



# Assessment of Neath Port Talbot Council Welsh Language Promotion Strategy 2018 - 2023

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This document is also available in Welsh



Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

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*If you require this information in larger print or in an alternative format, please contact the Policy, Governance and Performance Team on **07805 771506** or email: **[policy@npt.gov.uk](mailto:policy@npt.gov.uk)***

## Executive Summary

This assessment reviews the extent to which Neath Port Talbot Council followed its first Welsh Language Promotion Strategy 2018–2023 and contributed to the target of achieving a minimum 1% increase in the number of Welsh speakers in the county borough.

The evidence shows that the council and its partners delivered a broad programme of activity across Welsh-medium education, early years and childcare, community engagement, workforce development, bilingual service delivery, culture, heritage and partnership working. However, Census 2021 data indicates that the proportion of Welsh speakers aged three and over in Neath Port Talbot decreased from 15.3% in 2011 to 13.5% in 2021, meaning that the specific numerical target cannot be regarded as having been achieved using the Census measure.

The Annual Population Survey provides a more positive, although indicative, picture for the strategy period itself. APS year-ending March estimates suggest that the proportion of people aged three and over able to speak Welsh in Neath Port Talbot increased from 16.8% in 2018-19 to 18.8% in 2022-23, equivalent to an estimated increase from 22,400 to 24,900 Welsh speakers. This represents a 2.0 percentage point increase locally, compared with an increase across Wales from 28.4% to 29.7% over the same period. However, Neath Port Talbot remained below the Welsh average throughout the period, and APS data should be considered alongside, rather than instead of, the Census evidence.

The overall picture is therefore mixed. While population-level Welsh speaker numbers declined, the council substantially followed the Strategy and made measurable progress in creating the conditions needed to support future growth. This included strengthening Welsh-medium education through the Welsh in Education Strategic Plan, expanding provision during the strategy period, supporting Welsh-medium childcare and early years activity, promoting bilingualism among families, and working with partners to increase opportunities for people to learn, use and value Welsh in everyday life.

Delivery was significantly affected by the Covid-19 pandemic, particularly between 2020 and 2022, when community-based activity, partner delivery and some planned actions were delayed or had to be adapted. Despite this, the council maintained progress through annual reporting, continued partnership working and activity designed to increase the visibility and practical use of Welsh across services, communities and the workplace.

A positive indicator during the strategy period was the continued growth in Welsh-medium education. The number of pupils aged 3 to 18 attending Welsh-medium education in Neath Port Talbot increased from 3,221 in 2017 to 3,536 in 2023. Over the same period, the proportion of pupils receiving Welsh-medium education rose from 15.5% to 16.9%. This sustained upward trend demonstrates continued progress in expanding access to Welsh-medium education and supports the long-term aim of increasing the number of Welsh speakers within the county borough.

The assessment concludes that, although the Strategy's target was not achieved in numerical terms, the council made a positive contribution to the promotion of the Welsh language and established important foundations for the next phase of work. The revised Strategy should build on this by focusing on sustained partnership delivery, stronger data and monitoring, continued growth in Welsh-medium education and childcare, practical opportunities to use Welsh in communities and workplaces, and greater visibility of Welsh across council services, culture, heritage and public life.

## Introduction and statutory context

This assessment reviews the progress made by Neath Port Talbot Council in delivering its Welsh Language Promotion Strategy 2018-2023. It has been prepared in accordance with Welsh Language Standard 146 in the [Compliance Notice](#) issued to the council on 30th September 2015.

Five years after publishing a strategy in accordance with standard 145 you must –

- a) assess to what extent you have followed that strategy and have reached the target set by it, and
- b) publish that assessment on your website, ensuring that it contains the following information –
  - (i) the number of Welsh speakers in your area, and the age of those speakers;
  - (ii) a list of the activities that you have arranged or funded during the previous 5 years in order to promote the use of the Welsh language.

The assessment is based on five [annual progress reports](#) (which have been prepared and published on the council's website during the life of the 2018-2023 Strategy), alongside desk-based research and analysis of key data and relevant documents.

The council's Welsh Language Promotion Strategy 2018-2023 was developed to support its duties under the Welsh Language Standards and to contribute to the wider national ambition set out in Cymraeg 2050 – the Welsh Government's long-term strategy for promoting the Welsh language and increasing both the number of Welsh speakers and the use of Welsh in everyday life.

The Welsh Government's response to the impact of COVID-19 on the Welsh language reinforced, rather than replaced, the role of Local Authority Welsh Language Promotion Strategies. It highlighted the need to support Welsh-language community activity, expand digital opportunities to learn and use Welsh, strengthen partnership working, and maintain progress towards the Cymraeg 2050 target of one million Welsh speakers despite the disruption caused by the pandemic.

## Welsh Language Measure 2011

The Measure:

- gave the Welsh Language official status in Wales - meaning that Welsh should be treated no less favourably than the English language;
- established the role of the Welsh Language Commissioner who has responsibility for promoting the Welsh language and improving the opportunities people have to use it;
- created a procedure for introducing duties in the form of language standards that explain how organisations are expected to use the Welsh language and create rights for Welsh speakers;
- made provision regarding promoting and facilitating the use of the Welsh language and increasing its use in everyday life;
- made provision regarding investigating an interference with the freedom to use the Welsh language.

## Welsh Language Standards (No1) Regulations 2015

Under the Regulations Welsh language standards have been imposed on the Council which aim to promote and facilitate the Welsh language and ensure that the Welsh language is not treated less favourably than the English language.

The Standards, as applied to the Council, and contained in the compliance notice, comprises service delivery, policy making, operational, promotion and record keeping standards. As a consequence of the promotion standards the Council has developed its Welsh Language Promotion Strategy.

## Cymraeg 2050

Published originally in 2017 and more recently updated the strategy illustrates the Welsh Government's vision to see "the Welsh language thrive" by achieving a million Welsh speakers by 2050. Three key strategic themes are identified to realise this ambition:

- Increasing the number of Welsh speakers
- Increasing the use of Welsh
- Creating favourable conditions – infrastructure and context

## More than just Words

The Welsh Government's strategic framework to strengthen Welsh language provision in health and social care aims to support Welsh-speakers to receive services in their first language.

Its 5-year plan 2022-2027 is based on and reflects the strategic themes of Cymraeg 2050:

- Culture and Leadership
- Welsh language planning and policies including data
- Supporting and developing the Welsh Language skills of the current and future workforce
- Sharing best practice and an enabling approach

## Well-being of Future Generations (Wales) Act 2015

This Act is a means of helping the public bodies that are listed in the Act to think in the long term, work better with people and communities and each other, to try to prevent problems and follow a consistent approach in order to improve the well-being of social, economic, environmental and cultural well-being of Wales.

One of the seven Wellbeing goals contained in the Act is a 'Wales of vibrant culture and thriving Welsh language, a society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.'

## Welsh in Education Strategic Plan (WESP)

Education and the WESP are central to growing the Welsh language locally, particularly by expanding Welsh-medium learning and supporting children and young people to develop and use Welsh.

We believe that all children should benefit from the opportunity to learn, appreciate and shape their lives through the medium of Welsh and so Welsh-medium education is an integral and essential part of the learning offer in Neath Port Talbot. The implementation of the WESP will enable all learners, families and carers to develop their Welsh language skills and to use the language confidently in everyday life.

Our WESP is the cornerstone for this vision and its outcomes detail how we plan to support and further develop Welsh language education in schools and in our wider communities and how we plan for future growth:

- More nursery children/3-year-olds receive their education through the medium of Welsh
- More reception class children/ 5-year-olds receive their education through the medium of Welsh
- More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another
- More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh
- More opportunities for learners to use Welsh in different contexts in school.
- An increase in Welsh-medium education provision for learners with additional learning needs (in accordance with duties determined by the Additional Learning Needs and Education Tribunal (Wales) Act 2018)
- Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh.

The Plan notes that the Welsh Government set a target for Neath Port Talbot Council to increase the proportion of learners accessing Welsh-medium education by between 17% and 27% over the ten-year period, and that the council's ambition is to exceed the upper end of that range.

## Recover, Reset, Renew: Corporate Plan 2022-2027

The council's Corporate Plan 2022-2027: Recover, Reset, Renew was approved by Cabinet in February 2022 following six months of engagement and consultation with residents, businesses, staff, partners and stakeholders. It became the Council's overarching strategic plan for the period.

The Plan supported the aims both the Council's Welsh Language Promotion Strategy and the Welsh Government's Cymraeg 2050: A Million Welsh Speakers strategy by promoting the wellbeing objectives that underpin the growth and use of the Welsh language.

Through its focus on giving children the best start in life, creating thriving and sustainable communities, celebrating local culture and heritage, and developing skills for the future workforce, the Plan provided a strategic framework that supported Welsh-medium education, increased opportunities to use Welsh in communities and workplaces, and promoted the Welsh language as an important part of Neath Port Talbot's identity. In doing so, it contributed to the shared ambition of increasing the number of Welsh speakers and encouraging greater use of Welsh in everyday life.

## Neath Port Talbot Council Strategic Equality Plan (SEP) 2020-2024

The council's Strategic Equality Plan 2020-2024 supported the delivery of the Welsh Language Promotion Strategy by embedding principles of equality, inclusion and fair access across council services and decision-making.

This approach helped ensure that opportunities to access Welsh language services, Welsh-medium education and Welsh language activities were considered alongside the needs of different communities and protected groups.

By promoting inclusive communities, participation and cultural wellbeing, the SEP contributed to the wider ambitions of Cymraeg 2050 to increase both the number of Welsh speakers and opportunities to use Welsh in everyday life.

## Working in partnership

Partnership working was fundamental to the delivery of the 2018-2023 Strategy. The council worked alongside a wide range of partners, from established organisations and schools to community groups, businesses and residents of all ages, recognising that promoting and facilitating the Welsh language could not be achieved by the council alone.

Communities and local organisations played an important role in supporting the Strategy's aims, helping to create opportunities for people to learn, use and value Welsh in everyday life. Organisations with a strong commitment to the future of the language, including Menter Iaith CnPT and other members of Fforwm Iaith Abertawe/Castell-nedd, contributed to delivery both individually and collectively, strengthening local activity and supporting a more coordinated approach.

## Extent to Which the Target Was Reached

The Neath Port Talbot Welsh Language Promotion Strategy 2018-2023 aimed to:

- Put steps in place, in the short term, to slow down the percentage decrease in the number of Welsh speakers in the county borough
- Increase the number of Welsh speakers in the county borough
- Increase the usage of the Welsh language in all aspects of life
- Raise awareness of the language as a component of Neath Port Talbot's heritage, culture, tourism and business sectors
- To drive and support Welsh medium education and the creation of new Welsh medium schools in particular, primary schools through an effective Welsh Education Strategic Plan (WESP)

The Strategy established a target that "the council will have contributed to a minimum increase of 1% in the number of Welsh speakers in the county borough".

Census data indicates that this target was not achieved. The proportion of residents aged three and over able to speak Welsh decreased from 15.3% in 2011 to 13.5% in 2021, representing a reduction of around 2,000 people over the ten-year period. This outcome should be understood in the wider context of national trends and the disruption caused by the pandemic.

However, the Annual Population Survey (APS) estimate of people aged 3+ able to speak Welsh has increased Based on the APS year ending March figures indicates that the comparison between Neath Port Talbot and Wales is:

| Financial Year | NPT (%) | NPT (No.) | Wales (%) | Wales (No.) |
|----------------|---------|-----------|-----------|-------------|
| 2018-19        | 16.8%   | 22,400    | 28.4%     | 854,600     |
| 2019-20        | 15.8%   | 21,000    | 28.3%     | 857,600     |
| 2020-21        | 17.3%   | 22,900    | 29.1%     | 883,300     |
| 2021-22        | 18.5%   | 24,500    | 30.0%     | 907,200     |
| 2022-23        | 18.8%   | 24,900    | 29.7%     | 906,800     |

Source: StatsWales Annual Population Survey, “Ability to speak Welsh by local authority and year”; Welsh Government APS Welsh language statistics.

Key points from the APS:

- The estimated proportion of Welsh speakers aged 3+ in Neath Port Talbot increased from 16.8% in 2018-19 to 18.8% in 2022-23, an increase of 2.0 percentage points.
- Across Wales, the proportion increased from 28.4% to 29.7% over the same period.
- Despite the increase, Neath Port Talbot remained below the Welsh average throughout the period.

The council delivered a significant range of activity to promote Welsh during the period, but the scale of demographic, social and educational factors influencing language acquisition and use means that the Council’s actions alone could not fully offset wider population-level trends.

In compliance terms, the council met the requirement to set a target and to establish a strategy and action plan to support delivery. In outcome terms, the specific numerical target was not reached. The evidence indicates that the council contributed positively to the promotion of Welsh, particularly through education, childcare, community activity, staff training, bilingual service development and cultural initiatives, but further sustained work is needed to increase both the number of speakers and everyday use of Welsh.

## Number and age of Welsh speakers in NPT

The Census remains the most complete source of information on the number of Welsh speakers. At an all-Wales level, 538,300 residents aged three and over reported being able to speak Welsh in 2021, representing 17.8% of the population.

While the total number of residents aged over three in Neath Port Talbot increased between 2011 and 2021, both the number of Welsh speakers and the proportion of Welsh speakers in the population declined, falling from 20,698 to 18,670 and from 15.3% to 13.5% respectively.

| Welsh-speaking profile for NPT County Borough: 2011 → 2021                                                                         |                                                                           |                                                                                                    |
|------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|
| <b>No. of people over 3 years of age</b><br><b>135,278 → 142,300</b><br><b>↑ 7,022</b>                                             | <b>Welsh-speakers aged 3+</b><br><b>20,698 → 18,670</b><br><b>↓ 2,028</b> | <b>Welsh speakers as % of population</b><br><b>15.3% → 13.5%</b><br><b>↓ 1.8 percentage points</b> |
| <b>Based on the Census figures alone, Welsh speaker numbers and proportions in NPT declined despite overall population growth.</b> |                                                                           |                                                                                                    |
| <i>Sources: Census 2011 &amp; 2021</i>                                                                                             |                                                                           |                                                                                                    |

| Age group                                                                                                                          | Number and Percentage of Welsh Speakers in NPT |                 |
|------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|-----------------|
|                                                                                                                                    | 2011                                           | 2021            |
| Age 3–15                                                                                                                           | 6,160 (30.64%)                                 | 5,073 (23.99%)  |
| Age 16–64                                                                                                                          | 10,454 (11.73%)                                | 10,095 (11.60%) |
| Age 65 and over                                                                                                                    | 4,084 (15.68%)                                 | 3,502 (11.62%)  |
| <i>Nb: percentages shown in relation to population of the specified age group in NPT</i><br><i>Sources: Census 2011 &amp; 2021</i> |                                                |                 |

The age-group data shows that Welsh language ability remains highest among children aged 3–15, although this group also saw a marked decline between 2011 and 2021, falling from 6,160 Welsh speakers, or 30.64% of the age group, to 5,073, or 23.99%.

Among adults aged 16–64, the proportion able to speak Welsh remained broadly stable, decreasing only slightly from 11.73% to 11.60%, while the proportion among residents aged 65 and over fell from 15.68% to 11.62%.

This reinforces the importance of Welsh-medium education and early years provision but also highlights the need to support progression and everyday use of Welsh beyond school, so that language skills acquired by children and young people are retained and used throughout adulthood.

|              | Able to speak Welsh<br>% of population |       |
|--------------|----------------------------------------|-------|
|              | 2011                                   | 2021  |
| <b>NPT</b>   | 15.3%                                  | 13.5% |
| <b>Wales</b> | 19.0%                                  | 17.8% |

Ward-level data indicates that the overall decline was not uniform across the county borough. Most wards experienced small decreases between 2011 and 2021, while Cwmllynfell recorded an increase from 12.7% to 18.7%, an increase of 6 percentage points. Other wards with comparatively higher proportions of Welsh speakers in 2021 included Lower Brynamman, Godre'r Graig, Glynneath, Glyncorwg and Onllwyn.

The tables below show the numbers and percentage of Welsh speakers in these communities and the wards across Neath Port Talbot between the Census for 2011 and 2021 (\*In October 2021, new ward boundaries were set for Neath Port Talbot County Borough – changes as a result of this are indicated in the tables below):

| Wards with higher numbers of Welsh speakers |                       |                       |
|---------------------------------------------|-----------------------|-----------------------|
| Community                                   | Welsh speakers (2011) | Welsh speakers (2021) |

|                                                                         | Number | Percentage | Number | Percentage |
|-------------------------------------------------------------------------|--------|------------|--------|------------|
| Cwmllynfell <i>*changed to Cwmllynfell &amp; Ystalyfera, Oct 2021</i>   | 669    | 58.2%      | 1,599  | 41%        |
| Ystalyfera                                                              | 1,339  | 46.0%      |        |            |
| Lower Brynamman <i>*wards merged, Oct 2021</i>                          | 776    | 60.8%      | 2,041  | 48.6%      |
| Gwaun Cae Gurwen                                                        | 1,576  | 55.8%      |        |            |
| Trebanos                                                                | 459    | 33.6%      | 518    | 30.5%      |
| Godre'r Graig                                                           | 473    | 30.1%      | 567    | 27.0%      |
| Pontardawe                                                              | 1,624  | 31.0%      | 1,424  | 25.9%      |
| Alltwen                                                                 | 664    | 29.5%      | 650    | 24.1%      |
| Rhos                                                                    | 588    | 24.7%      | 561    | 21.6%      |
| Crynant <i>*changed to Crynant, Onllwyn and Seven Sisters, Oct 2021</i> | 465    | 25.1%      | 958    | 18.8%      |
| Source: 2011 and 2021 Census                                            |        |            |        |            |

Both the 2011 and 2021 Census indicated that the vast majority of Welsh speakers lived in the Swansea, Dulais and Amman Valleys. However, these are the areas that saw the greatest decline in terms of percentage and numbers of Welsh speakers between 2011 and 2021.

There are a number of reasons why linguistic erosion might occur in areas with high percentages and relatively high numbers of Welsh speakers. Among the main factors that can contribute to a decline in language are:

- Lack of language transmission at home
- Out-migration / Immigration
- Negative perception of the inherent value of the language
- Lack of awareness of the advantages of bilingualism
- Lack of confidence in Welsh speakers
- The spread of English into traditional Welsh-speaking areas
- Mixed language marriages
- The power of Anglo-American influence on the interests of children and young people
- More deaths than births among Welsh-speaking families

| All Wards in NPT               |                                      |             |                                               |             |                                          |             |
|--------------------------------|--------------------------------------|-------------|-----------------------------------------------|-------------|------------------------------------------|-------------|
| Ward                           | Number of people over 3 years of age |             | Number of people aged 3+ that can speak Welsh |             | % of people aged 3+ that can speak Welsh |             |
|                                | 2011 Census                          | 2021 Census | 2011 Census                                   | 2021 Census | 2011 Census                              | 2021 Census |
| Aberavon                       | 5,232                                | 5,700       | 411                                           | 359         | 7.9%                                     | 6.3%        |
| Aberdulais                     | 2,305                                | 2,400       | 311                                           | 297         | 13.5%                                    | 12.4%       |
| Alltwen                        | 2,251                                | 2,700       | 664                                           | 650         | 29.5%                                    | 24.1%       |
| Baglan                         | 6,627                                | 6,800       | 557                                           | 584         | 8.4%                                     | 8.6%        |
| Blaengwrach                    | 1,935                                | *           | 287                                           | *           | 14.8%                                    | *           |
| Blaengwrach and Glynneath West | *                                    | 3,100       | *                                             | 381         | *                                        | 12.3%       |
| Briton Ferry (East)            | 2,827                                | 2,900       | 242                                           | 240         | 8.6%                                     | 8.3%        |
| Briton Ferry (West)            | 2,896                                | 2,900       | 275                                           | 266         | 9.5%                                     | 9.2%        |
| Bryn and Cwmavon               | 6,330                                | 6,600       | 1,024                                         | 838         | 16.2%                                    | 12.7%       |
| Bryncoch (North)               | 2,139                                | 2,100       | 297                                           | 273         | 13.9%                                    | 13%         |
| Bryncoch (South)               | 5,706                                | 5,400       | 699                                           | 599         | 12.3%                                    | 11.1%       |
| Cadoxton                       | 1,647                                | 1,600       | 211                                           | 192         | 12.8%                                    | 12%         |
| Cimla                          | 3,835                                | 4,900       | 350                                           | 499         | 9.1                                      | 10.2%       |
| Pelenna                        | 1,113                                |             | 178                                           |             | 16                                       |             |

|                            |       |       |       |       |       |       |
|----------------------------|-------|-------|-------|-------|-------|-------|
| Coedffranc (Central)       | 3,870 | 5,200 | 425   | 457   | 11%   | 8.8%  |
| Coedffranc (North)         | 2,322 | 2,300 | 265   | 227   | 11.4% | 9.9%  |
| Coedffranc (West)          | 2,563 | 5,200 | 316   | 556   | 12.3% | 10.7% |
| Crynant                    | 1,851 | 5,100 | 465   | 958   | 25.1% | 18.8% |
| Onllwyn                    | 1,161 |       | 222   |       | 19.1% |       |
| Seven Sisters              | 2,049 |       | 469   |       | 22.9% |       |
| Cwmlllynfell               | 1,137 | 3,900 | 669   | 1,599 | 58.8% | 41%   |
| Ystalyfera                 | 2,911 |       | 1,339 |       | 46%   |       |
| Cymmer                     | 2,714 | 2,100 | 186   | 123   | 6.9%  | 5.9%  |
| Glyncorrwg                 | 1,054 |       | 65    |       | 6.2%  |       |
| Dyffryn                    | 3,078 | 3,300 | 350   | 330   | 11.4% | 10%   |
| Glynneath                  | 3,320 | *     | 689   | *     | 20.8% | *     |
| Glynneath Central and East | *     | 2,100 | *     | 466   | *     | 22.2% |
| Godre'r Graig              | 1,571 | 2,100 | 473   | 567   | 30.1% | 27%   |
| Gwaun-cae-gurwen           | 2,823 | 4,200 | 1,576 | 2,041 | 55.8% | 48.6% |
| Lower Brynamman            | 1,277 |       | 776   |       | 60.8% |       |
| Gwynfi                     | 1,314 | 2,600 | 92    | 137   | 7%    | 5.3%  |
| Croeserw                   | *     |       | *     |       | *     |       |
| Margam                     | 2,908 | 7,800 | 295   | 655   | 10.1% | 8.4%  |
| Taibach                    | 4,634 |       | 354   |       | 7.6%  |       |
| Neath (East)               | 6,137 | 6,100 | 497   | 506   | 8.1%  | 8.3%  |
| Neath (North)              | 3,838 | 3,800 | 379   | 368   | 9.9%  | 9.7%  |
| Neath (South)              | 4,789 | 4,800 | 440   | 460   | 9.2%  | 9.6%  |
| Pontardawe                 | 5,232 | 5,500 | 1,624 | 1424  | 31%   | 25.9% |
| Port Talbot                | 5,457 | 5,800 | 518   | 504   | 9.5%  | 8.7%  |
| Resolven                   | 3,044 | 5,600 | 341   | 599   | 11.2% | 10.7% |
| Tonna                      | 2,445 |       | 292   |       | 11.9% |       |
| Rhos                       | 2,382 | 2,600 | 588   | 561   | 24.7% | 21.6% |
| Sandfields (East)          | 6,692 | 6,700 | 504   | 442   | 7.5%  | 6.6%  |

|                            |                |               |               |              |              |              |
|----------------------------|----------------|---------------|---------------|--------------|--------------|--------------|
| Sandfields (West)          | 6,495          | 6,800         | 524           | 523          | 8.1%         | 7.7%         |
| Trebanos                   | 1,367          | 1,700         | 459           | 518          | 33.6%        | 30.5%        |
| <b>TOTALS</b>              | <b>135,278</b> | <b>68,200</b> | <b>20,698</b> | <b>9,771</b> | <b>15.3%</b> | <b>13.5%</b> |
| Source: 2011 & 2021 Census |                |               |               |              |              |              |

## NPT Council Employees

Workforce data provides useful context for the Council's own contribution. There was a slight decline in both the number and proportion of Welsh-speaking NPT Council employees over the five-year strategy period, from 363 employees, or 10.01% of the workforce, in 2018 to 347 employees, or 9.92%, in 2023; however, this should be viewed alongside an overall reduction in the council's workforce, which fell by 128 employees during the same period.

| Welsh-speaking workforce profile for NPT Council: 2018 → 2023                                                                                                                      |                                                                       |                                                                                              |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| <b>Total employees</b><br><b>3,626 → 3,498</b><br>↓ 128 employees                                                                                                                  | <b>Welsh-speaking employees</b><br><b>363 → 347</b><br>↓ 16 employees | <b>Welsh speakers as % of workforce</b><br><b>10.01% → 9.92%</b><br>↓ 0.09 percentage points |
| Overall, Welsh-speaking staff numbers and their share of the workforce declined slightly during the Strategy period, alongside a wider reduction in the council's total workforce. |                                                                       |                                                                                              |
| Sources: NPT Welsh Language Promotion Strategy 2018–2024 & NPT Council Welsh Language Standards Annual Report 2022-2023                                                            |                                                                       |                                                                                              |

## Welsh in Education Strategic Plan

The aim of the Welsh in Education Strategic Plan (WESP) is to outline the council's plans for Welsh medium education in the county borough, moving primary and secondary schools along the linguistic continuum to provide a measured and considerable increase in the level of Welsh medium education. It is considered essential that the WESP and the promotion strategy are ambitious enough to help deliver the aim of the Cymraeg 2050 Strategy.

During the period of the Welsh Language Promotion Strategy 2018–2023, the number of Welsh-medium school spaces in Neath Port Talbot increased from 3293 to 3536. This represents an important achievement, as expanding access to Welsh-medium provision gives more children and families the opportunity to learn, use and value the language from an early age, helping to strengthen progression through the education system and support the wider aim of normalising Welsh in everyday life. It also helps to create the conditions needed for future growth in Welsh language skills across communities, workplaces and public services.

### Welsh-medium Education in Neath Port Talbot

| Welsh language pre-school provision                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2018                                                                                                                                                                                                                                                                                                                                                                                                                 | 2023                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <p>As reported in the NPT Welsh Language Promotion Strategy 2018-2023:<br/>In terms of Welsh language pre-school provision there were 28 registered places and 24 children attending, the providers report they were operating at maximum capacity.<br/>There were 97 registered sessional day care places for parents seeking bilingual childcare and 159 children attending.</p> <p>Source: NPT WLPS 2018-2023</p> | <p>According to Neath Port Talbot's Welsh in Education Strategic Plan (WESP) Annual Review Report 2022-2023, the number of registered Welsh-language pre-school provision places (Cylchoedd Meithrin and other Welsh-medium/bilingual childcare settings) in the county borough was 310 places as at 2023.</p> <p>The same report also notes that during 2022/23:</p> <ul style="list-style-type: none"><li>• There were 505 Flying Start childcare places across all settings.</li></ul> |

|  |                                                                                                                                |
|--|--------------------------------------------------------------------------------------------------------------------------------|
|  | <ul style="list-style-type: none"> <li>114 places were in Welsh-language or bilingual settings (22.6% of the total)</li> </ul> |
|--|--------------------------------------------------------------------------------------------------------------------------------|

Pupils age 3-18 attending Welsh-medium education within the Local Authority:

|             | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|-------------|------|------|------|------|------|------|------|
| Numbers     | 3221 | 3293 | 3339 | 3422 | 3497 | 3499 | 3536 |
| Percentages | 15.5 | 15.7 | 15.9 | 16.1 | 16.2 | 16.5 | 16.9 |

## Progress by strategic area

### Strategic Theme 1 - Increasing the number of Welsh speakers

**Assessment - Good progress achieved:** particularly in education and early years provision, despite disruption caused by the pandemic. These actions are likely to contribute to future increases in Welsh speakers, although impacts may not yet be fully reflected in Census data.

The Council and its partners continued to promote Welsh-medium education and early years provision throughout the strategy period. Activity included the promotion of bilingualism to parents and carers, the distribution and development of information

resources, support for Welsh-medium childcare, work through the Welsh in Education Strategic Plan and capital investment in Welsh-medium schools.

Significant progress was made in a number of areas including:

- Promotion of Welsh-medium early years childcare and Flying Start provision.
- Increased numbers of children accessing Welsh-medium Flying Start childcare.
- Development of additional Welsh-medium childcare places.
- Expansion of Welsh-medium school capacity including additional Foundation Phase classrooms.
- Delivery of actions through the Welsh in Education Strategic Plan (WESP).
- Promotion of bilingualism and language awareness among families and communities.

The Welsh in Education Strategic Plan set an ambitious ten-year direction for increasing the number of Year 1 learners taught through the medium of Welsh, from 16.8% in 2020/21 to 27% by 2032. This long-term education planning is central to increasing future speaker numbers and strengthening the Welsh language pathway from early years through to secondary education and beyond.

## Strategic Theme 2 - Increasing the use of Welsh

**Assessment - Moderate progress achieved:** While opportunities were created for residents and employees to use Welsh, evidence suggests that increases in Welsh-speaking ability were not always matched by corresponding increases in daily language use.

The Council and its partners including Menter Iaith Castell-nedd Port Talbot supported opportunities for people to use Welsh in community, education, youth and workplace settings. These opportunities helped to normalise the use of Welsh outside formal education and supported confidence among speakers and learners.

Within the Council, progress was made in encouraging employees to develop and use Welsh language skills. The council promoted language awareness, Welsh language training, use of Welsh in meetings and Welsh language support for employees. Welsh language considerations were also embedded into recruitment, service planning, digital services and communication arrangements.

Activities included:

- Supporting Welsh-language events and community activities.
- Encouraging the use of Welsh in workplaces.
- Staff awareness campaigns.
- Welsh language learning opportunities for employees.
- Promotion of Welsh through social settings and community initiatives. [\[media.npt.gov.uk\]](http://media.npt.gov.uk), [\[democracy.npt.gov.uk\]](http://democracy.npt.gov.uk)

### Strategic Theme 3 - Creating favourable conditions

**Assessment – significant progress achieved:** with Welsh language considerations becoming more embedded within corporate planning, policy development and service delivery.

Council and its partners worked to increase the visibility of Welsh across services, culture, heritage, public spaces and funded activity. Welsh language requirements were incorporated into third sector grant arrangements, and applicants were required to consider how their projects would support opportunities to use Welsh and treat Welsh and English equally.

Work also took place to consider the Welsh language within the Local Development Plan, valley community activity, cultural programming, Welsh language services, public engagement and digital developments. These actions helped to strengthen the infrastructure and context needed for Welsh to be more visible, accessible and embedded in local life.

The council and its partners worked to:

- Increase the visibility of Welsh across Council services.
- Embed Welsh language considerations into policies and strategies.
- Support bilingual signage, communications and publicity.
- Work with partners across education, culture, leisure and community sectors.
- Promote Welsh language services and awareness.

## Conclusion

The council and its partners have broadly fulfilled the requirements of Welsh Language Standard 145 by implementing and monitoring a five-year Welsh Language Promotion Strategy and has undertaken the assessment required by Standard 146. The Council substantially followed the strategic themes and actions contained within the 2018-2023 Strategy, particularly in relation to Welsh-medium education, childcare, partnership working and workforce development.

The Welsh Language Promotion Strategy 2018–2023 provided an important framework for promoting Welsh across Neath Port Talbot. The Council followed the Strategy in broad terms and delivered a wide range of activity with partners to support Welsh-medium education, early years provision, community use, workplace confidence, bilingual service delivery and the visibility of Welsh in local life.

The target of achieving a minimum 1% increase in Welsh speakers was not achieved, with Census data showing a decrease in the proportion of Welsh speakers between 2011 and 2021. Nevertheless, the Council made a positive contribution to the promotion of Welsh and established foundations that can be strengthened through the revised 2023–2028 Strategy.

The next phase should build on the learning from 2018–2023 by focusing on sustained partnership delivery, stronger data and monitoring, continued growth in Welsh-medium education and childcare, practical opportunities to use Welsh in communities and workplaces, and greater visibility of Welsh across Council services, culture, heritage and public life.

## Appendix 1: List of Activities arranged or funded to promote use of the Welsh language 2018–2023

A broad range of activities were arranged or funded over the five-year period. These are set out by financial year and included:

| 2018-2019                                      |                                                                                                                                                                                                                                                                          |
|------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Theme                                          | Activities arranged or funded                                                                                                                                                                                                                                            |
| <b>Welsh-medium education promotion</b>        | Distributed 'Being Bilingual' booklets; produced and promoted MICNPT's parent information booklet; established a WESP subgroup to improve Welsh-medium education webpages.                                                                                               |
| <b>Support for primary pupils and families</b> | Supported Melin Primary School's after-school Welsh club; held a Welsh reading and homework club at Ty'r Gwrhyd; delivered transition days for pupils moving to Ysgol Gymraeg Ystalyfera.                                                                                |
| <b>Welsh-medium clubs and youth activities</b> | Ran Skills Club holiday activities, Neath Youth Club and Stafell Stwnsh lunchtime activities; delivered over 30 Welsh language and culture activities in community youth clubs.                                                                                          |
| <b>Welsh culture and heritage activities</b>   | Arranged Welsh culture activities including a Wales rugby visit, Llangrannog residential courses, a St Fagans visit, youth club Eisteddfod activities, Dydd Santes Dwynwen events and St David's Day activities.                                                         |
| <b>Welsh-medium youth support</b>              | Employed a Welsh language Legacy Youth Worker; delivered activity days, young carers awareness sessions and Welsh-medium relationship and sexuality sessions; employed two Welsh-speaking activity workers at Cwmllynfell Youth Club.                                    |
| <b>Early years and childcare</b>               | Developed and promoted Welsh-medium childcare training; ran Clwb Cwtsh sessions; delivered a Magi Ann story and singing tour to 19 settings; offered story and singing sessions to non-Welsh-speaking settings; distributed Welsh resources to playgroups and nurseries. |

|                                                |                                                                                                                                                                                                                                                                                                      |
|------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Welsh-medium childcare provision</b>        | Established two new Welsh childcare centres; expanded Welsh Flying Start provision, including additional settings, extended hours, wraparound childcare and increased child places.                                                                                                                  |
| <b>Welsh in leisure and community settings</b> | Provided Welsh language swimming lessons; secured Section 106 funding to promote and enhance Welsh language use in the Rhos community.                                                                                                                                                               |
| <b>Welsh in the workplace</b>                  | Promoted Welsh language training via the intranet and In the Loop; delivered social care Welsh language training; provided Welsh Language Awareness e-learning; supported Work Welsh and Centre for Learning Welsh courses; developed Welsh language awareness and compliance training for managers. |
| <b>Workplace resources and compliance</b>      | Made Cysill and Cysgair software available to staff and elected Members; undertook compliance testing and mystery shopper exercises; published Cornel Cymraeg articles; promoted Welsh language support resources including lanyards, email signatures, out-of-office text and translation guidance. |
| <b>Third sector funding</b>                    | Included Welsh Language Standard requirements in the Third Sector Grant Policy, requiring funded organisations to consider opportunities to use Welsh and treat Welsh and English equally.                                                                                                           |

## 2019-2020

| <b>Theme</b>                                      | <b>Activities arranged or funded</b>                                                                                                                                                                                                                                                                                                                      |
|---------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Early years and childcare</b>                  | Promoted Welsh-language childcare courses, including PACEY FUN with Welsh: Next Steps and CAMAU Welsh in Childcare; developed Everyday Welsh in Childcare; continued Use of Welsh in Settings evaluations; encouraged use of the CWLWM Welsh Level Checker; provided bilingual story books and supported staff to use incidental Welsh.                   |
| <b>Welsh-medium education and school activity</b> | Shared the Being Bilingual booklet with schools; worked with Menter Iaith Castell-nedd Port Talbot to develop school-based activities for pupils and parents; funded improvements or extensions at Welsh-medium schools including YGG Pontardawe, YGG Cwmllynfell and YGG Tyle'r Ynn; completed or progressed works at YGG Castell-nedd and YGG Rhosafan. |

|                                             |                                                                                                                                                                                                                                                                                                                               |
|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Welsh Charter and informal Welsh use</b> | Supported Welsh-medium and English-medium schools to participate in the Welsh Charter/Cymraeg Campus scheme; worked with Athrawon Bro, Menter Iaith, yr Urdd and other agencies to promote informal opportunities to use Welsh.                                                                                               |
| <b>Youth service and young people</b>       | Delivered Welsh-language and Welsh culture activities through youth clubs, including quizzes, bingo, Welsh cake-making, Welsh Scrabble, Six Nations activities, St David's Day and Santes Dwynwen packs, Agored Cymru traditions and customs activity, and a Welsh-language residential course at Llangrannog.                |
| <b>Youth work capacity and volunteering</b> | Appointed a Welsh-speaking activity worker to support bilingual youth club sessions; supported Welsh Baccalaureate pupils from Ysgol Gymraeg Ystalyfera to volunteer through Welsh; promoted youth work roles and the value of Welsh in the workplace; established a Welsh Language representative role on the Youth Council. |
| <b>Families and language transmission</b>   | Promoted open access Welsh-related courses to childcare settings; continued Croesi'r Bont in cylchoedd meithrin and Georgie Peorgie's Tir Morfa; worked with the Family Information Service to promote Welsh.                                                                                                                 |
| <b>Workplace Welsh and staff awareness</b>  | Delivered Welsh language awareness and compliance training through Menter Iaith Castell-nedd Port Talbot; published internal newsletter and intranet guidance; held a Welsh Rights Day campaign to promote staff rights to use Welsh at work.                                                                                 |
| <b>Staff Welsh-language skills</b>          | Provided e-learning and face-to-face Welsh-language training, including Welcome, Welcome Back, Teachers, Headteachers and Improving Your Written Welsh/Gloywi Iaith courses.                                                                                                                                                  |

## 2020-2021

| <b>Theme</b>                     | <b>Activities arranged or funded</b>                                                                                                                                                              |
|----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Early years and childcare</b> | Online Welsh language and childcare training was provided, including Welsh in Childcare, Clwb Cwtsh, Mudiad Meithrin sessions, weekly Clwb Cylch sessions and CAMAU courses. Welsh resources were |

|                                           |                                                                                                                                                                                                                                                                                                                                              |
|-------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                           | distributed to settings, the Cwlwm Welsh level checker was promoted, and funding was secured for additional Welsh-medium childcare spaces at YGG Tyle'r Ynn, YGG Cwmllynfell and YGG Pontardawe.                                                                                                                                             |
| <b>Welsh-medium education</b>             | Language promotion packs were distributed, the Being Bilingual booklet was shared with schools, and Welsh Government grant funding supported Welsh-medium school expansion projects including YG Ystalyfera-Bro Dur, YGG Rhosafan, YGG Tyle'r Ynn, YGG Cwmllynfell, YGG Pontardawe and YGG Blaendulais.                                      |
| <b>Children and young people</b>          | Informal Welsh opportunities were supported through the Welsh Charter/Cymraeg Campus, partnership work with Menter Iaith Castell-nedd Port Talbot, yr Urdd and other agencies, the Tanio'r Ddraig virtual Welsh music gig, a Welsh Homework Help Facebook group, and Welsh-medium education support resources for parents and families.      |
| <b>Youth services</b>                     | Three Welsh-speaking youth workers were appointed, a virtual Welsh Language Youth Club was established with Leadership Funding, Welsh language and culture sessions were delivered online, activity packs were provided to support virtual participation, and community-based youth workers completed Welsh language training.               |
| <b>Families and language transmission</b> | Menter Iaith Castell-nedd Port Talbot delivered online language awareness and family activities, weekly newsletters, recipes and community events. Cymraeg i Blant and partners provided online sessions including Cylch Ti a Fi, Welsh Rhymetime, Story and Song Signing, Me and My Baby, Cuppa and Chat Cymraeg and Practising Your Welsh. |
| <b>Welsh for adults and learners</b>      | Learn Welsh Swansea Bay Region moved provision online, provided courses for adults, teachers, teaching assistants and headteachers, and supported learners through discussion clubs, online coffee mornings, supplementary courses, Sadwrn Siarad workshops and the Siarad scheme linking Welsh speakers and learners.                       |
| <b>Community activities</b>               | Menter Iaith Castell-nedd Port Talbot delivered extensive virtual activity, including themed weekly activities, resources, competitions, podcasts, Spotify playlists, a Welsh Music Day virtual gig with Bronwen Lewis, the relaunched Youth Forum with the Urdd and Aberavon Coffee Morning virtual sessions.                               |

|                                           |                                                                                                                                                                                                                                                                                                                                                                            |
|-------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Workplace and Council services</b>     | The Council promoted Welsh-essential and Welsh-desirable vacancies, resumed Welsh Language Officer Group meetings, published the Welsh Language Standards Annual Report, maintained Welsh language intranet resources, promoted bilingual workplace materials, enabled remote access to Cysill and Cysgair, and encouraged the use of Welsh words and phrases in meetings. |
| <b>Funding, grants and economic links</b> | Third sector grant applications included Welsh language criteria and were assessed against those criteria. Visit Wales funding supported destination marketing linked to Welsh language, culture and heritage through the Dramatic Heart of Wales destination brand.                                                                                                       |

## 2021-2022

| <b>Theme</b>                                         | <b>Activities arranged or funded</b>                                                                                                                                                                                                                                                                                                                                                                                                            |
|------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Early years, childcare and families</b>           | Welsh in Childcare – First Steps and CAMAU courses promoted; Welsh Government funding provided for Welsh language resources; Clwb Cwtsh, Cymraeg i Blant, Ti a Fi, craft sessions, Bore Coffi and family treasure hunt activities delivered; new Welsh language childcare settings funded at YGG Cwmllynfell and YGG Tyle'r Ynn, with additional places created at YGG Pontardawe.                                                              |
| <b>Schools and young people</b>                      | Being Bilingual booklet shared; MICnPT school activities supported, including Tanio'r Ddraig; Welsh oracy schemes delivered; Welsh Charter, Cymraeg Campus and Cynefin work progressed; Welsh Homework Help Facebook group supported; transition activities arranged for Ysgol Gymraeg Ystalyfera Bro Dur pupils; Welsh Language Youth Club launched and delivered online, in person and during holidays.                                       |
| <b>Welsh-medium education and learning provision</b> | Capital funding supported Welsh-medium school projects at YG Ystalyfera-Bro Dur, YGG Rhosafan, YGG Tyle'r Ynn, YGG Cwmllynfell, YGG Pontardawe and YGG Blaendulais; immersion provision for latecomers developed at YGG Pontardawe; proposal progressed for a new Welsh-medium primary school at St John's Terrace; Welsh-medium and bilingual units, A Level Welsh courses and staff Work Welsh provision supported at NPTC Group of Colleges. |
| <b>Community, adults and informal learning</b>       | MICnPT delivered the Trosglwyddo Cymraeg yn y Cartref campaign; Cymraeg yn y Cartref course funded; Bore Coffi and Caffi Cymraeg groups facilitated in Pontardawe, Creunant and Aberafan; Sesh                                                                                                                                                                                                                                                  |

|                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|---------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                       | Sŵn and Gweithdy Gwerin music sessions delivered; Welsh events programme developed with Pontardawe Arts Centre, including family activities, Dydd Miwsig Cymru, children's shows, Shwmae Su'mae events, music and comedy.                                                                                                                                                                                                           |
| <b>Workplace and Council activity</b> | Welsh Language Rights Day promoted; Welsh Microsoft Teams backgrounds produced; Welsh language staff Yammer groups created; intranet resources, employee guidance, meeting checklist and translation guidance developed; Welsh-essential and Welsh-desirable posts advertised through Welsh job sites and MICnPT channels; Council jobs pages updated; Welsh Language Standards Annual Report and Awarding Grants Policy published. |

## 2022-2023

| Theme                                             | Activities arranged or funded                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|---------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Early years and childcare</b>                  | Welsh in Childcare – First Steps and CAMAU training promoted; Welsh Government funding provided for Welsh-language childcare resources; Clwb Cwtsh sessions continued; new Welsh-medium childcare settings developed at YGG Cwmllynfell and YGG Tyle'r Ynn; Cylch Meithrin Cwmllynfell opened; additional places created at YGG Pontardawe; Welsh in Childcare Award developed for English-medium providers; Ti a Fi sessions restarted or established.                                               |
| <b>Welsh-medium education and school capacity</b> | Being Bilingual booklet shared with schools; Welsh-medium school activities delivered with Menter Iaith Castell-nedd Port Talbot, including Tanio'r Ddraig; Welsh Government capital funding supported extensions, childcare facilities and additional capacity at Welsh-medium schools; immersion provision/latecomers' centre developed at YGG Pontardawe; local Cynefin resources and school website promoted Welsh culture, history and local identity.                                           |
| <b>Children and young people</b>                  | Welsh Charter/Cymraeg Campus supported across Welsh-medium and English-medium schools; oracy schemes delivered including Block Play, Drilio Disglair and Sgleinio'n Sgwrsio; transition activities for Ysgol Gymraeg Ystalyfera Bro Dur included Ystalyfera'n Cyfri, Hawl i Holi, open days, Gŵyl Haf, Proms, Gig Tanio'r Ddraig and cluster sports day; Welsh-language youth club, holiday sessions and Welsh language/culture activities delivered; youth workers received Welsh-language training. |

|                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Families and language transmission</b>     | Signalong and Welsh videos shared through Early Years and Flying Start channels; Cymraeg i Blant sessions delivered, including Me & My Baby, Baby Welsh Story, Sign & Rhyme Time and Cuppa and Chat Cymraeg; recorded Welsh stories and singing sessions shared; MICnPT delivered craft sessions, Bore Coffi and a family treasure hunt; social media content, leaflets, booklets and Welsh language promotion packs distributed, including to 156 homes in Rhos; Cymraeg yn y Cartref course funded with Welsh-medium childminding activities.                                                                                                              |
| <b>Community activities and culture</b>       | Welsh-language family and learner events delivered at Pontardawe Arts Centre, including Bore o Hwyl i Deuluoedd, Siani Sionc, Bore o Hwyl Calan Gaeaf, Gig Dydd Miwsig Cymru, Shwmae Su'mae coffee morning, music events and a comedy night; informal Welsh learner groups supported, including Bore Coffi/Caffi Cymraeg groups, Sesh Sŵn and Gweithdy Gwerin; Dramatic Heart of Wales campaign, website and brochure launched to promote local landscape, arts, heritage and leisure opportunities.                                                                                                                                                         |
| <b>Workplace and Council services</b>         | Welsh-language employee guidance, meeting checklist and translation guide produced; Welsh courses made available to Council staff; Welsh Language Rights Day promoted through social media, staff updates, intranet news and Yammer; Welsh Microsoft Teams backgrounds produced; Yammer groups created for Welsh speakers, learners and wider staff support; intranet resources promoted, including e-learning, dictionaries, grammar and spellcheck tools, Cysill and Cysgair; simultaneous translation for Council meetings planned/expanded; Welsh-essential/desirable posts advertised on Welsh job sites.                                               |
| <b>Grants, partners and further education</b> | Awarding Grants Policy (Welsh Language) published and Welsh-language criteria built into grant processes; Mudiad Meithrin supported the development and expansion of Cylchoedd Meithrin through Set up and Succeed; childcare settings received quality assurance support, training and Welsh acquisition sessions; NPTC Group of Colleges delivered Welsh-medium/bilingual vocational provision, appointed Welsh-speaking lecturers, translated course units, recruited/funded a Work Welsh tutor, supported staff and student ambassadors, and promoted Welsh cultural calendar activities, awards, Urdd sport opportunities, Seren Iaith and Gwobr Iaith. |