Welsh Language Promotion Strategy 2023-2028

Consultation Report

Mae'r ddogfen hon hefyd ar gael yn Cymraeg

This document is also available in Welsh

Introduction

The Welsh Language Promotion Strategy and associated action plan was developed in accordance with the Welsh Language Standards (No1) Regulations 2015, Standard 145.

The Standard places a duty on the Council to produce, and publish on your website, a 5-year strategy that sets out how you propose to promote the Welsh language and to facilitate the use of the Welsh language more widely in your area along with a target for increasing or maintaining the number of Welsh speakers in the area.

A public consultation on the Council's draft Welsh Language Promotion Strategy and associated action plan was undertaken for a 4 week period, from 17 April to 15 May 2023.

A total of 133 responses, including responses from three organisations, were received via the online survey and survey boxes. A limited number of face to face consultations were also held, in Port Talbot, Neath, Pontardawe, Crynant and Margam Park.

Please note where quotes from respondents have been used these are a direct quote from the consultation responses.

1. Consultation

To help ensure that the consultation was as widely available as possible, there were a number of mechanisms by which people could submit their views. More detail can be found in the Consultation and Engagement Plan (Appendix 1)

These included:

- an online survey/questionnaire via the Council's web site
- consultation packs in local and community libraries and civic centres
- promotion via email to a range of stakeholders
- promotion via the Council's corporate social media accounts messages
- awareness/consultation events held in Port Talbot, Neath, Pontardawe, Crynant and Margam Park - The detailed questionnaire was made available at the consultation events held in various locations Port Talbot, Neath and Pontardawe; some

questionnaires were completed at the time while others were taken away for return to local libraries or civic centres. These events also provided the opportunity for people to comment generally on the Welsh language as well as raising awareness of the online survey.

A consultation report outlining the findings from the consultation is attached at Appendix 2.

2. Public Consultation Responses - Summary

The consultation received a total of the following responses from the various consultation activities as follows:

- 133 responses received in total from both versions of the questionnaire (11 in Welsh)
- Response rates for all of the questions ranged from 132 responses to 104 responses i.e. whilst we had 123 responses to the survey not all questions were answered by all respondents.
- The majority of responses to the full questionnaire (where indicated) came from Neath and the surrounding area. A small number of responses were received from the Pontardawe and the surrounding area.
- Three responses were received from groups/organisations including from our key partners, NPTCVS and Menter Iaith Castell-nedd Port Talbot.
- An email of support from Blaenhonddan Community Council was also received.
- A letter from Sioned Williams AS/MS

All views and comments expressed during the consultation have been considered prior to the Strategy and Action Plan being finalised.

Comments received specific to education have been referred to the relevant officers for note and consideration. Some of the comments referred to specifically to education and/or actions contained in the Welsh in Education Strategic Plan 2022-2032 (WESP); as a consequence they have been passed to the relevant officers for consideration.

The Vision

- 132 respondents answered this question. Of these 71 agreed/strongly agreed with the vision (53.8% of those who answered the question or 53.4% of all respondents to the survey).
- 42 (31.8%) disagreed/strongly disagreed with the vision. However from some of the comments received respondents understood the vision to be the current position and not the intended future position for the language in Neath Port Talbot.
- 19 respondents neither agreed nor disagreed

The Target

- 73 respondents (55.3% of the 132 respondents answering the question) agreed or strongly agreed with the target to increase the numbers to Welsh speakers in Neath Port Talbot.
- 38 respondents (28.8% of respondents answering the question) disagreed/strongly disagreed with the target. A mix of sentiments was shared ranging from the target being 'Not high enough' to dismissing it entirely 'There is no absolutely point. Waste of money'.
- 18 respondents 'neither agreed nor disagreed'
- 3 responded 'Don't Know'

The Strategic Themes:

Strategic Theme 1 - increase the number of Welsh speakers

The majority of respondents, 85, (this represents 64.4% of 132 respondents who answered the question) agreed/strongly agreed with the strategic theme while 23 (17.4%) disagreed/strongly disagreed. 12 respondents neither agreed nor disagreed and 2 responded 'Don't Know'.

Key work areas	No of respondents who agree / strongly agree	% of those who answered the question	% of all who responded to survey
Support the implementation of the WESP 2022-2032	90	70.3	67.7
Language transmission in the home	80	64	60.2
Support people learning/speaking Welsh	105	83.3	79
Potential Actions			
Promote the 'Welsh Homework Help' Facebook group to all pupils from non-Welsh speaking families in years 5 and 6 from who attend Welsh medium schools.	93	73.2	70
Promote the 'Welsh Homework Help' Facebook group to all pupils from non-Welsh speaking families in years 7 and 8 who attend Welsh medium schools.	90	72	67.7
Update and promote the 'Benefits of Bilingualism' booklet.	79	63.8	59.4
Promote Welsh language/Welsh-medium education among non-Welsh speaking families to increase/support language awareness	87	70.2	65.4
Establish and promote Welsh language courses for parents who send their children to Welsh-medium primary schools.	96	76.8	72.2
Develop appropriate courses and support for teaching and non-teaching staff learning Welsh	91	72.8	68.4
Explore potential barriers to and increase the take up of Welsh medium education by children from Black Asian and Minority Ethnic (BME) communities and other underrepresented groups.	78	62.4	68.6
Explore potential barriers to and increase the take up of adult Welsh language courses amongst BME communities and other underrepresented groups	79	63.2	59.4

Strategic Theme 2 - increase the use of Welsh

The majority of respondents (94, 73.4%) agreed/strongly agreed with the strategic theme while 23 (18%) disagreed/strongly disagreed. 10 respondents neither agreed nor disagreed and 1 responded 'Don't Know'.

Key work areas	No of respondents who agree / strongly agree	% of those who answered the question	% of all who responded to survey
Support and promote the use of Welsh in social settings	97	75.2	72.9
Expand the use of Welsh in the workplace	89	69.5	66.9
Potential Actions			
Provide opportunities for our staff to access appropriate levels of Welsh language learners/ improvement courses	97	76.4	72.9
Expand the Welsh language leisure programme across Neath Port Talbot.	90	70.3	67.7
Promote the leisure programme to staff and the public through targeted and more general publicity.	84	67.2	63.2
Explore opportunities to increase the visibility of the Welsh language at all leisure facilities	88	70.4	66.2
Promote and embed the Council's Internal use of Welsh Policy	85	68	63.9
Explore how Welsh can be used more in a social context	90	71.4	68.3
Work with partners to encourage greater use of the language in all youth clubs	85	68.5	63.9
Welsh language awareness training will be promoted to all staff	83	70.2	62.4
Work with partners to identify opportunities to promote the Welsh language in a variety of social settings	88	71.5	66.2

Strategic Theme 3 - Creating Favourable Conditions: Infrastructure and Context

The majority of respondents (86, 67.7%) agreed/strongly agreed with the strategic theme while 20 (15.7%) disagreed/strongly disagreed. 18 respondents neither agreed nor disagreed and 3 responded 'Don't Know'.

Key work areas	No of respondents who agree / strongly agree	% of those who answered the question	% of all who responded to survey
Increase the visibility of the language across the area	93	74.4	69.9
Embed Welsh into all our strategies and plans	86	69.4	64.6
Potential Actions			
Work with the BME Community Association to explore ways in which to increase awareness of the Welsh language and culture within communities	79	64.2	59.4
Develop and implement a new Culture and Heritage Strategy that promotes awareness, use and visibility of the Welsh language within Neath Port Talbot	90	73.2	67.7
Develop and implement our internal language skills policy across our service areas.	82	66.7	61.7
Ensure the Welsh language is central to the design and application of new technologies.	77	63.1	57.9
Work with the business community to explore opportunities to increase the visibility of Welsh.	86	69.4	64.7
Ensure Welsh language, heritage and culture is a key component of the Destination Management Plan currently being developed.	84	67.7	63.2
Ensure Welsh is taken into account during the development of the commemoration of people and events in the public realm policy.	81	65.9	61
Include the Welsh language as a key element in all future policies and strategies	80	66.2	60.27

Common themes across all questions were:

- Support of Welsh heritage & culture/identity
- Want the language to continue
- Welsh is the 'language of our country' – it should be visible/ normalised/inclusive to everyone
- Free lessons/affordable lessons/night classes/wide range of access to Welsh language and learning opportunities
- Higher target
- Support 1% as an achievable target
- We should encourage learners
- Learning/speaking Welsh will improve career prospects
- Work towards the governments Cymraeg 2050 vision
- Teach children Welsh from a young age/more Welsh primary schools
- Waste of public money/too much money spent
- Not achievable/wanted
- Decline in Welsh in the area
- Lack of confidence to speak Welsh
- Welsh forced on people

The effects of the strategy on:
- **People's opportunities to use Welsh**

72.7% of respondents (93 out of 128) to the question considered the strategy would have a positive effect on opportunities to use Welsh. Four respondents considered it would have a negative effect while 31 considered it would have no effect.

Comments received included
- 'It will increase opportunity, the issues is will it increase uptake'
- 'bydd y strategaeth yn wneud hi'n mwy derbynniol i defnyddio'r cymraeg ym mywyd bob dydd y gwaith'. *(The strategy will make it more acceptable to use Welsh in everyday life and in work)*
- 'Massively increasing the opportunities will work amazingly for people who live here'
- 'People will be more confident in trying to use the language.
- 'If people want to use the Welsh language they can and that's great, but it shouldn't be force fed to those who don't'
- 'It is already pushed hard enough to make those of us who are not Welsh feel unvalued and excluded'

- o 'The steps set out are a positive step to encouraging the use of the language and making it more acceptable in our own towns and villages'.

- **Treating the Welsh language no less favourably than the English language**

62.4% of respondents (78 out of 125 respondents) considered that there would be a positive effect on treating the Welsh language 'no less favourably' than the English language', while 7 respondents considered the opposite. 40 respondents considered it would have no effect.

- o 'All of the actions in the strategy should help to improve both the opportunities to use the Welsh language and ensure Welsh is treated no less favourably than English'
- o 'It's difficult to state it will be treated no less favourably when in lots of cases it will have a longer response time than English purely due to lack of resources'
- o 'Collective effort alone will help raise the profile of the language'
- o 'If the policy is implemented effectively, the effect can be very positive. But it requires the commitment of a number of different departments within the authority and this is the challenge'
- o 'There are still only a small % of Welsh speakers in the Borough and this policy could severely disadvantage small organisations or community groups if they have to publish everything bilingually. Let's focus on getting more people speaking and using the language before imposing costs that will be detrimental to the local economy'
- o 'I don't think the strategy will make a difference to how the language is treated, and in fact we run the risk of the outcome being negative if we attempt to use the stick instead of the carrot'.

Comments on increasing positive effects:

- o 'The most effective way to increase welsh language speakers is to have more welsh speaking schools.... surely? But this comes at a cost'
- o 'Promote the Welsh language as a heritage language only'
- o 'It needs to be encouraging not forced'

- o 'Need more Welsh primary schools in the area/ or intensive welsh learning provision to allow older children to join the school later than infants'
- o 'Welsh learning groups and social groups offering the opportunity to practice, would be helpful for adults'

Comments on reducing negative effects:

- o 'Leadership and buy in from the top down is important to maximise shift in attitudes'
- o 'There are no negative effects of promoting and growing the Welsh language'
- o '…encourage not enforce'
- o 'Wrth i'r iaith cael ei weld a'i ddefnyddio fwy fyth gan y Cyngor fe fydd wedyn yn cael ei dderbyn fel rhan annatod o'u bywyd pob dydd'. *(As the language is seen and used more than ever by the Council it will then be accepted as an integral part of their daily life)*
- o 'allow customers to 'opt' in if required - cost effective'

The effects of the strategy on protected characteristics
Respondents were asked to identify the impact of the strategy on them or their family due to the protected characteristic and while the majority considered there was no impact a relatively small number felt to the contrary. Unfortunately further information as to the nature of this impact was not forthcoming in the majority of cases.
However a few comments were received which could be attributed to:

Age:
- 'My children are of school age so could impact on them through their schooling'
- '…there may be those in older generation who would not wish to learn…'
- 'Older is harder to learn as more busy and other commitments'
- 'The strategy will have a positive effect'.

Disability:
- 'A lot of my family live with mental disabilities and find it hard to understand or learn with the English language. Enforcing more welsh on top of the already stressful and terrible education system will have a negative effect on them and people like them'
- 'Dyslexia'

- '...offering greater access to be able to learn would definitely impact me, where if you were to continue to act as you do offline but record and document it online - this would aid me and my disability for sometimes I am inable to go out so I would still be able to engage online…'

3. Changes made following consultation

As a result of the comments received a number of amendments have been made to the strategy in order to clarify particular sections, while additional actions have been developed to reflect comments/suggestions made.

Some further suggestions/comments are still being considered and any resulting actions developed will be included in the action plan as soon as is practicable.

Comment	Amendment
The vision was not considered the current situation in Neath Port Talbot	Additional text included in the vision to clarify it is a vision for the future
Hearing the language spoken is as key as it being visible	An amendment made to the vision to reflect this
The target for increasing the number of Welsh speakers challenging enough and should be higher (and failed) previously; Welsh still not commonplace	Additional text to stress that the target stated in the strategy is an interim target and is to be reviewed in light of the conclusion of a full analysis of all relevant data.
Promoting the language considered a waste of public money particularly in the current climate	Additional text to strengthen the position on the resources identified to meet the aims of the strategy.

Suggestion	Additional Action
Source affordable Welsh language courses	Further promote and develop 'Hyder-ish' sessions (improving language skills/ confidence in using Welsh) throughout the area
Encourage businesses to promote Welsh language	Promote Business Wales' free Welsh translation and advice service, Helo Blod, to our business community

A number of comments were made which relate to specific service areas and these, as listed in the table below, have been passed to the relevant service for consideration.

Suggestion/Comment	Forward to	Service Response
'The education system should be revised to ensure Welsh language study to fluency amongst the younger generations too and create bilingual / multilingual generations for the future.'	Education	• On a local level, the Welsh in Edcuaiton Strategic Plan (WESP) includes targets on ensuring that schools are on the langu5age continuum. There will be three pilot schools (two primary and one secondary) that will develop their language continuum in order to move closer to the ambitious level B2 of the Common European Framework of Reference for Languages (CEFR) as set out in the Welsh Language Education Bill proposal In the first 5 years of the WESP. This will be rolled out to other schools in the second half of the WESP. • On a National level - New Curriculum for Wales is in operation in all primary schools and being rolled out to secondary schools with a focus on Welsh as a language and a culture. • Consultation for the Welsh Language Education Bill closes

		June 16th. The bill will support learners to move along the language continuum and to work towards the B2 level.
'Involve local schools to display child friendly welsh language in local towns and villages to engage all generations'	Education	Targets in the WESP (with an emphasis on Outcome 5) includes this.
'Children in Welsh language secondary schools are not the only individuals who are capable and want to follow the Welsh first language GCSE and A-level course. Those in secondary English medium schools are often forced to sit the Welsh second language exam as staff teaching the Welsh second language course do not seem to have the skills to teach the Welsh first language syllabus. e-sgol should offer GCSE Welsh 1st language as a course for every child in Wales who reaches a certain standard by the end of primary school, regardless of the school they attend, so that each child has the right to gain a Welsh first language qualification at secondary school. It should also offer the GCSE and A-level Welsh first language qualification to every Welsh adult who wants it so that those that have worked hard to master the language, gain a	Education	• Curriculum reform begins to address this. The Curriculum for Wales is being rolled out to secondary schools with an emphasis on the language continuum (regardless of school language category) • Consultation for the Welsh Language Education Bill closes June 16th. The bill will support learners to move along the language continuum and to work towards the B2 level.

qualification they deserve. In the UK, IGCSE's are offered in English language and literature, French and Spanish - why not Welsh.'		
'All schools be Welsh medium'	Education	• One Welsh medium (WM) school open in Skewen
'We need another welsh primary school in port talbot'	Education	• 2 additional WM school will be built in the life cycle of the WESP (in areas where there is a need to increase/ promote the language)
'We also need more Welsh medium education schools and better faciclities at those we currently have. More welsh medium schools spread out across the county Borough would help increase the number of Welsh speakers.'	Education	• Immersion Centre open in north of county borough. Second immersion centre will open in the new build YGG Rhosafan
'Os yr ydym o ddifri ynglŷn â chynyddu'r nifer o siaradwyr Cymraeg tu fewn y Sir rhaid darparu fwy o ysgolion cynradd Cymraeg eu hiaith; un ysgol gynradd gyfrwng Cymraeg mae CCNPT wedi agor ers ei sefydlu. Agorwyd mwy o ysgolion Cymraeg eu hiaith ym Mhatagonia a Sir Fynwy dros yr un cyfnod nag yn CNPT.' (If we are serious about increasing the number of Welsh speakers within the county, more Welsh-speaking primary schools must be provided; NPTC has only opened one Welsh-medium primary school since its inception. More Welsh-speaking schools were opened in	Education	• A new build 'Welsh Government flagship' school (net zero carbon), YGG Rhosafan will be built within 3 years • Childcare and wraparound facilities will be available in all WM schools within 18 months. Two WM schools currently without childcare/wraparound are in the process of opening these facilities. • The consultation for the Welsh Language Education Bill states that all schools will be Category 3

Patagonia and Monmouthshire over the same period than in NPT.)		(WM) unless there is a strong case for an English medium (EM) school e.g. amalgamation of existing EM schools. In this case the amount of Welsh delivered will have to be increased within the new EM school. • The consultation for the Welsh Language Education Bill states that all schools will have to demonstrate progress along the language continuum towards level B2. • Clear quantitative targets to increase the percentage of pupils in WM education are set out clearly in the WESP.
'I am a teacher who has recently completed the Welsh Sabbatical Course. This training was so beneficial for teachers who are teaching children in Wales.'	Education	• WESP Outcome 7 addressed staffing and training needs. Support and a language acquisition continuum for teachers in EM schools is currently being mapped out. • Welsh Language Education Bill states that a centralised point of contact for training and language

		development will be created within Wales to ensure consistency and availability of training and development.
'Until there is agreement and standardisation in the Welsh language, the teaching of the language is flawed. This can be seen in how it is taught in Welsh first language schools and English first language schools, English first language schools use a dumbed down version which Welsh first language teachers can be very scathing of. Also, you can have a group of Welsh teachers and non of them can agree on mutations or whether one word should be used or another.'	Education	• The proposed Welsh Language Education Bill will ensure consistency on the language continuum in order to achieve level B2 • Language progression also detailed in Curriculum for Wales
'Welsh language education needs to be promoted from the very start. Along with the offer of support to non welsh speaking parents- so that they are educated, to understand they will be able to support their children in the welsh schools.'	Education	• Addressed throughout WESP with main focus in Outcome 1. Work with Mudiad Meithrin, Menter Iaith CNPT and Early Years partners has commenced with the focus of promotion from pre-birth (midwifery) through to 18 • Clear pathway and support to be mapped out in order to increase parental confidence.

		• Promotion also included in the Welsh Language Education Bill.
'English speaking teachers should not be forced to deliver a curriculum in any other language. They should not be forced to waste their time trying to convince children that Welsh is useful when so very few believe it is useful. Have a two tier system basked on parental choice - Welsh medium and English Medium schools. English medium schools should only teache curriculum Cymraeg eg celebration of being Welsh and Cynefin. For those parents who choose to send their child to a Welsh school courses should be made available to them to learn Welsh to support their children, but at a cost to them, not the tax payers, unless any family is in receipt of benefit and is unable to pay (it would be discriminatory and unfair to stop any person who truly wants to learn Welsh to support their child if they were u able to afford to do so).'	Education	• Schools have a duty to deliver the Curriculum for Wales
'The only way to truly encourage non-Welsh speakers learning Welsh is to have fully bilingual nursery and (ideally) Early Years educations so that every child is bilingual by	Education	• WESP outcome 1 supports the increase in Welsh-medium/ bilingual early years settings • WESP outcome 5 supports parents/ carers with a range of

the age of 5 or 7. Support this with classes for patents.'		different opportunities from Welsh language courses and family days to homework support and reading support classes
'Bilingualism doesn't work because the teachers in English medium schools *don't care for Cymraeg* nor do they seek to normalise it [from personal experience]. Teachers are overworked and underpaid, so only when there is a care and a framework to work from will it be cared for enough to be taught with care in English medium language schools. Being multi or bilingual is great and does work, the application of process and strategy as how to achieve it: is poor and does not work [in practice - from personal experience]. Focus on two fronts: Youth and Young parents/Young adults. Provide space and ability for elders [experts] to be present and included within the tuition process so that all are included, and try to make something cyclical in so that it becomes a self fulfilling tradition that the old come in to teach the new - an "art class of language" where you come to make art [regardless of quality, just the act of expressing ones self and having a place to do that and be valued for it].'	Education	• WESP and Welsh Language Education Bill outlines the promotion strategies and available training and support that will be available for staff. This training will be structured to ensure progression and consistency. • Welsh Language Education Bill states that a centralised point of contact for training and language development will be created within Wales to ensure consistency and availability of training and development.

'Parents should have a choice in what Language their children are taught - If you wish your child taught in Welsh there should be the option of a Welsh school however if you wish your child to be taught in English then you should also have that choice - The Welsh in Education Strategic Plan (WESP) 2022-2032 does not allow choice. The Welsh Language should not be more important than a child's education.'	Education	• WESP must respond to targets set by WG in order to achieve the targets set out in Cymraeg 2050.
'Support for parents who are non-welsh speakers to encourage uptake in schools. Bi-lingual homework. Bi-lingual resources from the school, given to the child/parents to practice at home'	Education	This is addressed in the WESP - Outcomes 1 and 5
'Ensure that English Medium language school welsh teachers are capable, that the English medium language schools actually adhere to the silibus and policies to actually teach Cymraeg as 1st language [and are supported to be able to adhere to the law - or penalised for breaking it]. [In Senedd] Devolve media powers to prevent UK Media xenophobia or hold it to account.'	Education	• WESP and Welsh Language Education Bill outlines the promotion strategies and available training and support that will be available for staff. This training will be structured to ensure progression and consistency. • Welsh Language Education Bill states that a centralised point of contact for training and language development will be created within

		Wales to ensure consistency and availability of training and development.
'Ar gyfer y grwp Facebook 'Homework Help' byddai'n dda hefyd i annog athrawon amrywiol i ymuno er mwyn cynnig cymorth sylweddol i rieni yn ogystal. Mae nifer o'r gweithredoedd uchod yn cael ei weithredu yn barod gan nifer o barteriaid y Cyngor sir. Mae'n bwysig nodi yn y dogfen yma beth yn union yw cyfraniad y cyngor sir tuag at y gwaith yma - mae amrywiaeth o ffyrdd gall y cyngor cefnogi'r gwaith yma yn ariannol, yn ymarferol ac yn strategol.' (For the Facebook group 'Homework Help' it would also be good to encourage various teachers to join in order to offer significant support to parents as well. A number of the actions above are already being executed by a number of county council partners. It is important to note in this document exactly how the county council is contributing to this work - there are a range of ways in which the council can support this work financially, practically and strategically.)	Education	• WESP outcome 5 supports parents/ carers with a range of different opportunities from Welsh language courses and family days to homework support and reading support classes • Further support is in the process of being mapped out and will be rolled out to schools in the next academic year

'Rhaid rhoi pob cymorth i ddysgwyr a rhieni plant ysgol mewn pob maes, hyn er mwyn iddynt magu hyder mewn siarad yr iaith Cymraeg ac mewn defnyddio'r iaith mewn pob agwedd o'u bywydau. Mae'n bwysig bod siaradwyr Cymraeg yn cael yr un cyfleodd i ddefnyddio'r iaith ac mae siaradwyr Saesneg.' (Every support must be given to learners and parents of school children in all areas, so they gain confidence in speaking the Welsh language and in using the language in all aspects of their lives. It is important that Welsh speakers have the same opportunities to use the language as English speakers do.)	Education	This is the main focus of all targets set out within the WESP
'All new signs in the county should have Welsh first, all new street names should be Welsh only, all new schools should either be Welsh medium or dual stream.'	Education Engineering and Transport	• The consultation for the Welsh Language Education Bill states that all schools will be Category 3 (WM) unless there is a strong case for an English medium (EM) school e.g. amalgamation of existing EM schools. In this case the amount of Welsh delivered will have to be increased within the new EM school.

		• The 2 new planned schools within the WESP 10 year cycle will be Welsh-medium schools • YGG Rhosafan will have a new build flagship school (other new builds will be replacements of existing EM schools and not new schools) • Our Street Naming & Numbering Policy document enforces the principle that all new street names will be in Welsh only.
'In terms of commemoration, Welsh true history needs to be taught. I was never taught any Welsh history in school.'	Education Heritage, Culture Leisure and Tourism	This will form part of Curriculum for Wales and the Cynefin work within schools.
'Having social centres across all parts of NPT, having drop in centres for tuition, open up closed spaces/shops into learning centres/dysgu cymraeg places, increase funding for teaching adults [I'd really appreciate that one], greater support for welsh language music venues/artists/poets, putting in a bid for the Eisteddfod [future perhaps?], creating welsh language tours for NPT [tourism/history and education], Putting on bi-lingual festivals	Education Heritage, Culture Leisure and Tourism Property and Regeneration	• Educational aspects are addressed in Outcome 5 and 7 of the WESP. • Further support is in the process of being mapped out and will be rolled out in the next academic year. • All traffic signs are designed in compliance with the Traffic Signs

and events to help normalise use and ability/places to use Cymraeg. Create signage with helpful phrases in Cymraeg, alongside sign language [ways to be more inclusive of others and to normalise and help better communication all around]. Some ideas I'd love to see you implement.'		Manual & General Directions 2016 together with the Welsh Government Guidance for Traffic Signs and Road Markings 2018, where the Welsh language is displayed above the English language. The same principles are applied to the replacement of existing traffic signs, and again the Welsh language is displayed above the English language. • All council owned vacant premises are available to let with any funded proposal to utilise premises for Welsh language learning centres would be considered.
'Though, I would advise potentially explore the idea of using a colour coded system for different levels of speakers in events, where all levels of speakers [and non speakers] are welcome, but all events are able to cater to all different levels of Cymraeg. I would very much welcome events and festivals that are made for learners/non speakers to become more affluent	Heritage, Culture Leisure and Tourism	The Council's Culture Strategy will celebrate, promote and further develop the area's culture, heritage and leisure offer while recognising the role played by the Welsh language. One of the key themes in the strategy is 'Welsh at Heart' and

and affiliated with Cymraeg - with organisations/people there who are equipped to be able to help. Anything to reduce the intimidation factor that its made out to be [learning any language]. But offering welsh language tours [do we even have a tourism board anymore, or does Swansea still do it for us?], as well as making online content in both languages - would help demonstrate the leisure activities we have in NPT as well as our magical language and culture [which could be the tipping edge decision as to why others would come visit us!]'		actions to exemplify this theme will also be included.
'Important to consider how the Welsh language, heritage and culture is given the same relevance as English and how to engage with communities to achieve this'	Heritage, Culture Leisure and Tourism	
'I think many youths are resistant to using and learning Welsh at the best of times, if they are not speaking it at home, or in a Welsh school. My children would be deterred from accessing a youth club if it was in Welsh.'	Youth Service	Awaiting response
'Er mwyn normaleiddio'r Gymraeg ac i'r strategaeth fod yn llwyddianus, mae angen sicrhau bod y Gymraeg yn weladwy, er enghraifft, enwau Cymraeg yn unig ar ystadau	Planning Property and Regeneration	• All traffic signs are designed in compliance with the Traffic Signs Manual & General Directions 2016 together with the Welsh

o dai newydd. Hefyd, dylai fod popeth sydd yn cael eu rheoli gan y Cyngor fod yn ddwy-ieithog. Sylwais yn ddiweddar bod arwyddion Castell-nedd yn uniaith Saesneg, a dydy hyn ddim digon da.' (In order for the Welsh language to be normalised and for the strategy to be successful, it is necessary to make the Welsh language visible, for example, Welsh-only names on new housing estates. Also, everything managed by the council should be bi-lingual. I noticed recently that Neath's signs are provided only in English, and this isn't good enough.)		Government Guidance for Traffic Signs and Road Markings 2018, where the Welsh language is displayed above the English language. The same principles are applied to the replacement of existing traffic signs, and again the Welsh language is displayed above the English language. • Our Street Naming & Numbering Policy document enforces the principle that all new street names will be in Welsh only

Consultation & Engagement Plan

The plan below lists a range of engagement activities we undertook during the consultation period 17 April to 15 May 2023. The plan demonstrates we targeted a cross section of the community, including: the general public, those with protected characteristics, families, children and young people and partners.

What	Where
Consultation packs, containing the following: • Reference copy of the draft Welsh Language Promotion Strategy including potential actions (English and Welsh) • Questionnaires (English and Welsh), replicating the online questionnaire • A post box for completed questionnaires	Consultation packs were available in all council, and community libraries and in Neath and Port Talbot civic centres.
Corporate social media accounts (e.g. Facebook/Twitter)	Social media postings were communicated throughout the consultation period via Facebook and Twitter
Council Website	Online questionnaire and supporting materials published via a link from the Council's Welsh Language Standards webpage and the 'Have your say' webpage
Press Release	Via Council website and media contacts
Council's internal communications	The consultation was promoted via the Council's usual internal communications channels; including 'In the Loop', Sway, Yammer channels to encourage staff to give their views
Email with Web link	Email promoting the consultation was sent to internal and external stakeholders; for example town and community councils, NPTCVS, schools.
Awareness/consultation events	Engagement activities were held in various locations across the area during the four week period.

Welsh Language Promotion Strategy Consultation

Overall 133 respondents completed this questionnaire. The report has been filtered to show the responses for 'All Respondents'. A total of 133 cases fall into this category.

Do you agree with the vision?

Strongly Agree (37) 28.0%	**Neither agree nor disagree (19)** 14.4%
Agree (34) 25.8%	**Strongly Disagree (12)** 9.1%
Disagree (30) 22.7%	**Don't Know (-)**

Do you agree with the target?

Agree (38) 28.8%	**Neither agree nor disagree (18)** 13.6%
Strongly Agree (35) 26.5%	**Strongly Disagree (15)** 11.4%
Disagree (23) 17.4%	**Don't Know (3)** 2.3%

Do you agree with the following strategic themes?

Increasing the number of Welsh speakers

Strongly Agree (62) 47.0%	**Disagree (12)** 9.1%
Agree (33) 25.0%	**Strongly Disagree (11)** 8.3%
Neither agree nor disagree (12) 9.1%	**Don't Know (2)** 1.5%

Increasing the use of Welsh

Strongly Agree (63) 49.2%	**Neither agree nor disagree (10)** 7.8%
Agree (31) 24.2%	**Strongly Disagree (10)** 7.8%
Disagree (13) 10.2%	**Don't Know (1)** 0.8%

Creating favourable conditions – infrastructure and context

Strongly Agree (49) 38.6%	**Strongly Disagree (12)** 9.4%
Agree (37) 29.1%	**Disagree (8)** 6.3%
Neither agree nor disagree (18) 14.2%	**Don't Know (3)** 2.4%

Do you agree that the areas of work/potential actions listed below will help us achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers

Vision: More people speak Welsh

<u>Key areas of Work</u>

Support the implementation of the Welsh in Education Strategic Plan (WESP) 2022-2032

Strongly Agree **(57)** 44.5%	Neither agree nor disagree **(12)** 9.4%
Agree **(33)** 25.8%	Disagree **(7)** 5.5%
Strongly Disagree **(15)** 11.7%	Don't Know **(4)** 3.1%

Language transmission in the home

Strongly Agree **(40)** 32.0%	Strongly Disagree **(14)** 11.2%
Agree **(40)** 32.0%	Disagree **(9)** 7.2%
Neither agree nor disagree **(16)** 12.8%	Don't Know **(6)** 4.8%

Support people learning/speaking Welsh

Strongly Agree **(67)** 53.2%	Strongly Disagree **(7)** 5.6%
Agree **(38)** 30.2%	Disagree **(6)** 4.8%
Neither agree nor disagree **(7)** 5.6%	Don't Know **(1)** 0.8%

<u>Possible actions</u>

Promote the 'Welsh Homework Help' Facebook group to all pupils from non-Welsh speaking families in years 5 and 6 who attend Welsh medium schools.

Strongly Agree **(55)** 43.3%	Neither agree nor disagree **(12)** 19.4%
Agree **(38)** 29.9%	Disagree **(7)** 5.5%
Strongly Disagree **(13)** 10.2%	Don't Know **(2)** 1.6%

Promote the 'Welsh Homework Help' Facebook group to all pupils from non-Welsh speaking families in years 7 and 8 who attend Welsh medium schools.

Strongly Agree	**(56)** 44.8%	**Neither agree nor disagree**	**(13)** 10.4%
Agree	**(34)** 27.2%	**Disagree**	**(6)** 4.8%
Strongly Disagree	**(14)** 11.2%	**Don't Know**	**(2)** 1.6%

Update and promote the 'Benefits of Bilingualism' booklet

Strongly Agree	**(50)** 40.3%	**Strongly Disagree**	**(11)** 8.9%
Agree	**(29)** 23.4%	**Disagree**	**(9)** 7.3%
Neither agree nor disagree	**(23)** 18.5%	**Don't Know**	**(2)** 1.6%

Promote Welsh language/Welsh-medium education among non-Welsh speaking families to increase/support language awareness

Strongly Agree	**(56)** 45.2%	**Neither agree nor disagree**	**(13)** 10.5%
Agree	**(31)** 25.0%	**Disagree**	**(8)** 6.5%
Strongly Disagree	**(15)** 12.1%	**Don't Know**	**(1)** 0.8%

Establish and promote Welsh language courses for parents who send their children to Welsh-medium primary schools

Strongly Agree	**(64)** 51.2%	**Strongly Disagree**	**(11)** 8.8%
Agree	**(32)** 25.6%	**Disagree**	**(6)** 4.8%
Neither agree nor disagree	**(11)** 8.8%	**Don't Know**	**(1)** 0.8%

Develop appropriate courses and support for teaching and non-teaching staff learning Welsh

Strongly Agree	**(58)** 46.4%	**Strongly Disagree**	**(11)** 8.8%
Agree	**(33)** 26.4%	**Disagree**	**(8)** 6.4%
Neither agree nor disagree	**(13)** 10.4%	**Don't Know**	**(2)** 1.6%

Explore potential barriers to and increase the take up of Welsh medium education by children from Black Asian and Minority Ethnic (BME) communities and other underrepresented groups.

Strongly Agree (52) 41.6%		**Strongly Disagree** (14) 11.2%	
Agree (26) 20.8%		**Disagree** (6) 4.8%	
Neither agree nor disagree (25) 20.0%		**Don't Know** (2) 1.6%	

Explore potential barriers to and increase the take up of adult Welsh language courses amongst BME communities and other underrepresented groups

Strongly Agree (52) 41.6%		**Strongly Disagree** (13) 10.4%	
Neither agree nor disagree (27) 21.6%		**Disagree** (6) 4.8%	
Agree (24) 19.2%		**Don't Know** (3) 2.4%	

Strategic Theme 2: Increasing the use of Welsh

Vision: Welsh is an integral part of people's everyday life

Key areas of Work

Support and promote the use of Welsh in social settings

Strongly Agree (55) 42.6%		**Disagree** (9) 7.0%	
Agree (42) 32.6%		**Neither agree nor disagree** (8) 6.2%	
Strongly Disagree (14) 10.9%		**Don't Know** (1) 0.8%	

Expand the use of Welsh in the workplace

Strongly Agree (50) 39.1%		**Neither agree nor disagree** (11) 8.6%	
Agree (39) 30.5%		**Disagree** (9) 7.0%	
Strongly Disagree (18) 14.1%		**Don't Know** (1) 0.8%	

Potential Actions

Provide opportunities for our staff to access appropriate levels of Welsh language learners/ improvement courses

Strongly Agree	(59) 46.5%	Neither agree nor disagree	(11) 8.7%
Agree	(38) 29.9%	Disagree	(6) 4.7%
Strongly Disagree	(12) 9.4%	Don't Know	(1) 0.8%

Expand the Welsh language leisure programme across Neath Port Talbot.

Strongly Agree	(51) 39.8%	Neither agree nor disagree	(12) 9.4%
Agree	(39) 30.5%	Disagree	(9) 7.0%
Strongly Disagree	(14) 10.9%	Don't Know	(3) 2.3%

Promote the leisure programme to staff and the public through targeted and more general publicity

Strongly Agree	(49) 39.2%	Strongly Disagree	(14) 11.2%
Agree	(35) 28.0%	Disagree	(10) 8.0%
Neither agree nor disagree	(14) 11.2%	Don't Know	(3) 2.4%

Explore opportunities to increase the visibility of the Welsh language at all leisure facilities

Strongly Agree	(56) 44.8%	Neither agree nor disagree	(13) 10.4%
Agree	(32) 25.6%	Disagree	(7) 5.6%
Strongly Disagree	(15) 12.0%	Don't Know	(2) 1.6%

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

Strongly Agree	(48) 38.4%	Neither agree nor disagree	(13) 10.4%
Agree	(37) 29.6%	Disagree	(10) 8.0%
Strongly Disagree	(15) 12.0%	Don't Know	(2) 1.6%

Explore how Welsh can be used more in a social context

trongly Agree	(56) 44.4%	Neither agree nor disagree	(11) 8.7%
Agree	(34) 27.0%	Disagree	(7) 5.6%
Strongly Disagree	(16) 12.7%	Don't Know	(2) 1.6%

Work with partners to encourage greater use of the language in all youth clubs

Strongly Agree **(51)** 41.1%		Strongly Disagree **(15)** 12.1%
Agree **(34)** 27.4%		Disagree **(8)** 6.5%
Neither agree nor disagree **(15)** 12.1%		Don't Know **(1)** 0.8%

Welsh language awareness training will be promoted to all staff

Strongly Agree **(52)** 41.9%		Neither agree nor disagree **(14)** 11.3%
Agree **(35)** 28.2%		Disagree **(7)** 5.6%
Strongly Disagree **(15)** 12.1%		Don't Know **(1)** 0.8%

Work with partners to identify opportunities to promote the Welsh language in a variety of social settings

Strongly Agree **(53)** 43.1%		Neither agree nor disagree **(11)** 8.9%
Agree **(35)** 28.5%		Disagree **(7)** 5.7%
Strongly Disagree **(14)** 11.4%		Don't Know **(3)** 2.4%

Strategic Theme 3: Creating Favourable Conditions: Infrastructure and Context

Vision: We have an environment in which the language thrives

Key areas of Work

Increase the visibility of the language across the area

Strongly Agree **(54)** 43.2%		Neither agree nor disagree **(9)** 7.2%
Agree **(39)** 31,2%		Disagree **(8)** 6.4%
Strongly Disagree **(14)** 11.2%		Don't Know **(1)** 0.8%

Embed Welsh into all our strategies and plans

Strongly Agree **(52)** 41.9%		Neither agree nor disagree **(13)** 10.5%
Agree **(34)** 27.4%		Disagree **(7)** 5.6%
Strongly Disagree **(17)** 13.7%		Don't Know **(1)** 0.8%

Potential Actions

Work with the BME Community Association to explore ways in which to increase awareness of the Welsh language and culture within communities

Strongly Agree (43) 35.0%	**Strongly Disagree (13)** 10.6%
Agree (36) 29.3%	**Disagree (6)** 4.9%
Neither agree nor disagree (24) 19.5%	**Don't Know (1)** 0.8%

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

Strongly Agree (50) 40.7%	**Disagree (10)** 8.1%
Agree (40) 32.5%	**Neither agree nor disagree (9)** 7.3%
Strongly Disagree (13) 10.6%	**Don't Know (1)** 0.8%

Develop and implement our internal language skills policy across our service areas

Strongly Agree (46) 37.4%	**Strongly Disagree (14)** 11.4%
Agree (36) 29.3%	**Disagree (8)** 6.5%
Neither agree nor disagree (17) 13.8%	**Don't Know (2)** 1.6%

Ensure the Welsh language is central to the design and application of new technologies.

Strongly Agree (45) 36.9%	**Strongly Disagree (15)** 12.3%
Agree (32) 26.2%	**Disagree (10)** 8.2%
Neither agree nor disagree (18) 14.8%	**Don't Know (2)** 1.6%

Work with the business community to explore opportunities to increase the visibility of Welsh.

Strongly Agree (51) 41.1%	**Strongly Disagree (14)** 11.3%
Agree (35) 28.2%	**Disagree (7)** 5.6%
Neither agree nor disagree (16) 12.9%	**Don't Know (1)** 0.8%

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

Strongly Agree	**(53)** 42.7%	**Neither agree nor disagree**	**(15)** 12.1%
Agree	**(31)** 25.0%	**Disagree**	**(7)** 5.6%
Strongly Disagree	**(16)** 12.9%	**Don't Know**	**(2)** 1.6%

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

Strongly Agree	**(52)** 42.3%	**Strongly Disagree**	**(15)** 12.2%
Agree	**(29)** 23.6%	**Disagree**	**(7)** 5.7%
Neither agree nor disagree	**(18)** 14.6%	**Don't Know**	**(2)** 1.6%

Include the Welsh language as a key element in all future policies and strategies

Strongly Agree	**(51)** 41.8%	**Neither agree nor disagree**	**(16)** 13.1%
Agree	**(29)** 23.8%	**Disagree**	**(7)** 5.7%
Strongly Disagree	**(18)** 14.8%	**Don't Know**	**(1)** 0.8%

What effect do you think the strategy will have on:

People's opportunities to use the Welsh language

Positive	**(93)**	72.7%
No effect	**(31)**	24.2%
Negative	**(4)**	3.1%

Treating the Welsh language no less favourably than the English language

Positive	**(78)**	62.4%
No effect	**(40)**	32.0%
Negative	**(7)**	5.6%

Would the strategy have an impact on you and/or your family because of (your and /or their):

Age

No	(63)	54.8%
Yes	(35)	30.4%
Don't Know	(17)	14.8%

Disability

No	(75)	67.6%
Don't Know	(19)	17.1%
Yes.	(17)	153%

Gender reassignment

No	(79)	73.1%
Don't Know	(23)	21.3%
Yes	(6)	5.6%

Marriage or civil partnership

No	(78)	70.9%
Don't Know	(21)	19.1%
Yes.	(11)	10.0%

Pregnancy and maternity

No	(78)	72.2%
Don't Know	(18)	16.7%
Yes	12)	11.1%

Race

No	(77)	73.3%
Don't Know	(17)	16.2%
Yes.	(11)	10.5%

Religion or belief

No	(80)	74.8%
Don't Know	(16)	15.0%
Yes	(11)	10.3%

Sex

No	(82)	75.9%
Don't Know	(17)	15.7%
Yes.	(9)	8.3%

Sexual Orientation

No	(80)	76.9%
Don't Know	(16)	15.4%
Yes	(8)	7.7%

Are you responding...

As an individual (126)	97.7%
As an organisation (3)	2.3%

What is your age?

50-59	(34)	27.0%	Prefer not to say	(9)	7.1%	16-24	(3)	2.4%
30-39	(22)	17.5%	25-29	(8)	6.3%	86+	(1)	0.8%
40-49	(22)	17.5%	75-85	(7)	5.6%	under 16	(-)	
60-69	(16)	12.7%	70-74	(4)	3.2%			

Welsh language skills

Little or no knowledge (39) 30.7%		Fairly fluent speaker (9) 7.1%
Learner (35) 27.6%		Fairly fluent speaker & writer (6) 4.7%
Fluent speaker & writer (23) 18.1%		Fluent speaker (3) 2.4%
Prefer not to say (12) 9.4%		

Are you pregnant or on maternity leave?

No (105) 84.7%

Prefer not to say (16) 12.9%

Yes (3) 2.4%

Do you consider yourself to have a disability?

No (86) 69.4%

Yes (20) 16.1%

Prefer not to say (18) 14.5%

Ethnic origin

White British (88) 70.4%		Mixed: White & Asian (-)
Other (26) 20.8%		Indian (-)
Prefer not to say (10) 8.0%		Bangladeshi (-)
White Irish (1) 0.8%		Pakistani (-)
Mixed: White & Black African (-)		Black: African (-)
Mixed: White & Black Caribbean (-)		Black: Caribbean (-)

Sex

Female (73) 58.9%		Other (2) 1.6%
Male (37) 29.8%		Non-binary (1) 0.8%
Prefer not to say (11) 8.9%		Transgender (-)

Sexual orientation

Heterosexual (103) 83.7%		Gay (1) 0.8%
Prefer not to say (15) 12.2%		Lesbian (-)
Other (4) 3.3%		Bisexual (-)

Religion / belief

Christian	**(56)**	45.2%	Hindu	**(-)**
No religion	**(45)**	36.3%	Jewish	**(-)**
Prefer not to say	**(15)**	12.1%	**Muslim**	**(-)**
Other religion	**(8)**	6.5%	Sikh	**(-)**
Buddhist	**(-)**			

Nationality

Welsh	**(84)**	67.7%	**Other**	**(2)**	1.6%
British	**(20)**	16.1%	**Irish**	**(1)**	0.8%
Prefer not to say	**(11)**	8.9%	Scottish	**(-)**	
English	**(6)**	4.8%			