introduce the Welsh language to young children	Gwynedd Libraries Service / Early Years Service / Menter Iaith Gwynedd	Number of activities and attendees

## Language of Learning

Aim	Action	Whom?	Measure
An increase in the number of school pupils who follow Welsh medium courses (GCSE/A Level)	Raise awareness / campaign and give positive messages to young people regarding the reasons to learn and the value of the Welsh language for the world of work.	Education / Language Charter / Hunaniaith/ Llandrillo Group / University Education Forum and the Llwyddo'n Lleol Progression Forum	
Improve communication/Welsh language skills for Council staff, both verbally and written	Language Designations Project identifies the need for training and lessons amongst new staff.	Corporate Support Department	Number of staff who complete language self-assessments.
	Staff receiving lessons in a timely manner, and progress monitored.	Corporate Support	Number of staff who attend training and development for their job designation.
	A specific scheme to look at staff writing skills, to work on using Clear Welsh principles and simplify the language used to communicate with the public.	Corporate Support	Number of staff who attend training.
Improve education provision and accreditation in the context of apprenticeships	Work with education providers to increase the opportunities for apprentices to follow their course and qualifications through the medium of Welsh.	Talent and Apprenticeships Team, Corporate Support	

Continue to ensure that there are opportunities for young people to gain qualifications and accreditations through the medium of Welsh beyond formal education.	Continue to offer opportunities for young people to gain accreditations and qualifications through the medium of Welsh and discuss any barriers to offering more with the relevant partners.	Youth Service	Number of young people who gain accreditations
Support and develop the skills of community trainers.	Conduct initial discussions regarding the possibility of developing a training and community language robustness plan.	Yr Urdd, Coleg Cymraeg (the Geirfa Chwaraeon app)	
Increase informal training and learning opportunities in the community and ensure there are opportunities available in every part of the county.	Discuss with yr Urdd, the Youth Service and Byw'n Iach to ensure that there is no duplication of activities in some areas and that resources are targeted in the best places.	Yr Urdd, Byw'n Iach, Youth, Language and Scrutiny Unit, Language Forum, Menter Iaith Gwynedd	

## Language of Work and Service

Aim	Action	Whom?	Measure
Promote the Welsh language as a skill and develop the understanding of people of all ages about the demand in the world of work.	Awareness campaign about the need for skills in the workplace.	Corporate Support	Several campaigns to be held
Increase understanding of the need for Welsh language services and as a result the need for Welsh language skills within the public sector.	Work with the Services Board's Welsh Language Sub-group to share good practice in terms of recruitment across public organisations.	Corporate Support	Deliver a joint project with the SB

<p>Increase the use of Welsh language medium on-line services by the public</p>	<p>Conduct PhD research into the attitudes of residents and language use.</p> <p>Trial schemes within the Council to review on-line forms to make them more accessible, easy to understand and use.</p>	<p>Bangor University / Corporate Support</p>	<p>Research results</p>
<p>Ensure that the Council workforce possess the appropriate skills to be able to offer a seamless Welsh language service across the Council.</p>	<p>Ensure that people; with the correct skills are appointed, and that there are steps in place to improve skills via Language Designations and Workforce Planning projects.</p>	<p>Corporate Support</p>	<p>Number of staff appointed that reach the post designation and the number of workforce who receive training to improve their skills.</p>
<p>See the county's businesses developing the use of Welsh and offering more services to the public through the medium of Welsh.</p>	<p>Look at ways of encouraging businesses to use Welsh.</p>	<p>Corporate Support, Economy and Community, Menter Iaith</p>	<p>Number of businesses who have received support</p>

## Language of the Community

Aim	Action	Whom?	Measure
Understand the nature of communities and their needs	Consider how to develop ways of measuring the use of language as a community language.	Cyngor Gwynedd	
Identify gaps in terms of community provision and activities to use the Welsh Language	Collaborate with the County's Language Forum members to map and identify gaps.	Language and Scrutiny Unit / Menter Iaith Gwynedd	
	Develop the use of Gwynedd Activities map	Cyngor Gwynedd Language and Scrutiny Unit	
Give more opportunities for learners to practice their new skills	Conduct activities and community conversation sessions giving learners an opportunity to practice and gain confidence in an informal atmosphere	Menter Iaith Gwynedd	Number of activities and attendees
Develop opportunities for young people to use the Welsh language in various contexts, and particularly in digital communities.	Continue implementing <b>Project 15</b> , that seeks to encourage the creation of digital content in Welsh on various platforms.	Language and Scrutiny Unit / Menter Iaith Gwynedd	Number of activities
Increase the visual status of the Welsh language in communities.	Implement the schemes of the <b>Place Names Project</b> that deals with signs and street names in order to increase the social opportunities for the Welsh language for all ages in the County's communities		
	Community activities targeted to specific areas	Menter Iaith Gwynedd / Council Services that provide community activities	Number of activities and attendees

Community enterprises supported to grow in order to develop opportunities to use Welsh in the communities / Try to support more community enterprises to create activities and economic plans that will benefit the communities themselves.	<b>Arfor 2</b>	Arfor Project	Number of social enterprises supported via Arfor schemes
Collaboration with partners on plans that contribute to linguistic and community prosperity	Discuss opportunities to collaborate with Adra – Community Strategy		

### Research and Technology (infrastructure)

Aim	Action	Whom?	Measure
Undertake research that will improve our understanding of the impact of different factors on the Welsh language	Support research by Bangor University regarding the link between language and economy/tourism	Cyngor Gwynedd (Language and Scrutiny Unit/Economy Department), Bangor University	
	Support PhD research to understand the habits of residents when using services (especially on-line services)		
Develop the relationship between the Council and the world of academia	Share information with other counties about relevant research	Welsh Universities /Language Officers/Arfor	
Increase the visibility of Welsh place names on public maps	Try to encourage and persuade the Ordnance Survey to use Welsh names on base maps.	Language and Scrutiny Unit (Place-names project)	