



WELSH LANGUAGE STANDARDS 5 YEAR STRATEGY

INTRODUCTION

The Welsh Language (Wales) Measures 2011(1) places a duty on Local Authorities to promote the Welsh language.

Standard 145 of the Welsh Language Standards (no.1) Regulations 2015 requires that this Council produces, and publishes on its website a 5-year strategy that sets out how we propose to promote the Welsh language and to facilitate the use of the Welsh language more widely in Pembrokeshire.

Standard 146 of the Welsh Language Standards requires that this Council, five years after publishing a strategy in accordance with Standard 145, assess to what extent the Council has followed that strategy and has reached the targets set.

PEMBROKESHIRE COUNTY COUNCIL'S 5 YR STRATEGY

This Strategy sets out how Pembrokeshire County Council proposes to promote and facilitate the use of the Welsh language more widely in Pembrokeshire. It has been prepared within the broader policy framework and context provided by various strategies (including the Welsh in Education Strategic Plan) and initiatives adopted or being developed by Pembrokeshire County Council.

It also takes into account the findings of the:-

Welsh Language Use survey 2004-2006;

Welsh Language Use survey 2013-2015;

Pupil Level Annual School Census 2015;

2014-2015 Bangor University research on behalf of the Welsh Government.

Our vision is to:-

Provide opportunity for Pembrokeshire people to learn Welsh/improve their Welsh and to be able to use it in their daily lives and in their business.

Provide opportunity for Pembrokeshire County Council employees to learn Welsh/improve their Welsh/gain an awareness of the value of Welsh and to be able to use it within their working environment.

Enable children to learn the Welsh language at our schools with a view to using the language at home; within their community and as a skill when entering the workplace.

There are three themes to our focus:-

(A)The use of Welsh in our community (ensure the everyday presence of the Welsh language in our community through the delivery of learning and service provision):-

To rise to the challenge of changing linguistic behaviour.

To raise awareness of Welsh medium channels of communication.

To ensure that families are able to access Welsh medium services.

To ensure that learning opportunities at all levels and through various channels are available.

(B)The use of Welsh in our workplace (ensure the everyday presence of the Welsh language in our workplace):-

To increase the value of the Welsh language as a skill.

To prioritise support for employees providing reception services and social care services within the community to develop their Welsh language skills.

To improve the number of Pembrokeshire County Council employees able to speak Welsh at levels 3 and 4 by 2021.

To promote the use of Welsh internally in line with our Policy on the Internal Use of Welsh.

(C)The use of Welsh in our schools (secure the future of the Welsh language through education):-

To plan the provision of Welsh within the education system.

To extend and develop Welsh-medium education across the County.

To ensure that our learners have the necessary skills to use in the workplace and socially.

To ensure that Welsh-medium schools support other schools to develop on the linguistic continuum.

Pembrokeshire County Council is placing long term solutions in place to ensure that the requirements of the Welsh Language Standards are addressed.

Our strategy will be used:-

To influence and encourage the use of the Welsh language;

To promote and protect the Welsh culture and heritage

(A) The use of Welsh in the Community: Opportunities for adults to learn and use Welsh within the community

(A) (1) Opportunities to learn in the community

Welsh for adult courses (Live Learn Enjoy) .Pembrokeshire County Council offers comprehensive options of learning for the people of Pembrokeshire. They can learn or improve their Welsh language skills by attending courses at all levels. The courses incorporate programmes that combine classroom and online training. Informal learning activities are also available which include Noson FfrinDiaith. The progression route is: - entry→foundation→intermediate→advanced levels.

Learners can choose their own pace and may wish to take 2 years to reach the foundation stage.

The 17/18 prospectus offers a wide range of courses from beginners through to advanced level. These include “Welsh for the family courses” which will:-

Help adults to learn Welsh which they can use with the family. More and more children now have the advantage of a bilingual education and learning Welsh at school. However the Welsh Language Use Survey 2013-2015 found that older Welsh speakers are more likely to have learnt Welsh at home as a young child than anywhere else. The survey showed that 79% of Welsh speakers aged 65 and over had learnt Welsh at home. The survey also found that these Welsh speakers are more likely to be fluent and feel more comfortable using Welsh than those who have learnt the language at school. It is therefore important to encourage the use of Welsh within the home environment alongside increasing access to Welsh medium education.

Help adults who work with young children to learn Welsh - the emphasis will be on learning words and phrases that can be used with children right from the start. Research in Wales has found that if a person works in Wales the ability to speak Welsh will give that person a definite advantage, and could lead to a promotion or a better job - employees with bilingual skills are more likely to earn between 8 and 10% more than those with no bilingual skills. (Dr Colin Baker Bangor University)

Opportunities are also available for families to practise their Welsh outside of the classroom to consolidate what they have learnt and to help gain confidence to speak the language. A range of Saturday day schools “Sadwrn Siarad” /block courses/revision courses are available which will help a learner to revise, practise and use their Welsh, together with other informal learning opportunities such as having chats over coffee/book and drama clubs, walk and talk events.

Other education courses that are open to the public are available bilingually. In order to make it viable for the Council to run courses through the medium of Welsh we need a minimum number of people to take part. When a member of the community makes an enquiry about taking part in a course we will ask if he/she wishes to take

part exclusively in Welsh. Pembrokeshire County Council will endeavour to provide courses exclusively in Welsh when numbers reach the minimum level required.

(A) (2) Opportunities to use the language within the community

We are addressing any historic lack of awareness of Welsh language provision within the services offered by the Council.

The Welsh Language Standards have been incorporated/mainstreamed into various corporate policies and everyday work:-

Reports were prepared to show how we to intended to comply and monitor our compliance with the Welsh Language Standards.

The first annual report was prepared in the June of this year which confirmed how the Council has dealt with the service delivery; policy making and operational standards during the 16/17 financial year. A report will subsequently be prepared on an annual basis. The report included the following detail:-

The number of employees who have Welsh language skills

The number of new and vacant posts that were advertised in accordance with the standards i.e. the requirement to assess the need for Welsh language skills and categorise the post accordingly

The number of complaints received relating to any non-compliance of service delivery; policy making and operational standards. As with all the Council's services a review of any complaints received from both the public and the Welsh Language Commissioner is of considerable benefit in assessing whether we are delivering the service in the way expected.

The reports are held on the Council's welsh language page of its website www.pembrokeshire.gov.uk/wls

The Welsh Commissioner feels that the Welsh Language Standards will remove uncertainty in people's minds in relation to the opportunity which exists to use the Welsh language. It is seen as a statutory tool in the task of creating opportunities to use the Welsh language and to strengthen its position in all aspects of Welsh life. Compliance with the Welsh Language Standards will therefore lead to the establishment of rights for Welsh speakers and raise the official status of the Welsh language which in turn will promote the use of the language. The Welsh Language Commissioners regulatory framework will provide an assessment of the effectiveness of the Council's compliance with the Welsh Language Standards.

The main fully bilingual Council website www.sir-benfro.gov.uk /www.pembrokeshire.gov.uk is one of our key communication tools and holds

detail of the full range of services provided by the Council. The Council's website and social media channels are managed by the corporate Web Team and support bilingual content. We actively promote our digital services in both the Welsh and English Language and include the Council website address www.sir-benfro.gov.uk www.pembrokeshire.gov.uk on all corporate electronic/printed communication or marketing material. Users to our website can choose their preferred language on entry to our website and can toggle between the Welsh/English language using the direct links on the relevant page. Our digital service have grown significantly in the past 12 months and we now have over 31,500 My Account users and offer over 100 online payment, requests and report facilities, all available bilingually. Over 3,804,000 users accessed the Councils website during 16/17 financial year and we are expecting this total to increase as we continue to expand our digital offering and encourage more customers to use self-service channels. Providing a fully bilingual digital service, promoted equally in both languages, will play a part in raising the awareness of services available to our customers.

The provisions of a Welsh website allows more opportunities for Pembrokeshire people to use Welsh in their daily lives and enables the Council to move forward in the challenge of changing linguistic behaviour.

The homepage of our website holds a link to our customer charter "putting our customers first" which details the Council's level of service to our customers, including the use of the Welsh language. The Charter is also displayed at County Hall main reception and at the Council's customer service centres.

A document which records the Welsh Language Standards with which the Council is under a duty to comply with is available on the Council's website www.pembrokeshire.gov.uk/wls. The introduction to the standards explains that their aim is to:

- Increase and improve Welsh language services for the people of Wales
- Ensure greater clarity and consistency in terms of the services that can be expected in Welsh
- Give the people of Wales rights in terms of receiving services through the medium of Welsh.

A proactive corporate approach is being taken to the development of a database to record customer and business contact communication preference. Users of services are asked to state their preferred language which ensures opportunity for the use of the Welsh language. This initiative also incorporates the opportunity to promote "my Account" with the long term aim of increasing the number of users.

Consideration of potential impacts on the Welsh language is a key element in our recently updated corporate Integrated Impact Assessment template and

guidance. The Council is committed to considering the needs and requirements of all individuals affected by our policies and practices, and to assess the impact of adverse effects of a policy decision on the Welsh language at the beginning of any developments, projects or programmes. The Council's consultation documents reference the Welsh Language in relation to their subject.

We have developed a policy in relation to awarding grants. As part of the application process applicants will be asked to explain what use will be made of the Welsh language within the proposed activity. As a form of monitoring programme they will be required to demonstrate how the proposed activity will provide for people to use the Welsh language. This Council will wish to be assured that the awarding of the grant will maximise potential positive impacts of the Welsh language through the delivery of the grant funded activity.

We have developed a procurement procedure which requires the Council to ensure that it considers the Welsh language needs of service users when commissioning services. The quality and level of both the Council's and 3rd party compliance with all the relevant service delivery standards will be monitored.

Bilingual signage within the Council's buildings helps to increase the visibility of the Welsh language for employees and visitors. The physical environment of County Hall reflects and promotes Welsh culture and language. During 2014-15 Bangor University undertook a research study on behalf of the Welsh Government exploring language use patterns in communities in Wales and some of the factors associated with the vitality of Welsh as a community language. One of the findings of the research study was that for many respondents community interaction in Welsh was based on day to day activity such as accessing services (Welsh Government 2015). Findings of the Welsh Language Use Survey 2013-2015 showed that just over half of Welsh speakers try to use Welsh, at least occasionally, when dealing with public organisations.

In addition to the Welsh Language Standards the Welsh Government, in 2012, published "More than Just Words", a strategic framework for Welsh Language services in Health and Social Services. The Welsh Government subsequently produced the Follow on Framework for Welsh Language Services in Health, Social Services and Social Care 2016-2019. The vision is to provide a service that will satisfy the needs of Welsh speakers and their families or carers, by ensuring they are able to receive services in their own language throughout the care process. There is a requirement to develop an "Active offer" and staff members are required to ensure that they will offer Welsh language services to their clients. We will consider such key guidance to ensure a consistent and comprehensive response to any Welsh language development.

(B) The use of Welsh in the workplace: Opportunities for employees to learn Welsh and to use the language at their place of work

(B) (1) Opportunities to learn Welsh

The Council is taking positive steps to promote the Welsh language internally. In its publication *Iaith Fyw: Iaith Byw/A living language: language for living* (Welsh Government 2012) the Welsh Government identified the use of Welsh in the workplace as one of the specific means to achieve the sustainability of the Welsh language.

We promote and offer a comprehensive training programme to our employees free of charge during work hours (or time off in lieu provided if, due to working patterns/personal requirements, the courses are undertaken outside of working hours) up to foundation level.

We prioritise support for employees providing reception services and social care services in the community to develop Welsh language skills.

We also offer courses to our employees free of charge who wish to progress above foundation level. Staff are supported to up-skill in the Welsh language.

The following courses are available to our employees:-

- Welsh language awareness (e learning module) as a means of increasing positive attitudes towards Welsh among staff.

- Say Something in Welsh (online learning)

- Mynediad level (Entry) – Welsh language classes – speaking skills

- Sylfaen level (Foundation) - Welsh language classes – continuing with speaking skills

- Canolfan level (Intermediate) - Welsh language classes

- Uwch level (Advanced) - Welsh language classes

- Bespoke training for reception/front line staff.

- Using Welsh in the Workplace with increased Confidence (Cynyddu hyder yn y Gweithle)

- Duo lingo- a language learning platform

Opportunities are also available for employees to practise their Welsh outside of the classroom as a form of informal learning. This will help to consolidate what they have learnt and to help gain confidence to speak the language through the various informal learning opportunities such as having chats over coffee/book and drama clubs, walk and talk events.

Our long term strategy is to ensure that the language skills of the workforce are developed in order to provide bilingual services to the public. Managers will be

supported to assist in the implementation of this strategy and to achieve the necessary management competence to work in an organisation where two languages are used.

In turn a bilingual workforce will provide effective services to our public through the medium of Welsh by communicating with members of the public successfully allowing them to carry out their day to day business in either Welsh or English.

Young people will see a way of using their Welsh language skills and competences, learnt through Welsh medium education at home; in the community and in the workplace.

(B) (2) Opportunities to use Welsh in their place of work.

We are aiming to develop a bilingual culture within the Council. Ensuring that Welsh is used in the workplace has a wide reaching impact on people's perception of the language. It also gives the language an economic value. The Welsh Language Standards have been incorporated/mainstreamed into various corporate policies and everyday work.

Focus groups undertaken with staff who provide front line services in order to ascertain their Welsh language skills and requirements.

A comprehensive Welsh language training programme has been developed.

Welsh language awareness training is available. The Welsh e learning module clarifies the role of employees in helping the Council comply with the Welsh Language Standards. The module is designed to raise awareness of the Welsh Language including an awareness of its history and its role in Welsh culture. In its publication *Iaith Fyw: Iaith Byw / a living language: language for living* (Welsh Government 2012) the Welsh Government stated that language awareness training can be a successful means of increasing positive attitudes towards Welsh amongst staff.

Welsh speaking staff - including learners - are clearly identified by use of lanyards.

We are conducting an ongoing Welsh Language Training Needs Assessment to identify Welsh speaking skills of all employees (to maintain updated information on level of skills and to aid in offering the appropriate Welsh language training).

The decision to assess the need for Welsh language skills and categorise new and vacant posts accordingly will result in Welsh language skills becoming an automatic part of workforce planning. Further strengthened by the decision to categorise the Welsh language skills of new and vacant front line posts as "to be learnt on appointment to the post"

Welsh language versions of documents relating to health; wellbeing; work place benefits and salaries are produced and made available on the Authority's intranet.

The disciplinary and grievance policies promote the entitlement to receive all correspondence /attend all interviews or meeting through the medium of Welsh.

Paperwork in respect of employee performance appraisal is available through the medium of Welsh.

Bilingual signage within the buildings helps to increase the visibility of the Welsh language for employees and visitors. The physical environment of County Hall reflects and promotes Welsh culture and language.

Appointment of a Welsh Language Standards Officer to advise officers on the implementation of the Welsh Language Standards and monitor compliance of the Standards.

Development of a Welsh Language Standards Development Group to discuss and seek to resolve any obstacles toward promoting the Welsh language within each Directorate /service area.

Development of an Employee Training and Education in the Community sub group (ETEC) and a Communication and IT sub group (CIT) which provides specialised expertise and knowledge in areas such as training(for both the public and staff); communications and IT systems.

Task and finish groups are established to provide specialist knowledge within specific service areas.

Active promotion and involvement of a Welsh translation unit and the Welsh translation service.

Development of a dedicated Welsh language page on the homepage of the Authority's intranet - Communication and Welsh language - to hold the Welsh Language Standards compliance notice; advice on compliance and Learning and Development opportunities.

The Communication Standards Services and Resources guideline to employees details the Welsh Language Standards requirements and the support available for staff to ensure compliance.

The introduction of the Internal use of Welsh policy which provides guidance on good practice on the use of the Welsh language in the workplace and an understanding of the duty to operate in accordance with the Welsh Language Standards.

The development of the document Supplementary Information for Managers and Senior Officers which provides these operational managers -who have a responsibility for the implementation of the Welsh Language Standards - with

guidance and support on the implementation of the standards on a corporate level.

Training sessions developed and delivered in order to strengthen the advice provided within the Supplementary Information for Managers and Senior Officers.

The introduction of a Welsh spellcheck programme available to all staff.

Development of a bilingual e-learning modules such as the Recruitment and Selection process and Health and Safety.

It is expected that the use of the Welsh language within our workplace will have a wide-reaching impact on our public's perception of the language.

(C) The use of Welsh in our schools: to secure the future of the Welsh language through education.

Pembrokeshire County Council has a statutory duty to secure sufficient and suitable school places in its area and to determine whether it is making the best use of the resources and facilities to deliver the opportunities that children deserve. Included within that duty is the need to ensure that appropriate provision is made for Welsh medium education.

The School Standards and Organisation (Wales) Act 2013 places a duty on Local Authorities to plan how they will provide for Welsh in the Education systems. Pembrokeshire County Council has a clear vision for developing and extending Welsh medium education:-

“To remove barriers in order to extend and develop Welsh-medium education in the non-maintained sector, primary and secondary schools (including 16+) across the County”.

This vision is based on these key principles:-

To recognise every child's rights to learn the Welsh language

To promote the highest standards possible

The need to treat both Welsh and English equally.

The Council's Welsh in Education Strategic Plan (WESP) was published in June 2014 and reflects its commitment to improve its Welsh Medium education planning and provision.

The education system in Wales has a vitally important role in the future of the language, and it is the provision of Welsh medium education that has generated the greatest gains in the numbers of young people fluent and confident in their Welsh language skills. The most recently available statistics indicate that in 2015/16, 82,411 learners in Wales attended classes where Welsh was the sole or main medium of instruction in Primary, Secondary and Middle schools (*Stats Wales – Number of pupils in classes by local authority, region and Welsh category*).

There are currently 61 primary schools and eight secondary schools in Pembrokeshire, of which 25 schools (41%) provide some form of Welsh Medium provision, i.e. Welsh Medium, Dual Stream, Transitional, Bilingual or English Medium with significant use of Welsh.

The Welsh Language Use Survey 2013-2015 shows that young Welsh speakers are more likely to have learnt to speak Welsh at school than anywhere else. The survey shows that 79% of children and young people aged 3 to 15 learnt Welsh through this medium. The survey suggests that the likely reason for this is the substantial change in the Welsh medium education sector over the past fifty years, with an increase in the number of pupils learning through the medium of Welsh, and in the number of Welsh-medium schools which have opened across Wales. The percentage of pupils

who receive their education in Welsh-medium or bilingual primary, middle and secondary schools, is around 22% of pupils according to the Pupil Level annual school census (PLASC) 2015.

Pembrokeshire County Council asserts its belief in the educational value of acquiring two languages, “there are many advantages of being bilingual and research has shown that children who speak two languages can be more versatile, creative in their thinking and can learn other languages easier”. The aim of its bilingual policy is to educate pupils so that they are thoroughly bilingual in the use of both Welsh and English on leaving the primary school in order that they can participate fully in the bilingual community of which they are a part. The provision made should ensure that every pupil is able to communicate with confidence in both languages and that they have an appreciation of the cultural heritage of Wales. It recognises the fact that certain areas of the County have distinctive cultural and linguistic traditions which must be taken into consideration when evolving an effective language policy for Pembrokeshire as a whole. This is reflected in the approach to the implementation of the policy.

(C) (1) Pre-school provision

The booklet *Addysg Gymraeg* produced by ERW in conjunction with Mudiad Meithrin and Pembrokeshire County Council encourages parents to start their child’s bilingual education at the earliest stage. Commencing at Mudiad Meithrin through to Cylch Meithryn followed by attendance at a Welsh medium primary school. 86% of children who attend *cylchoedd meithrin* progress to Welsh medium education (Data Mudiad Meithrin 2013). The booklet emphasises the benefits of a bilingual education on both the child and the parent and addresses any concerns a parent may have with regard to, for example, helping with homework -emphasis is placed on how a child will learn to translate his/her homework allowing the parent and child to think through a homework problem together. A child who is capable of speaking Welsh can become a bridge between generations for example if there are grandparents who can speak Welsh.

(C) (2) Primary education

Measuring the demand for Welsh medium provision is an ongoing exercise, and this forms part of the Council’s responsibility within its Welsh in Education Strategic Plan (WESP).

Due to a growing demand for Welsh medium education in the traditionally English speaking town of Tenby a statutory proposal was approved for a new Welsh medium primary school. Tenby Welsh medium community primary school replaces the existing Dual Stream provision at the current infant and junior schools in the town. This provision commenced in September 2016, initially with 130 pupil places; however, it is anticipated that further demand will subsequently increase to 210 pupil places. (The previous Welsh unit in the town’s Infant School had 71 pupils while numbers at the Junior School stood at 39; the new school's main intake will come

from those Welsh units but it will also take in pupils from a wider catchment area across the south of the County.)

The Council has recently approved a proposal to effect an alteration of the medium of instruction at Ysgol Gymunedol Croesgoch. All pupils commencing on the first year of the Nursery of the school during the 2018/19 academic year will be taught through the medium of Welsh. This will result in an increase of more than 20% in the teaching which is conducted through the medium of Welsh. It is intended that Ysgol Gymunedol Croesgoch progresses along the Welsh language continuum so that it becomes a Welsh Medium school. This is in line with Pembrokeshire County Council's *Welsh in Education Strategic Plan 2013-2017*, to increase the provision of Welsh medium education in the county.

In 2016, 273 pupils (21%) in year 2 were assessed. This is an increase of 2% since 2013.

Year	Number	Actual%
2013	247	19
2016	273	21

(C) (3) Secondary education

Ysgol y Preseli in Crymych is currently the only designated bilingual secondary school in Pembrokeshire. All other secondary schools are designated as English Medium, except for Ysgol Bro Gwaun, which is English Medium with significant use of Welsh.

The proposal to establish a new Welsh medium secondary school in Haverfordwest took into consideration the provision of accessible secondary Welsh medium provision and the extension of primary provision in that area. Its introduction will present an opportunity to provide a transformational solution to both primary and secondary Welsh medium provision. Pembrokeshire County Council undertook surveys to assess the demand for Welsh medium education in the Milford Haven and St David's area during the autumn/winter of 2013/14. In addition, the Council undertook a whole County consultation on planning for the future of Welsh medium education in the autumn of 2014. The findings and conclusions from both surveys and preliminary consultation were reported to Cabinet on 5th January 2015.

At its meeting in July 2016 it approved the proposal to establish, by September 18, a new Welsh medium 3-16 school in Withybush Haverfordwest – currently named Ysgol Gymraeg Hwlfordd. This has been welcomed as a means of extending Welsh medium education provision in Pembrokeshire. Together with Ysgol y Preseli in Crymych Welsh medium secondary provision will become accessible to approximately 96% of Pembrokeshire's pupil population. The language category of the school will be Welsh medium for the 3-11 element and bilingual AB (2A) for the 11-16 element. It is felt that this proposal will address the key issues identified:-

To maintain or improve educational standards for learners;

To extend primary and secondary Welsh medium provision to meet stated demand.

To address any concerns that the Council's only current Welsh medium secondary provision (Ysgol Y Preseli, Crymych) is too far from many areas of the County. It was understood that parents may not be choosing to access Welsh medium provision as a result of Ysgol y Preseli's geographic situation.

Contribute towards meeting the Council's vision for developing and extending Welsh medium education provision as set out in its Welsh in Education Strategic plan.

The definition of 'Bilingual AB (2A)' is as follows:-

Curriculum- At least 80% of subjects (excluding English and Welsh) are taught only through the medium of Welsh to all pupils. One or two subjects are taught to some pupils in English or both languages.

Outcome- for pupils following the maximum number of courses through the medium of Welsh, assessment at Key stages 4 would be through the medium of Welsh in those subjects and that they would be able to progress to post 16 provision through the medium of Welsh in chosen subjects.

The school will:-

Provide access to Welsh medium secondary education to 96% of Pembrokeshire pupils within 45 minutes of their homes;

Ensure seamless education provision from pre-school to year 11;

Provide a Cylch Meithrin pre-school facility

Currently the percentage of pupils who register to sit GCSE Welsh (first language) who are registered for at least two further qualifications at level 1 or level 2 through the medium of Welsh is 4.8%. It is expected that by 2023 the first cohort of year 11 pupils at Ysgol Gymraeg Hwlfordd will contribute to a significant increase in the results.

(C) (4) FE Sector / Post-16 education

The Welsh Government's 2010 Welsh-Medium Education Strategy places an obligation on local authorities to work in partnership with further education colleges in order 'to improve the planning of Welsh-medium provision in the post-14 phases of education and training, to take account of linguistic progression and continued development of skills.' The Pembrokeshire 14-19 Learning Pathways Network has enabled Pembrokeshire County Council and Pembrokeshire College to work together to develop Welsh-medium curriculum provision in key areas. This collaboration has included Ysgol y Preseli and Pembrokeshire College working in partnership in order to offer Welsh-medium vocational options to Year 10 and 11 pupils in Agricultural Engineering and Hair & Beauty. Pupils attend Pembrokeshire College one day per week, achieving Level 2 qualifications through the medium of Welsh at the end of the two-year programme.

The 14-19 Network has now been superseded with the Pembrokeshire/Carmarthenshire 11-25 Executive Group which will allow the Council, Pembrokeshire College and other education and training providers to:-

- identify and develop Welsh-medium learning opportunities in key priority vocational areas, as set by Welsh Government and in line with the organisations' Welsh Language strategies
- create opportunities for post-16 learners to develop their Welsh language skills in a vocational context, building on their GSCE Welsh Language qualifications, in order to equip them with the communication skills required in the workplace
- organise informal Welsh language and Welsh culture opportunities for Welsh speaking and non-Welsh speaking learners in order to provide them with positive experiences, resulting in improved engagement with the language

It is hoped that this forum will assist in achieving the common goal of increased Welsh-medium provision, increased uptake of Welsh-medium provision by post-16 learners and increased use of the Welsh language by all, both within the workplace environment and within the community.

(C) (5) Welsh language centres

Pembrokeshire currently has two 'Language Centres'. These are special centres for pupils, due to attend a Welsh-medium school, who have no, or little, previous experience of education through the medium of Welsh. An example would be where a pupil has moved into Pembrokeshire from outside the County. Canolfan Iaith y Preseli (Preseli Language Centre) and Canolfan Iaith Bro Gwaun (Bro Gwaun Language Centre) which are based at Ysgol y Preseli and Ysgol Bro Gwaun respectively. By 2020 Pembrokeshire County Council aims to establish a language centre in the Haverfordwest area protecting the current provision in the North of the County to ensure that it is possible to transfer from English-medium education to Welsh-medium education at any time during the educational journey.

The main aim of the centres is to provide intense support for primary pupils that are latecomers to Welsh education in order that they become fluent in Welsh and enable them to integrate fully within their primary school and its community. The usual pattern is for pupils (Yr2-Yr6) to attend the catchment area centre for two/three days a week initially which then reduces to once a week as they become more competent in the language. The Language Centre teachers visit schools twice weekly to provide extra support to latecomers in their school environment and discuss progress with their class teachers. At the end of their time at the centre pupils will have acquired a level of understanding and fluency that allows them to fully access the curriculum through the medium of Welsh.

As part of the Welsh in Education Strategic Plan, the Council has an objective to increase the ability to take advantage of Welsh medium provision through immersion education schemes, and consequently our target is that all pupils who attend the

centres and have received three years of Welsh medium education, continue in the medium of Welsh into the secondary sector.

(C) (6) Informal learning

Opportunities for learners to practise their Welsh outside of the classroom is provided through initiatives such as school pupils enrolled as members of the Urdd. In 2015 96% of school pupils were enrolled as members and this co-operation has improved and extended opportunities to use the Welsh language informally.

A termly magazine by an Athrawes Bro promotes reading, and is intended to be extended to become a resource that will promote digital communication.

Menter Iaith officers also offer a service in schools where there is an emphasis on the natural use of the language.

In its guidelines to the Youth Service the Council aims to offer practical advice and suggestions as to how to promote Welsh language, culture and heritage within Pembrokeshire Youth. The Council feels that the increasingly bilingual nature of Welsh young people, is a factor which Pembrokeshire Youth needs to take on board in assessing the needs of the young people we serve and in planning and delivering our youth service. The guideline includes the following advice:

- In developing effective bilingual youth work practice Pembrokeshire Youth should be primarily concerned with creating an enabling environment where :
 - ✓ both languages are equally visible,
 - ✓ both languages are used in an official and public capacity,
 - ✓ both languages can be used 'safely' (without fear of intimidation, ridicule or exclusion),
 - ✓ practical activities are organised in such a way as to facilitate and encourage language preference, and where
 - ✓ diversity of identity is promoted and celebrated.

CONCLUSION

The Welsh Language Use survey shows that the opportunities for using Welsh are very dependent on an individuals' day to day circumstances. A person's ability to speak Welsh does not necessarily mean that the Welsh language is used by all Welsh speakers. The level of fluency may dictate daily use. Our aims should therefore be to provide opportunities for our public not only to learn the Welsh language but to provide opportunities for all Welsh speakers (regardless of level of fluency) to use the language.

Family and friends' ability to speak Welsh; the area where a person lives and his/her workplace can all influence a Welsh speaker's opportunity to use the language. In its publication *Iaith Fyw: Iaith Byw / a living language: language for living* (Welsh Government 2012) the Welsh Government felt that the language of a child's community of speakers which includes family, friends and schooling influences the language spoken by the child. A continual exposure through the lifespan may be necessary to maintain the Welsh Language. By developing the use of Welsh in the Community; in our workplace and in our schools it is expected that Pembrokeshire County Council can be influential in a person's (be it child, adult or member of staff) attitude towards the language.

The Welsh Government in its publication *A living language: a language for living – moving forward* confirmed that “there is not a single answer or simple solution to ensuring a thriving future for the Welsh language”. Pembrokeshire County Council's strategy will be revisited within the next two years to monitor progress.

This 5 year strategy:-

Acknowledges that compliance with the Welsh Language Standards forms part of the strategic plan to promote and facilitate the use of the Welsh language. When implementing the standards process, it is important for Pembrokeshire County Council to be self-regulating, as it is the Council, not the Welsh Language Commissioner, which has a statutory duty to comply. The Welsh Language Standards contain specific duties which enable this including:

- Publicising the standards and the way in which the organisation intends to comply;
- Record keeping;
- Publishing arrangements for overseeing, promoting and facilitating;
- Publishing a complaints procedure;
- Providing information to the Commissioner;
- Producing an annual report on compliance with standards which includes:-
 - ✓ The quality of Welsh services;
 - ✓ Developing employee Welsh language skills;
 - ✓ Policy decisions;
 - ✓ The Welsh language within the Council internal administration;

- ✓ Awareness of linguistic needs;
- ✓ Complaints;
- ✓ The promotion and facilitation of the use of services;
- ✓ The promotion of the Welsh language.

Acknowledges the Welsh in Education Strategic Plan's vision and the requirement to produce a new strategy for 2017 to 2020.

Acknowledges the findings of the Welsh Language Use Survey 2013-2015

Details Pembrokeshire County Council's intention to offer more opportunities to our public to both learn and to be able to use Welsh in the community

Shows how Pembrokeshire County Council is proactive in its offer of a Welsh medium service provision.

Details Pembrokeshire County Council's intention to offer opportunities for its workforce to learn Welsh and to use it to promote our Welsh language service to our public and within the workplace.

Details Pembrokeshire County Council's intention to address educational key issues such as extending primary and secondary welsh medium provision to meet stated demands.