



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council



Neath Port Talbot County Borough Council Welsh Language Promotion Strategy 2023-2028

Annual report 2024-2025

Mae'r ddogfen hon hefyd ar gael yn Gymraeg
This document is also available in Welsh

www.npt.gov.uk/welshlanguage

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Introduction

We are pleased to present the second annual report for the Welsh Language Promotion Strategy 2023-2028. This report covers the period from 1 April 2024 to 31 March 2025 and highlights our progress in implementing the strategy's actions with target dates in 2024 and 2025.

On 12 July 2023, the revised Welsh Language Promotion Strategy 2023-2028 for Neath Port Talbot was adopted by Council.

The strategy outlines how we intend to promote the Welsh language and facilitate its wider use to ensure that by 2028, it is more noticeably heard and seen in our local communities.

It aligns with the strategic themes of the Welsh Government's 'Cymraeg 2050' Welsh Language Strategy and outlines our approach to:

- Increasing the number of Welsh speakers.
- Enhancing the use of Welsh.
- Creating supportive conditions (infrastructure and context) within the county borough.

In addition to promoting the use of Welsh within our communities, we also aim to encourage its use across the Neath Port Talbot Council workforce.

While progress has been made in many areas, some actions have not advanced as expected due to various factors.

For any specific targets that have been missed, our goal is to achieve these within the next year to realign the plan with its original timelines.

The Census is the key source used to measure the number of Welsh speakers in Wales. According to the 2021 Census, around 13.5% of people over the age of three in NPT can speak Welsh – a decrease from 2011 when the percentage was 15.3%. The figure for the whole of Wales was 538,300 (17.8%).

The Annual Population Survey provides results more often and is therefore a useful source for looking at Welsh language trends between Censuses.

According to the Annual Population Survey for the year ending 31 December 2024, there were 37,500 residents in NPT aged 3 years and over who can speak Welsh (27.4%).

In addition, data from our Pupil Level Annual School Census (PLASC) shows the projected target of pupils in Welsh Medium Schools for 2025 at 17.7%, or 3,588 Pupils out of a total of 20,529.

Developments during 2024-2025

Benefits of Welsh-medium education videos



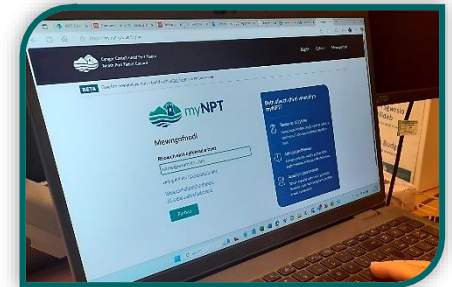
A series of 6 professional videos, 'Taith at Ddwy Iaith', were commissioned by the council's Education, Leisure and Lifelong Learning Directorate and launched during the year.

The videos focus on the Welsh-medium pathways from pre-birth through to further education (both higher education and vocational pathways) and promote the benefits of bilingualism and Welsh-medium education.

myNPT - New Resident Account Platform

Our resident account platform, myNPT, was launched during the year and is fully bilingual. Language preference is captured during sign-up and applied across all communications, including bin day notifications. The platform offers a seamless bilingual experience, with our Welsh language content designer embedded in the product team to ensure that all new features and content meet the needs of Welsh-speaking users and contribute to the council's 'active offer'.

New "Report It" and "Contact Us" facilities were also developed bilingually, enabling residents to self-serve in their preferred language.



Additional Capacity and Expertise



WLGA grant money was utilised during year to support Menter Iaith CnPT in employing an additional Swyddog Cymuned - Community Officer to promote and support the Welsh language in the community and within schools.

Eisteddfod yr Urdd Dur a Môr 2025

During the year preparations for Eisteddfod yr Urdd Dur a Môr in May 2025 gathered pace with the council and its partners keen to make the most of the enhanced opportunities to promote Welsh language and culture. External communications were published on the council's owned channels and NPT Council staff were also encouraged to build their Welsh language skills with a view to volunteering at the Urdd to promote the county borough and upcoming Welsh language campaigns.



Support for national campaigns to promote The Welsh language



Diwrnod Shwmae Su'mae - we marked Shwmae Su'mae Day on October 15, 2024, to encourage everyone to begin conversations with "shwmae," "su'mae," or "shwdi!" This annual event helps highlight that the Welsh language is for everyone - whether a fluent speaker, a learner, or someone who feels a bit shy about using Welsh.

Defnyddia dy Gymraeg (Use your Welsh) - in December 2024, we supported the Defnyddia dy Gymraeg initiative with an internal campaign to highlight the council services which can be accessed in Welsh, as well as signposting to our "Learning and Using Welsh" webpage.



Initiatives for Neath Port Talbot Council Employees 2024-2025



Learning Welsh - We recognise that supporting and encouraging Welsh speakers and learners to use their language skills at work is crucial to our compliance efforts. In line with this, we continued to ensure that employees completed the mandatory Welsh Language in NPT eLearning course. By 31st March 2025, 2,859 staff members had completed the course, marking an increase of 1,179 since the end of the previous year. Additionally, several new initiatives and training opportunities were introduced for council employees throughout the year, for example Hyder-ish courses and Dydd Gŵyl Dewi celebrations.

Activities continued throughout the year to promote the Welsh language to NPT Council employees:

Dydd Gŵyl Dewi Celebration - The Welsh Language Officers Group (WLOG) held a number of informal events for staff for Dydd Gŵyl Dewi/St David's Day across each of the three main civic buildings (The Quays, Neath and Port Talbot Civic Centres). These events were positively received and provided opportunities to increase informal use of the Welsh language and signpost to opportunities to use and improve Welsh language skills.



Hyder-ish - A six-week “Hyder-ish” course for NPT Council employees started March 2025 and was run by Menter Iaith CnPT. The aim of the lunchtime course was to help Welsh speakers build confidence in their language skills by offering the opportunity to practice in an informal way whilst completing engaging tasks. A total of 5 staff completed this cohort. Further courses are planned for different civic buildings and officers will be exploring the feasibility of making these hybrid to allow more flexibility to attend.

Bilingual Introductions in NPT Council employee newsletters - in December 2024, the weekly newsletters for NPT Council employees “The Sway” and “In the Loop” saw introductions being rotated amongst the Chief Executive and Corporate Directors for the first time. Upon the introduction of this, these senior leaders committed to publishing their introductions bilingually.

Regular ‘Welsh words of the week’ features were also re-introduced. Where possible these were linked to topical themes, e.g. rugby related words to coincide with the Six Nations, St.Dwynwen’s Day words, words linked to Christmas, words linked to the budget etc.



Progress on Action Plan for 2024-2025

Strategic Theme 1: Increasing the numbers of Welsh speakers

Area of work: Support the implementation of the WESP 2022-2032

Action: 1.1 Promote the 'Welsh Homework Help' Facebook group to all pupils and their families who attend Welsh medium schools

Progress 2024-2025:

Menter Iaith CnPT attended a number of events throughout the year where they promoted the Welsh Homework Help Facebook group to parents. These included the NPT Family Fun Day and Welsh language fun day. Menter Iaith CnPT also attend open days within Primary Schools where they promote the group to parents. They continued to add new resources to the group for parents to utilise at home.

WLGA grant money was utilised during year to support Menter Iaith CnPT in employing an additional officer to promote the Welsh language in the community and within schools.

Menter Iaith CnPT continued to facilitate and/or organise events to promote the Welsh language, including 'Caffi Cymraeg' in some Welsh-medium schools, and a range of courses e.g. 'Clecs' project is taking place in Pontardawe to promote Welsh in the community.

Action: 1.2 Update and promote the 'Benefits of Bilingualism' booklet to families

Progress 2024-2025:

The booklet has been updated within the last 12 months and more copies have been printed which Menter Iaith CnPT hand out at events to parents who need them. A digital version of the booklet is currently being developed.

Action: 1.3 Promote bilingualism to perinatal families

Progress 2024-2025:

The council's Education, Leisure and Lifelong Learning Directorate commissioned and launched a series of 6 'Taith at Ddwy laith' promotional videos to promote the benefits of bilingualism and all aspects of Welsh-medium education for non-Welsh speaking parents.

The videos support the Welsh in Education Strategic Plan and focus on Welsh-medium pathways from pre-birth to further education and were made using funding available to trial interventions in response to the results of the linguistic reduction observed in the 2021 Census in former industrial heartland areas of the Western Valleys and to contribute to commitment number 36 of the Collaboration Agreement "ensuring the Welsh language is spoken in more places, including workplaces, all over the country".

Menter Iaith CnPT continue to promote the Welsh medium education alongside the commissioned videos mentioned above.

Area of work: Language transmission in the home

Action: 1.4 Identify the availability (face to face and online), cost and location of Welsh language courses and promote these to residents

Progress 2024-2025:

Menter Iaith CnPT signposted parents and people within the community to the Dysgu Cymraeg ABA website and provided them with contact details.

They also signposted to the Clwb Cwtsh course provided by Mudiad Meithrin. Clwb Cwtsh is a taster programme focusing on speaking Welsh with young children. It's aimed at parents to be, parents/carers and extended family members and attendees don't need any Welsh language skills.

Action: 1.5 Develop and promote Welsh language awareness sessions to residents

Progress 2024-2025:

Menter Iaith CnPT attended open days within Welsh language primary schools and with a presentation on the benefits of Welsh education. They delivered Welsh language awareness sessions within the secondary schools for pupils and staff.

Menter Iaith CnPT held a programme of events during the school holidays in the Libraries within Neath Port Talbot. These events are an opportunity to speak to parents about the benefits of Welsh education.

Menter Iaith CnPT attended a jobs fair in Neath Port Talbot College and spoke about the benefits of the Welsh language in employment. They also had an information stall in conferences, e.g. a head teacher conference.

Menter Iaith CnPT worked with the second language secondary schools within the authority to help them gain their Siarter Iaith awards. It is anticipated that progress relating to these awards will be reported in the 2025-2026 Annual report.

Area of work: Support people learning/speaking Welsh

Action: 1.6 Provide opportunities for Council staff to access appropriate levels of Welsh language learners/improvement courses

Progress 2024-2025:

Neath Port Talbot Council recognise that supporting and encouraging Welsh speakers and learners to use their language skills at work is crucial to compliance efforts. In line with this, we continued to ensure that employees completed the mandatory Welsh Language in NPT eLearning course. By 31st March 2025, 2,859 staff members had completed the course, marking an increase of 1,179 since the end of the previous year

Menter Iaith CnPT facilitated Hyder-ish sessions for council staff who speak Welsh to improve their confidence, enabling them to use it in work and within the community.

The Welsh Language Officers Group (WLOG) held a number of informal events for staff for Dydd Gŵyl Dewi/St David's Day across each of the three main civic buildings (The Quays, Neath and Port Talbot Civic Centres). These events were positively received staff and provided opportunities to increase informal use of the Welsh language.

Action: 1.7 Create and promote Welsh language resources for families and the public more generally

Progress 2024-2025:

Menter Iaith CnPT created and shared more resources on the Welsh Homework Help Facebook group. A pack of activities has been created to use with Welsh learners in community events, for example within the Cafe Cymraeg.

Menter Iaith CnPT created a new flyer promoting Welsh Apps that could be useful for families, children, professionals and learners. This flyer is updated regularly to include new apps. Additionally, there is a channel on Spotify with a number of different playlists of Welsh music from different genres.

Resource packs have been created for use within NPT youth clubs. These packs have been provided to all the youth clubs within the area. The youth clubs will then ask for specific activities throughout the year and we are able to provide these. A session has also been developed for second language primary schools which can be adapted for specific themes.

Signposting videos have been developed mapping the pathway through Welsh Medium education. The NPT website Welsh-medium education page is in the process of being redeveloped to include information on pathways and resources, it is anticipated further reporting of this in the 2025-2026 Annual Report.

Action: 1.8 Develop/signpost to appropriate courses and support for teaching and non-teaching staff learning Welsh

Progress 2024-2025:

The council's new Learning Management System, Thinqi was launched in December 2024 and is available to employees across the council, including NPT Schools. Thinqi is a one stop shop for employees' training needs allowing them to complete eLearning, book their own courses and view training records. The platform is bilingual, and employees can select their preferred language or toggle between both whilst engaging with the platform. It also includes Welsh language courses:

- Mandatory Welsh language awareness training
- SCW Welsh Language Awareness (provided by Learning Consortium Wales) - this module gives people working in social care, from early years through to caring for the elderly, an awareness of why Welsh language skills and working bilingually are important. It also signposts to further resources that provide support.
- WLGA (Members) Welsh Language Standards training (provided by Learning Consortium Wales)

Strategic Theme 2: Increasing the use of Welsh

Area of work: Support and promote the use of Welsh in social settings 2022-2032

Action: 2.1 Explore opportunities with the Library Service to raise awareness of Welsh language books/materials with residents

Progress 2024-2025:

There were 8,012 Welsh language items loaned by the NPT Library Service in 2024/25.

During the year the Library Service has:

- Grown its reading group collection of books for adult Welsh readers
- Delivered Welsh language events as part of the Children's Festival
- Provided Welsh language activities for children during school holidays in partnership with Menter Iaith CnPT
- Delivered a Welsh language song and rhyme programme for early year children

Promoted Welsh language books as part of regular library displays

There were 15 Welsh language events in NPT Libraries 2024-25 with 238 attendees

Action: 2.2 Explore opportunities to increase the visibility of the Welsh language at all leisure and cultural facilities

Progress 2024-2025:

The new Commercial Marketing Team has been established to promote our country parks, theatres and The Orangery wedding venue. The team provides fully bilingual content and promotes this across integrated marketing campaigns.

Preparations continued for the Eisteddfod yr Urdd Dur a Môr at Margam Country Park in May 2025, including a 'place' presence at the event from NPT Council in an NPT Pavilion, and a range of marketing and communication activities during the lead up to the event to encourage participation. Funding was allocated through the SPF funded Heritage, Culture, Tourism and Events Fund to enhance engagement by the Urdd with young people in NPT, including celebration events leading up to the event and two development officers based in schools in NPT.

The Richard Burton Centenary Celebration was launched in February 2025 with a fully bilingual programme of activity, including the new Richard Burton Trails in Pontrhydyfen and Taibach and a series of guided walks, exhibitions, talks and other celebrations.

Menter Iaith CnPT developed a very successful, well attended programme of events with Pontardawe Arts Centre and are keen to duplicate this partnership with other arts venues across the county borough. They also held Welsh language events as part of the Neath Literature Festival, and a number of events linked to the Eisteddfod yr Urdd which they have organised and supported.

Eight Welsh language events were held at Pontardawe Arts Centre in 2024-2025, with a combined total of 1,685 attendees.

Action: 2.3 Develop a second Welsh language Youth Club in partnership with the voluntary sector in Tairgwaith

Progress 2024-2025:

The partnership Menter Iaith CnPT has developed with NPT Youth Service has been very successful. They have attended every youth club within the county borough to provide Welsh language sessions for young people. These have included silent discos and bingo sessions. They now run two Welsh Language youth clubs within the county borough - both of these are well attended. During the Autumn term local radio presenter Steffan Crocker attended three NPT youth clubs to plan and record Podcasts with young people about Welsh language and culture. The young people really engaged in these sessions.

Young people were able to attend Llangrannog during the October half term. They were chosen because they had completed their Welsh language and culture accreditation. This was an opportunity for them to hear the Welsh language used in a social setting outside of the classroom, which most of them will not have experienced previously.

Menter Iaith CnPT and NPT Youth Services also attended many events throughout the year within the community and schools with Welsh language promotional material and activities. They held a Welsh language club within three of the second language secondary schools. This provides young people with an opportunity to use their Welsh language skills in a more social setting.

Action: 2.4 Explore with children and young people how Welsh can be used more in a social context.

Progress 2024-2025:

Menter Iaith CnPT delivered a programme of extra-curricular activities for children in Welsh schools in the Cwmtawe/ Ammantawe areas. This included a series of workshops after school and on weekends that allowed attendees to continue socialising in Welsh outside of the classroom. The Welsh language youth clubs provide young people with opportunities to socialise in Welsh and to see Welsh as a community language. Their school holiday programmes allowed children and young

people to continue using their Welsh during the school holidays, and lunch clubs in second language schools gave young people the opportunity to use their Welsh in a social setting.

Menter Iaith CnPT have a programme of Welsh coffee mornings running across NPT for Welsh learners and fluent speakers. These are advertised through Dysgu Cymraeg Ardal Bae Abertawe.

Action: 2.5 Work with local musicians to provide creative sessions for young people - exploring personal journeys in Welsh music, etc.

Progress 2024-2025:

Menter Iaith CnPT held Welsh ukelele sessions in Pontardawe with the aim of forming a Welsh language ukelele band in the area.

Area of work: Expand the use of Welsh in the workplace etc

Action: 2.6 Identify and promote alternative language skills training opportunities to Council staff

Progress 2024-2025:

Our comprehensive training programme signposts employees to various options for Welsh language training and support tools including the 'Help me choose a course' guide and mobile applications, podcasts, music, TV, and resources to use with children and young people.

The council's new Learning Management System, Thinqi was launched in December 2024. Thinqi is a one stop shop for employees' training needs, allowing them to complete eLearning, book their own courses and view training records. The platform is bilingual, and employees can select their preferred language or toggle between both whilst engaging with the platform. It also includes Welsh language courses

During the year, the corporate induction training session for new employees was also reviewed and updated (for use from the start of the 2025-26 financial year). The slide deck for the training was made fully bi-lingual. The Welsh language element of the induction was also strengthened. It originally included two slides of basic information on the Standards and what they cover, together with information on where staff can find further information and support. The new version includes 11 slides on Welsh language and culture covering:

- a brief history of the Welsh language (including The Welsh Not; The Treason of the Blue Books; Cymraeg 2050)

- the Welsh Language Measure (Wales) 2011
- the Welsh Language Standards (what, why and how)
- Welsh Language support for staff; and
- more information and guidance

A six-week Hyder-ish course for NPT Council employees was launched in March 2025. Led by Menter Iaith CnPT, the aim was to build confidence in speaking Welsh by practicing in an informal way whilst completing engaging tasks. A total of 5 staff registered for this cohort. Going forward it is planned to hold further courses at different civic buildings, possibly as hybrid events to allow staff more flexibility to attend.

In 2024-25 (1st April 2024 – 31st March 2025):

- 10 new learners enrolled on various Welsh Language courses.
- 7 learners have completed modules of training.
- 3 learners remain enrolled and are at various stages of completion.
- 2859 staff have completed the mandatory Welsh Language in NPT eLearning course as of 31st March 2025 (an increase of 1,179 over the course of the financial year)

Action: 2.7 Promote and embed the Council's Internal use of Welsh Policy

Progress 2024-2025:

The council is developing an Internal Use of Welsh Policy, and, in February 2025, we were pleased to be invited to take part in a pilot that the Welsh Language Commissioner's office is undertaking around this area of work. The policy will be published during the 2025-26 financial year.

Strategic Theme 3: Creating Favourable Conditions: Infrastructure and Context

Area of work: Increase the visibility of the language across the area

Action: 3.1 Develop and implement a new Culture and Heritage Strategy that promotes awareness, use and visibility of the Welsh language within Neath Port Talbot

Progress 2024-2025:

The council's new Commercial Marketing Team has been established to promote our country parks, theatres and The Orangery wedding venue. The team provides fully bilingual content and promotes this across integrated marketing campaigns.

The bilingual Dramatic Heart of Wales Destination Marketing campaign reached over 24 million people.

The team continue to create fully bilingual content for the 'We Are NPT' campaign which is aimed at residents of Neath Port Talbot. The aim of the campaign is to change perceptions of NPT whilst also celebrating local heroes across the arts, community and voluntary sectors.

Action: 3.2 Promote Business Wales' free Welsh translation and advice service, Helo Blod, to our business community

Progress 2024-2025:

Menter Iaith CnPT sends out a fortnightly newsletter that includes information on the Helo Blod scheme. They also started the 'hapus i siarad' scheme which promotes businesses' ability to provide Welsh language services to learners and Welsh speakers.

Action: 3.3 Ensure Welsh language, heritage and culture is a key component of the Destination Management Plan currently being developed.

Progress 2024-2025:

The Welsh language and sense of place continues to be integrated into all Destination Management Plan actions and marketing campaigns.

Action: 3.4 Work with the NPT BME Community Association to explore ways to increase awareness of the Welsh Language and culture within communities

Progress 2024-2025:

In August 2024, the NPT BME Association supported NPT Council colleagues in the planning and delivery of a Windrush Day celebration event. The posters and promotion materials for this event were all translated to Welsh and a Welsh choir was invited to sing at the event. A film screening based on Port Talbot Black history was screened, which highlighted how individuals from the Windrush generation had moved to Port Talbot and embraced the Welsh culture and traditions.

The Association supported NPT Council colleagues in the planning and delivery of a Black History Wales 365 event in October 2024. All promotional materials were translated into Welsh, there were also information boards and banners based on Welsh Black History with a focus on the achievements which have contributed to Welsh history in general like sporting legends and other achievements.

The Association continues to explore ways that Welsh language and culture within communities can be promoted.

Menter Iaith CnPT school holiday programmes of activities and baby song and sign sessions were held in NPT libraries without the need to book, to allow everyone access to the sessions and provide greater exposure to Welsh language activities within the community.

Action: 3.5 Develop a Welsh focus for the Council's 'Let's Talk' campaign with 'Let's Talk Welsh' 'Dewch i sgwrsio Cymraeg'

Progress 2024-2025:

The 'Dewch i Sgwrsio' campaign plan was developed in readiness for launching at Eisteddfod yr Urdd Dur a Môr in May 2025. Progress will be reported in the 2025-2026 WLPS Annual Report.

One area of focus for the campaign will be to promote Welsh language events in the county borough. There were 45 Welsh language events on the council's 'What's On' events database in 2024-2025.

Action: 3.6 Ensure Welsh is promoted as part of the SPF monitoring system for the Council's Business Anchor project, i.e., gathering key data, and identifying if support is required to implement practices as part of the new Economic Development CMS system.

Progress 2024-2025:

All applicants to the SPF fund can choose their communication preference (Welsh or English) and all promotional materials and applications are bilingual.

Action: 3.7 Explore the feasibility of creating a Welsh language promotion coordinator to work with services and partners

Progress 2024-2025:

The Welsh Language Promotion Officer is in post and is currently working on targets as set out in the WESP. One of his main objectives is to work closely with the Welsh-medium cluster to tackle surplus places in our Welsh-medium schools.

Area of work: Embed Welsh into all our strategies and plans

Action: 3.8 Develop and implement our internal language skills policy across our service areas

Progress 2024-2025:

The council is currently developing an Internal Use of Welsh Policy, and, in February 2025, we were pleased to be invited to take part in a pilot that the Welsh Language Commissioner's office is undertaking around this area of work. The policy will be published during the 2025-26 financial year.

Action: 3.9 Ensure the Welsh language is central to the design and application of new technologies

Progress 2024-2025:

There has been continued progress in ensuring that the Welsh language remains central to the design and application of new customer facing digital products delivered as part of the council's digital delivery plan.

Over the past year, Digital Services have built on the strong foundations laid in 2023-24, with their Welsh Content Designer continuing to play a key role in embedding the Welsh language across all aspects of our digital services.

The refreshed corporate website, www.npt.gov.uk, re-launched in December 2024, has been developed with Welsh content design from the outset. The Welsh Content Designer has been an integral part of the product team throughout, ensuring that the website meets the needs of our Welsh-speaking users.

All new content is developed bilingually by default, and we have introduced 'pair writing' with service teams—such as drainage services—to ensure content is clear, accurate, and accessible in both Welsh and English.

The council uses Silktide (a web governance platform that helps large organisations improve accessibility, content quality, and user experience) to monitor and improve compliance with Web Content Accessibility Guidelines (WCAG) accessibility standards for Welsh content.

This work supports our broader digital strategy and our 'digital by design' program, as set out in our Digital, Data and Technology Strategy. This strategy continues to guide us in designing digital services that are user-centric and future-focused, ensuring that we make a positive difference to the lives of people in Wales, particularly those for whom Welsh is their first language.

Our resident account platform, myNPT, was launched earlier this year and is fully bilingual. Language preference is captured during sign-up and applied across all communications, including bin day notifications. The platform offers a seamless bilingual experience, with the Welsh content designer embedded in the product team to ensure that all new features and content meet the needs of Welsh-speaking users. New "Report It" and "Contact Us" forms have also been developed bilingually, enabling residents to self-serve in their preferred language.

We have also demonstrated our ability to provide real-time bilingual communication during critical events, such as Storm Darragh, where updates were issued simultaneously in Welsh and English across our digital channels.

In addition, we continue to be guided by the NPT Digital Service Standards, which 'focus on the current and future well-being of people in Wales'. These standards reinforce our commitment to delivering outcomes that benefit our residents, rather than simply meeting technical requirements.

By embedding these principles into our service design, we are supporting the Welsh Language Promotion Strategy (WLPS) and ensuring our services are sustainable for the future.

Welsh Language Standards compliance remains a core part of our non-functional requirements for all new digital solutions. This ensures that our supply chain is also equipped to support and deliver bilingual services, reinforcing our commitment to a digitally inclusive Neath Port Talbot.

Action: 3.10 Ensure Welsh is taken into account during the development of the commemoration of people and events in the public realm policy

Progress 2024-2025:

The Heritage Strategy was adopted by Cabinet on 17th May 2024, the full document is available in Welsh and English in hard copy and digitally. Additionally, a Heritage Strategy Summary document launched on 16th July 2024 is available in Welsh and English in hard copy and digitally.

A Commemorative Blue Plaque Scheme was adopted by the Council on 24th October 2024 all scheme documentation is available in Welsh and English in hard copy and digitally. Applicants able to submit their nomination in Welsh and English. (Scheme live on 16th January 2025).

Community Heritage Grants from April 2024 to March 2025. All marketing and promotion materials produced in Welsh and English as stipulation of funding requirement for projects and their activities. Grants were assessed against the assessment framework for Welsh language. Grant holders are encouraged to provide bilingual activities.

Action: 3.11 Review the target of 1% increase in the number of Welsh speakers in NPT following analysis of all relevant data

Progress 2024-2025:

In December 2024, officers participated in a Good Practice Event focused on Welsh Language Promotion 5-Year Strategies, organised by Iaith Cymru and the Welsh Language Commissioner. This session aimed to explore exemplary practices related to the development and implementation of 5-year Welsh Language Promotional Strategies. During the event, a notable example was presented, highlighting how one organisation had reviewed its targets and shared their methodology for achieving this. Work is ongoing in relation to reviewing our targets to increase the number of Welsh speakers in NPT, it is anticipated progress relating to this will be reported in the 2025-2026 AR.

Action: 3.12 Explore the establishment of a Welsh Champion category in the Council's internal Team NPT Awards

Progress 2024-2025:

Work is underway to develop a Reward and Recognition Strategy, supported by our leaders and managers, who will engage with every team member to ensure that they feel valued. This will replace the Team NPT Awards.