# Complete Agenda

**Democratic Service**
Swyddfa'r Cyngor
CAERNARFON
Gwynedd
LL55 1SH

Meeting

**LANGUAGE COMMITTEE**

Date and Time

**10.00 am, TUESDAY, 30TH JANUARY, 2024**

Location

**Virtual Meeting**

NOTE

*For public access to the meeting, please contact us*

Contact Point

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# LANGUAGE COMMITTEE

**MEMBERSHIP (15)**

## Plaid Cymru (10)

Councillors

Menna Baines
Alan Jones Evans
Olaf Cai Larsen
Llio Elenid Owen
Elfed Williams
Elfed Wyn ap Elwyn
Jina Gwyrfai
Gwynfor Owen
Meryl Roberts
Sasha Williams

## Independent (5)

Councillors

Peter Thomas
Vacant Seat – Independent
Vacant Seat - Independent
Vacant Seat - Independent
Vacant Seat – Independent

## Ex-officio Members

Chair and Vice-Chair of the Council

## Other Invited Member

Councillor Menna Trenholme, Cabinet Member Corporate Support - The Welsh Language

# A G E N D A

**1. APOLOGIES**

To receive apologies for absence.

**2. DECLARATION OF PERSONAL INTEREST**

To receive any declaration of personal interest

**3. URGENT BUSINESS**

To note any items that are a matter of urgency in the view of the Chairman for consideration

**4. MINUTES** 4 - 9

The Chairman shall propose that the minutes of the previous meeting of this committee held on 24 October 2023 be signed as a true record (attached)

**5. WELSH LANGUAGE PROMOTION PLAN: EDUCATION DEPARTMENT** 10 - 18

To present information about the Department's contribution to the Language Policy.

**6. WELSH LANGUAGE PROMOTION PLAN: CORPORATE SUPPORT DEPARTMENT** 19 - 25

To present information about the Department's contribution to the Language Policy.

**7. WELSH LANGUAGE PROMOTION PLAN: HOUSING AND PROPERTY DEPARTMENT** 26 - 32

To present information about the Department's contribution to the Language Policy.

**8. WELSH LANGUAGE PROMOTION PLAN: HIGHWAYS, ENGINEERING AND YGC DEPARTMENT** 33 - 72

To present information about the Department's contribution to the Language Policy.

# LANGUAGE COMMITTEE: MONDAY, 24 OCTOBER 2023

**PRESENT:**

**Councillors:**

Elfed Wyn ap Elwyn, Jina Gwyrfai, Olaf Cai Larsen, Gwynfor Owen, Elfed Williams, Menna Baines, Llio Elenid Owen and Meryl Roberts

**Officers:** Llywela Haf Owain (Senior Language and Scrutiny Adviser), Gwenllian Mair Williams (Language Adviser), Bet Huws (Welsh Language Learning and Development Officer) and Rhodri Jones (Democracy Services Officer).

**ALSO IN ATTENDANCE:**

Councillor Menna Trenholme (Cabinet Member for Corporate Support).

Item 5: Gareth Jones (Assistant Head of Environment Department) and Carwyn Meredydd (Senior Executive Officer, Environment Department).
Item 6: Dewi Morgan (Head of Finance Department)

## 1. APOLOGIES

Apologies were received from Councillors Sasha Williams, Alan Jones Evans and Peter Thomas.

The Chair extended sympathy on behalf of the committee to the family of the late Councillor Eirwyn Williams who had recently passed away. He was a former chair and a loyal member of the committee for many years and had provided a valuable service to the residents of Cricieth as a County Councillor.

## 2. DECLARATION OF PERSONAL INTEREST

No declarations of personal interest were received.

## 3. URGENT ITEMS

No urgent items were received.

## 4. MINUTES

The Chair signed the minutes of the previous committee meeting held on 27 June 2023 as a true record.

## 5. WELSH LANGUAGE PROMOTION PLAN – ENVIRONMENT DEPARTMENT

The report was submitted by the Head of Environment Department, and he highlighted the following main points in brief:

He reported that the Supplementary Guidance of the Planning Policy gave detailed consideration to the Welsh language in order to promote it in Wales and beyond.

He drew attention to the work of the biodiversity, grounds and nature officers who organised walks for learners so that they can teach them about new terms in Welsh within the field.

He reported that 76 requests to change the name of a property had been received last year. He confirmed that 95% of these properties had retained or were now using the Welsh name. He added that the names of the properties falling into the other 5% were difficult to change, such as the names of companies and businesses. He explained that the legislation that granted requests to change the language on a place name dated back to 1925 and that considerations included checking whether there were similar names on nearby buildings, and suitability. He confirmed that applicants could not be forced to put Welsh names on their buildings, they could only be encouraged to use Welsh. He noted that considerations were being given to the need to tighten this legislation. Despite this, the department's officers had been successful in encouraging owners to use the Welsh language in the vast majority of cases.

He noted that more work needed to be completed to ensure that people did not put English names on their businesses. It was accepted that some regulations were in place in order to ensure that the Welsh language was prominent within businesses, but we need to do more promotion work to ensure that companies used the language. He drew attention to the fact that planning permission was required for any illuminated business sign. Consequently, language requirements stated that those signs must be bilingual in order for them to be approved.

In response to an enquiry on street names and the names of other locations in Welsh only, the Assistant Head of Environment Department confirmed that this was a matter for the whole of Wales to consider. The Language Adviser emphasised that work was being undertaken by the Council to investigate this matter and that discussions were being held to explore what regulations were possible. Because of the national nature of the issue, it was important to ensure that the Council shared good practice with other organisations to ensure that the Welsh language was being used, in the hope that regulations would be formed in the future.

It was confirmed that 91% of the department's staff who had completed the language self-assessment, met the designation for their job. However, it was acknowledged that 111 members of staff in the department had not completed the self-assessment and it was thought that this was due to the waste and recycling service recently being moved from another department to the environment department. It was also noted that it was not easy for many staff to complete the self-assessment because they did not use computers in their front-line jobs. It was emphasised that ensuring that everyone completed the language self-assessment was a priority for the department's managers, and that the language self-assessment was included as part of an updated welcome pack for new staff.

It was explained that the recruitment of qualified officers with the required language skills had been a challenge for the Department over the last period. Nonetheless, the officers were proud of the fact that the Department had managed to appoint two professional trainees within planning as well as three trainees within public protection.

It was mentioned that the department had received complaints of concern regarding the use of place names on road closure notifications. It was confirmed that the department needed advice from the legal team in order to respond to these enquiries.

They discussed new opportunities to encourage use of the Welsh language within the department over the next period. Car charging points were cited as a particular example where users could be encouraged to use the Welsh terms for charging and fast charging *('gwefru'* and *'gwefru chwim')*.

Members expressed their gratitude for the report.

**RESOLVED**

**To accept the report and note the observations received.**

## 6. WELSH LANGUAGE PROMOTION PLAN: FINANCE DEPARTMENT

The report was submitted by the Head of Department, and he highlighted the following main points in brief:

Members were reminded that the Department was unique in the sense that it was a mixture of services that supported the Council's other departments but also provided front-line services directly to the public.

He reported that all computers used by the Council had settings which ensured that Welsh was used as the computer's default language. He confirmed that computers that were provide to schools by the Digital Learning Service, which had become part of the department's services when the Council internalised the Cynnal company, also had Welsh language settings on them. He explained that every teacher had received a laptop, and work was underway to ensure that every secondary school pupil received a laptop to do their educational work.

He stated that the department had been receiving calls to try to revert their computers' language setting back to English as this change was taking place. He confirmed that this was possible, but officers encouraged everyone to try to continue with the Welsh systems. It was confirmed that the numbers of calls about the Welsh-medium computer systems had reduced significantly since the change was first made.

It was confirmed that the Gwynedd Pension Fund was moving to a new system called 'My Pension Online' which everyone who was a part of the fund would be able to access – whether they were still in employment or had retired. He elaborated that a Welsh language interface had been established for this system, and this interface would be shared with the seven other pension funds in Gwynedd. It was explained that these developments were taking place following the success of the Gwynedd Pension Fund stand at the National Eisteddfod in Boduan this year, where individuals had the opportunity to update information, learn more about the service, and where the Fund's new logo was revealed.

It was confirmed that the department had received a critical report from the Welsh Language Commissioner recently, after a member of the public had been sent a letter that was in English only. It was explained that this error had happened because of a fault in the templates used. Unfortunately, it was noted that a further error had occurred when sending a second letter to the individual, as it contained basic language errors and a mixture of Welsh and English words such as 'Dear' and 'Yours Sincerely'. It was emphasised that this situation was a one-off, and that the department was doing everything in its ability to ensure that incidents like these were not repeated.

It was explained that 220 (98%) of the department's members of staff had completed the language self-assessment. It was added that 214 of those members met the language designation for their post, and that support was provided to anyone who felt that they did not reach their post's language designation to improve their skills. It was emphasised that there was no-one in the department without any Welsh language skills at all, therefore the fact that not everyone reached the language designation for their post did not affect the ethos and language of the office. It was acknowledged that the department's staff were more likely to complete the language self-assessment than some of the other departments because the nature of the work in the department was more technological, therefore the staff used computers more often.

The officer highlighted the fact that the Council was a host authority for several bodies such as the North Wales Corporate Joint Committee. He noted that since these bodies had been established with Gwynedd as the host authority, those bodies were run through the medium of Welsh naturally, and the department had a role to play in ensuring this.

Reference was made to the department's relationship with Audit Wales, noting that auditors who visited the Council were now individuals with Welsh language skills. It was noted that this was following a recent audit where no Welsh-speaking auditors had attended the meetings, as Audit Wales had not anticipated the need. It was confirmed that the department had since received feedback from Audit Wales stating that the auditors were glad of the opportunity to practise their language skills when visiting Cyngor Gwynedd.

Members were given an opportunity to ask questions and offer observations.

They expressed their gratitude for the report.

**RESOLVED**

**To accept the report and note the observations received.**

**7. DRAFT MONITORING REPORT ON THE PROMOTION PLAN 2018-2023**

The report was presented by the Language Adviser, and she briefly highlighted the following main points:

She explained that officers were looking back at the current plan as part of the process of drawing up a new Language Strategy for 2023-2033, to consider its successes and whether the targets set had been achieved. She noted that the new strategy had been presented to the Cabinet recently and that it would be presented to the Full Council in December 2023.

It was emphasised that this item before the committee today only contained a draft of the final report because further monitoring was required before producing an official report.

The members were reminded that the main aim of the promotion plan 2018-2023 had been to increase the opportunities to use the Welsh language and try to encourage people to use Welsh in as many contexts as possible, across five work areas:

- Language of the family,
- The language of learning
- Language of the Community
- The language of the service's work
- Research and technology

It was acknowledged that the timetable for implementing the existing plan had been very challenging. It was emphasised that the pandemic in 2020 had greatly impacted what had been possible to achieve, as there had been restrictions on social activities. The pandemic had had a far-reaching impact on individuals' language use. Despite this, the pandemic had created an opportunity to do some new things to increase use of the Welsh language.

She explained that the report reported on each action area as stated above, and it also highlighted specific projects that had been produced in response to the Language Strategy's objectives.

She noted that there had been successes in supporting families because of the promotion work that was being undertaken within the Early Years field, supported by Hunaniaith. She explained that work had also been undertaken by the language immersion units as well as through the 'Aberwla' virtual world to ensure that children gained confidence in the language. It was reported that another technological project had also been delivered, namely Prosiect 15. She explained that the aim of the project was to encourage use of the Welsh language amongst young people on social media.

The Adviser drew attention to the Place Names project that had been established during the past two years in response to the community objectives of the Strategy.

It was emphasised that working jointly with partners was very important and she drew particular attention to the need to work with the Gwynedd Language Initiative. The members were reminded that the Initiative would move to operate outside the Council in the coming months and it was emphasised that maintaining a close relationship between the Council and the Language Initiative was essential. It was assured that there would be no change in the support provided to the community, and meetings would take place between the Initiative and the Council to discuss projects and schemes to prioritise.

It was recognised that some unexpected challenges had affected officers' ability to meet some objectives within the Plan. Public engagement had been challenging at times, and response numbers had been low. It was also explained that the Covid-19 Pandemic had led to the need to revise priorities, and lessons had been learned.

Members were given an opportunity to ask questions and offer observations. During the discussion, the following matters were raised:

The Early Years Unit and Hunaniaith were thanked for their work in encouraging the parents of young children to use the Welsh language. It was asked whether the Council's partnerships continued to share the benefits of a Welsh upbringing for children with new parents, and the effect this could have on their children. In response to the enquiry, the Language Adviser noted that services such as Health Visitors did not have much time on their hands at present due to their workload, and language matters such as this were being adequately addressed through the other matters that came up during their visits. The Senior Language and Scrutiny Adviser added that the Gwynedd Language Forum had been formed by now and there were representatives from various partners including Mudiad Meithrin on the forum – she would ask them. The Welsh Language Learning and Development Officer added that Hunaniaith had been doing work with parents and children alongside the immersion centres. It was explained that Hunaniaith had undertaken community-based work in this field too.

Matters within the planning field were discussed in order to see how more emphasis could be placed on language thresholds when submitting applications and allocating housing.

The members expressed their gratitude for the report and thanked the Language Adviser for her work over the past 10 years. It was confirmed that this was her last meeting as she had accepted a new post. It was noted that the Committee wished her well to the future.

**RESOLVED**

**To accept the report and note the observations received.**

The meeting commenced at 10.00am and concluded at 11.35am.

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**CHAIR**

| | |
|---|---|
| **MEETING** | Language Committee |
| **DATE** | 30th January 2024 |
| **TITLE** | Education Department Report |
| **PURPOSE** | To present information about th department's contribution to the County's Language Policy |
| **AUTHOR** | Rhys Glyn- Head of Gwynedd's Welsh Language Immersion Education System |

1. **BACKGROUND**

1.1. The purpose of this report is to present information to the Language Committee about

the contribution of the Education Department to the Council's Language strategy.

1.2 The Education Department includes a range of services including schools.

1.3 As a Department, every effort is made to ensure that services are provided bilingually and contribute to the objectives of the county language strategy

1.5 The report highlights the activities and projects that have been carried out during the past year which raise the status of the Welsh language and ensure opportunities for children and young people to use the Welsh language in schools and in the community.

**RESPONSE TO THE COMMITTEE'S QUESTIONS**

| **Question 1. Boosting and promoting** |
|---|
| How does your department go beyond offering services bilingually and contribute to the objectives of the county's language strategy (what activities and projects have been carried out during the year that raise the status of the Welsh language and ensure opportunities for people to use the Welsh language in the community)?<br><br>The Council's language strategy sets out priorities for promoting the Welsh language in five areas:<br>1. The language of the family,<br>2. The language of learning,<br>3. The language of work and services,<br>4. The language of the community<br>5. Research and Technology<br><br>The current strategy can be seen here:<br>(https://www.gwynedd.llyw.cymru/cy/Cyngor/Dogfennau-Cyngor/Strategaethau-a-pholisiau/Cynllun-iaith/Cynllun-Hybu'r-Gymraeg-yng-Ngwynedd-2018-2023.pdf) |

**Reply:**
**All services in the Education Department implement all the priorities in the Council's Language strategy. Full consideration is given to them in the long-term plans and day to day work of the department to promote the Welsh language and provide a bilingual service within the county. Gwynedd schools continue to attach prestige and value to the Welsh language by encouraging more use of the Welsh language as a medium of learning and socialising by implementing the principles of the Welsh Language Charter and the Secondary Sector Strategy.**

Under the guidance of the Catchment Language Co-ordinators and with the co-operation of GwE advisers, it is ensured that the Welsh Language Grant is spent on meeting staff's training needs in the context of the Welsh language and also on developing innovative projects in the Welsh language. All the activity and collaboration between the primary and secondary schools in relation to transition arrangements are a strength in the county. In each cluster purposeful opportunities were ensured for pupils to develop and use their Welsh-language skills in informal situations and there is abundant evidence showing the enthusiasm of the learners when conversing and developing their oral skills by interacting with other pupils in each of those clusters – including pupils from the secondary sector.
In the most challenging catchment areas, namely **Bangor and Tywyn**, additional input was given to transition activity. Workshops were organised based on the Urdd's 'Playing in Welsh' scheme for years 5 and 6 learners with the aim of creating sports ambassadors who would then set about training the younger learners (Infants) to play in Welsh. This project received extremely positive feedback from school staff and the children themselves. In addition, Science workshops were organised with the Sbarduno company with the intention of normalising the Welsh language within the field and fostering the confidence of the learners to study the field through the medium of Welsh. A creative workshop was also held for year 5 learners with artists at the Nyth in Bangor to encourage the learners to be creative and set about, with help, to create a production of their choice. This is a long-term project that will run over two years with an opportunity to share the production during the 2024 summer term with the children's parents and carers.

In the catchment area of **Ysgol Glan-y-Môr** a project was developed with Cwmni Tebot drama company, creating a script based on a story or legend that was important in the area. This was an opportunity for pupils to gain spoken confidence through drama and performance workshops, enabling them to get to know their local stories better. It was also an opportunity for the pupils to be proud of their square mile.
A place names project was pursued with **Botwnnog** catchment area schools. The pupils created an animation containing sound with Sioned Medi, linking the work of collecting the place names and interpreting them in digital form. Ed Holden visited each school to create rhythm and sounds to rap the place names.
In **Eifionydd,** Urdd leaders visited each school to raise awareness of the Eisteddfod. It was arranged for all pupils in years 3 to 6, and pupils in year 7 of Ysgol Eifionydd to be involved in the project. A years 6 and 7 transition day was organised using the 'World Cup' theme.
There was a fun session of Karaoke and learning song lyrics led by the music department, a session with a football commentator, a modern languages session, and a Welsh Songs disco to end the day.
At **Ysgol Bro Idris Phase 2 and Phase 3**, a School Eisteddfod and Welsh Gig were held.
In order to raise the profile of the houses in the school and instil team spirit and a sense of belonging among the children, a competition was launched in the assembly to create a logo for each house by giving a presentation in the assembly so that they would understand the aim and the significance of belonging to a house. The Language Council decided to stage a gig by Bwncath

and arranged to have DJ Bustach present. Local schools were invited to join in the event. The assistants in the catchment area also received training to develop the use of informal language when presenting activities on the yard. One teacher from the secondary sector also attended the training. In addition, the 'Mewn Cymeriad' tour visited schools in the catchment area – 'Taith yr Iaith' (Journey of the Language), a workshop on Hedd Wyn for year 7 led by Siôn Emyr and a presentation on 'Welshness' by Ameer Davies-Rana.

In the **Moelwyn catchment**, a series of activities based on the theme of the World Cup were developed.

Various activities were organised in September with year 6 of the primary schools: football activities, creating flags to celebrate the World Cup and composing a song with Osian and Branwen Williams. The secondary school Art teacher spent periods in the primary schools to complete the flags. There was a Launch Day, and the song that was composed was performed.

In addition, a 'Taith yr Iaith' session was organised around the primary schools to present the history of the language by the Mewn Cymeriad drama company which promoted the history and development of the Welsh language.

In the **Tywyn catchment** area, 'Gloywi Iaith' (language refresher) was the theme and a 'Clocs-ffit' workshop was organised with Tudur Phillips. Catrin Toffoc also visited each school to work on correcting syntactic errors in a fun way through rhyme and song. In the secondary school the learners produced a podcast based on the local area.

Three schemes were developed at **Ysgol Godre'r Berwyn.**

**Phase 1: Nursery Rhymes:** Raise younger pupils' awareness of traditional nursery rhymes with a contemporary feel.

**Phase 2 (Y. 5 and 6): Football commentating.** Raising the profile of the Welsh language in the football world within the area – realising there is a place for the language among the fans, players, media and the industry.

**Phase 2 (Y. 7-8 together with transition elements): Transition Podcast.**

An opportunity for years 6 and 7 to work together to research, plan and create a podcast for prospective pupils in year 6. Marc Griffiths led on the production side.

**Phase 3 + 6th form: Gig.**

Bands within the school were keen to gain more performance experience and to raise their profile. The aim was to promote Welsh-language music from the locality and from further afield. We succeeded in creating a taste of a 'gig' atmosphere for the older pupils and made them want to attend more Welsh gigs in the future.

In the Bangor catchment area, the learners worked on creating a Podcast under the guidance of Cwmni'r Frân Wen. The podcast was interwoven with an interactive map created by Menter Iaith Bangor.

The **Ysgol Syr Hugh Owen** catchment area activities were based on a project entitled *'Ein Llais Ni'* to promote learners' Oracy skills. In the secondary school, Sixth Form pupils held walking tours led by Rhys Mwyn. The main objective of the walks was to educate the learners about the history of their area and encourage them to enjoy their square mile. In addition, artwork was created by using the names of the places seen on the walks.

In the **Dyffryn Ogwen and Brynrefail** catchment areas, Playground Language Training was organised for the staff of the entire catchment area. Workshops were held with the Welsh Whisperer to compose songs and anthems to express admiration for the area. In addition, a training session was organised with Andrew Walton on how to create a podcast.

In the **Ardudwy catchment** area, 'Language games' were organised and held so that the Primary/Secondary pupils familiarised themselves and got to know one another.

Information about Welsh Football History was shared by watching old clips. Then they set about writing a play and creating a still picture of the most memorable events in the history of Welsh football.
A note was written to Robert Page, the manager of the squad, to wish the team the best of luck. Creative activities were held – creating a Welsh Football Shirt in the form of origami. The learners were also given the opportunity to design a football Stadium and use the shirts as players. This evolved, leading to developing commentary and creating a film. An original anthem, 'Pob Iwc Cymru', was composed and performed. To conclude a flurry of activity there was a chat on Teams with Nicky John, presenter of the programme 'Sgorio'.

**Secondary Schools' Language Forums**

Language Forums have been established in all secondary schools in Gwynedd to lead the work of the Secondary Sector Language Strategy within the schools, and each secondary school has self-evaluated the implementation of the Strategy and set their priorities for the academic year September 2023 to July 2024. The Strategy Coordinator will visit some of the Forums during the year.
Language Awareness sessions were held with year 9 learners in secondary schools within the county to raise awareness of the importance of bilingualism and the benefits that derive from being proficiently bilingual. Plans are also in place to hold sessions promoting year 7 pupils' pride in their Welshness. As part of activities that came about because of the Llŷn ac Eifionydd National Eisteddfod, 75 pupils from three Dwyfor secondary schools received training which enabled them to collaborate to produce films and animation that told stories about the lives of characters, the culture and history of the local area, highlighting the Welsh identity. The films were shown on the Eisteddfod field. A tour of Maes B was organised for secondary schools in the Eisteddfod catchment area and was extremely successful in raising these learners' awareness of the Eisteddfod.

**An increase in the number of young people who choose to study and who gain qualifications or recognised accreditations through the medium of Welsh.**

There were 1316 learners in the year 11 cohort in Gwynedd secondary schools in summer 2023. The data was gathered by each of the secondary schools individually.

| OUTCOME 4 INDICATOR | PERCENTAGE |
|---|---|
| Percentage of year 11 pupils who study at least three KS4 subjects through the medium of Welsh as well as GCSE Welsh First Language | 71.7% |
| Percentage of year 11 pupils who study at least five KS4 subjects through the medium of Welsh as well as GCSE Welsh First Language | 67.8% |
| Percentage of year 11 pupils who sit the GCSE Welsh First Language exam | 87.01% |

The figures of pupils studying Welsh as a First Language up to A Level, locally and nationally, remain low. 42 A level students from Gwynedd secondary schools took the final qualification in Summer 2023 which is an increase from the 36 in 2022. This figure seems low, but when put in a national

context, it is highlighted that there were only 176 A Level Welsh First Language candidates across Wales in 2023 and Gwynedd candidates represented 23.9% of the national total.

It must also be noted that the schools' dedication to the qualification is very good with 6 out of 7 of the post-16 secondary schools providing Welsh as a First Language up to A level - and one student from the seventh school was also registered to sit the exam through a partnership arrangement.

**More pupils continuing to improve their Welsh language skills when transferring from primary to secondary.**

In Gwynedd we have a robust staffing structure to monitor linguistic progression in the primary and secondary including transition. We have a Language Charter Coordinator leading in the primary sector and a Language Strategy Coordinator responsible for the secondary sector. In addition, catchment area coordinators operate in each cluster. This staffing network ensures that we as an authority can track the linguistic development of our learners along the language continuum. This means that we can plan ahead to ensure that appropriate provision is in place to ensure progression so that our learners make appropriate progress when transferring from one sector to another.
The catchment area coordinators collaborate with each primary school to map learners' linguistic confidence at the end of year 2 and year 6 by collating teachers' assessments from the children's language cohorts. In addition, they will gather, collate and analyse 'Gwe iaith' (language web) data in the primary and secondary sectors in order to identify strengths and areas for improvement in the context of learners' social use of the Welsh language and their confidence and habits when using the Welsh language within the school.
The table below shows that 67% of Gwynedd primary school children transferring to secondary school in September are proficiently bilingual (cohort A+B). A large number of learners who fall into the C2 category are also bilingual but because of their home language, their English is stronger. The learners who fall into the C2 cohort are children who have arrived at the schools at the end of KS2 or learners with Additional Learning Needs. Ch cohort learners are also children with additional learning needs.

| Year 6 Learners' Language Cohorts as they transfer to secondary school in September 2022 | | |
|---|---|---|
| Cohort | Description | Percentage |
| A | Pupils proficient in both languages | 60% |
| B | Pupils stronger in Welsh than in English | 7% |
| C1 | Pupils stronger in English than in Welsh | 28% |
| C2 | Pupils with limited Welsh, e.g. latecomers | 3% |
| Ch | Pupils limited in their use of both languages | 2% |

From the data gathered from the authority's secondary schools at the start of the summer term 2023, 78% of the cohort in year 7 follow 80% or more of their courses through the medium of Welsh. This data is very positive, however there are priorities within the Improvement Plans of all primary and secondary schools within the county to maintain, and in some establishments to increase, the provision especially in the three transitional schools. 50% of children in the Bangor

Cluster fall into the C1 cohort and 39% into the A cohort. This year's refresher and confidence recovery projects are taking place within the cluster targeting year 5 learners, to raise the learners' standards and confidence in the Welsh language.

**Question 2. Policy and Standards Matters**

i. Staff language skills – number of Welsh speakers and learners within the department (latest Language Designations data).

ii. Obstacles – Are there any obstacles that prevent you as a department from offering a full service in Welsh (i.e., acting on the requirements of the Welsh Language Policy and Welsh Language Standards)?

iii. Praise and Complaints – Provide information about any praise or complaints the department has received during the year about Welsh/bilingual services.

**Reply:**
The data below summarises the current situation for all the staff in the Education Department regarding the County's Language Designations.

Total number of staff in the Education Department 3289

Staff completed the self-assessment 1546.

Staff not completed 1743.

Percentage of staff who have completed 46%

Percentage of staff who have not completed the assessment 54%

**Analysis of staff assessments on the Language Designation Framework:**

Proficiency Level 872

Advanced 359

Intermediate 108

Entry 104

Foundation 58

Number of staff who meet the language designations of their job 91.078%

Number of staff who do not meet the language designations of their job 8.93%

97.3% of primary teachers and 86.3% of secondary teachers are confident to teach through the medium of Welsh. Advantage was taken by the assistants of one of the transitional primary schools to have Welsh lessons by Canolfan Bedwyr as part of plans to respond to the Education Workforce's Language Skills Self-assessment data. One member of support staff followed an Entry Level course, and eight members of teaching staff followed an Intermediate/Advanced Level Language Refresher course. Members of staff also took advantage of Welsh courses run by Bangor University's Learn Welsh Northwest. Six enrolled on an Entry Level course, one on an Intermediate level mainstream course, and two on a Confidence Building course. Information is regularly shared

with our schools about the provision available to improve the Welsh-language skills of the workforce.
There are several references in this report to specific training for the staff of our schools in terms of teaching the Welsh language and teaching through the medium of Welsh. There are plans in terms of late immersion methods and there are dedicated plans for the three transitional schools – more detailed and intensive now in the two schools in Bangor. The staff of every school in Gwynedd – primary and secondary – have been asked again to complete a Self-assessment of Welsh in the Workplace to update our information and enable us to target training more effectively as we move forward. There has been a discussion this year on securing a provision that is more specific for Gwynedd from GwE and for the transitional schools as the sabbatical scheme is not taking hold nor is it entirely suitable for the county.

**Praise and Complaints:**

**See below Estyn's judgement on the authority's Welsh-language provision – June 2023 Inspection.**

The authority has a clear vision in terms of ensuring access to Welsh-medium education for pupils and young people in Gwynedd throughout their time in education. This is based on establishing a 'Welsh and bilingual education system which puts the needs of all of our learners at the heart of our provision'. Gwynedd's Welsh Language Policy, along with a range of other relevant policies, is a cornerstone of all the authority's work and ensures opportunities for pupils and young people to be confident bilingual learners. For example, the priorities of the 'Gwynedd Gymraeg' plan and the Welsh in Education Strategic Plan (WESP) reflect suitable key aspirations and targets over the medium and long term. The Education Welsh Language Forum meets on a termly basis to monitor progress against the priorities and targets in the WESP and plan for improvement. This helps to ensure that leaders in the education department and elected members have a sound understanding of the priorities. The WESP sets a clear direction for developing the Welsh language across all sectors, which includes providing more opportunities for pupils and young people to learn and use the language confidently and as a normal part of everyday life. The plan identifies appropriate targets for this, which includes identifying challenges for the future. For example, it identifies the need to maintain and develop the Welsh language skills of the workforce by collaborating with a variety of strategic partners and external agencies. The authority has a good working relationship with external agencies and umbrella organisations such as Mudiad Meithrin. They work together to promote the Welsh language in the early years by ensuring access to education and care. 'Gwynedd Yfory' projects state the importance of working with stakeholders to ensure the best start for all children in the county. For example, the authority has established Welsh-medium Flying Start centres in specific areas to support children and families. Successful co-operation with partners helps to ensure that nearly all children who attend non-maintained settings transfer to Welsh-medium education in schools. Leaders and officers prioritise developing the Welsh language by investing in improving learning facilities. For example, they use the Gwynedd Sustainable Communities for Learning Programme to invest in new school buildings to provide early education and childcare through the medium of Welsh. They also use Welsh Government capital grants effectively to improve the quality of the Welsh language immersion centre buildings, in addition to building new settings to support primary and secondary pupils who are newcomers to the Welsh language. This also reduces the distance between pupils' homes and these centres and provides them with a good range of resources and facilities. Fairly recently, the authority revised its Immersion Education system to ensure that the language policy is inclusive and supports latecomers, including pupils who have English as an additional language, to acquire the Welsh language. Under the purposeful guidance of new leaders, the service offers beneficial provision for primary and secondary pupils in six settings across the authority. The intensive ten-week course supports pupils to acquire beneficial linguistic skills that enable them to join their peers in their local schools and use the language formally and informally within their communities. The service also provides useful support and guidance for teachers and teaching assistants to

develop pupils' Welsh language skills. For example, it has trained nearly all teachers and teaching assistants who work in foundation learning classes on good practice in terms of immersion methods. A very positive element of the Gwynedd Immersion Education System's work is the effective use of digital technology to enrich pupils' experiences and motivate them to learn Welsh in a fun way.

A clear priority is given to ensuring that provision and services for pupils with additional learning needs (ALN) and their families are available through the medium of Welsh. All members of staff within the Additional Learning Needs and Inclusion Service are fluent Welsh speakers and are able to provide bilingually. The authority also works effectively with other agencies, such as the Local Health Board, to ensure that specialist support is available in Welsh to meet the needs of ALN pupils and their families. The use of the Welsh language in informal situations in primary and secondary schools is encouraged appropriately through Welsh Language Charter activities. This contributes to improving pupils' Welsh language skills and Welshness, in addition to supporting cooperation between primary and secondary schools. The regional project, 'Ein Llais Ni', in cooperation with external partners such as Bangor University, helps to develop skills in teaching and learning oracy skills. Schools provide many GCSE subjects through the medium of Welsh and a large number of pupils sit an examination in GCSE Welsh first language. This reflects the authority's vision and policy to develop pupils who are fully bilingual and promotes the advantages of studying through the medium of Welsh. The authority has robust procedures to identify the linguistic skills of the workforce. This ensures that it identifies training needs and provides support as necessary. The partnership between the authority and other stakeholders, such as Bangor University and GwE, supports this work by providing specific courses for the full range of staff including teachers, learning assistants and administrative and catering staff.
Following the inspection, the authority's officers were asked to submit a case study to be shared nationally based on the range of valuable Welsh-medium resources that the authority's staff have developed. In response to the general shortage in this area, they have developed Welsh-language resources for pupils with additional learning needs (ALN) and their families. This includes developing or adapting resources that are appropriate to the authority's context as well as securing translation rights for international resources. The staff of the immersion system have developed an innovative virtual resource to practise language patterns and vocabulary and dedicated podcasts on the benefits of learning Welsh.

**Obstacles:**

Access for some s Catering and Cleaning staff, also the Youth Service to digital tools to complete the language self-assessment.

Recruiting Catering and Cleaning staff.

Some managers have expressed that some of their staff lack confidence when indicating their linguistic level and tend to score themselves lower on the framework than what they are which has an impact on the reliability of the data.

Lack of data in general to meet some of the standards of the Welsh language.

**Question 3. Development Opportunities**

Do you have ideas about new ways we can promote the Welsh language in the county's communities – either in your own services or by collaborating with others?

**Reply:**

**Development Opportunities**:

Hold virtual training/mandatory meeting for managers to raise awareness of Welsh language standards and Language Designations.

Provide support to staff before they complete the language assessment. e.g., a short video or presentation to exemplify the language designations and their use.

Offering experiences through the Welsh language that give children positive experiences of using the language socially, multi-agency projects.

'Playing in Welsh'-Targeting Football Clubs- developing a Quality Mark scheme for clubs promoting the Welsh language.

(April 2022 - December 2023)

| **Question 1. Developing and promoting** |
| --- |
| How does your department go beyond offering services bilingually and contribute to the objectives of the county's language strategy (what activities and projects have been carried out during the past year that raise the status of the Welsh language and ensure opportunities for people to use the Welsh language in the community)?<br><br>The Council's language strategy sets out priorities for promoting the Welsh language in five areas:<br>1. The language of the family,<br>2. The language of learning,<br>3. The language of work and services,<br>4. The language of the community<br>5. Research and Technology<br><br>The current strategy can be seen here:<br>https://www.gwynedd.llyw.cymru/en/Council/Documents---Council/Strategies-and-policies/Language-and-equality/Welsh-Language-Promotion-Plan-for-Gwynedd-2018-2023.pdf |
| **Reply:**<br><br>**Menter Iaith Gwynedd Activities**<br>Menter Iaith Gwynedd resides in the Language and Scrutiny Unit, which is a part of the Democracy and Language Service, and they have been leading on increasing the community use of the Welsh language, mainly focusing on the areas of Bangor/Dyffryn Ogwen, Y Bala and Pen Llŷn.<br><br>April 2022 - March 2023<br>During the period in question, the focus was on attracting new grants and increasing the income, improving the community connection, attracting more community members to the Strategy Group and working towards becoming an independent entity. The initiative was a part of a national application of the network of Welsh language initiatives, Summer of Fun. It was succeeded to attract £12,000 to Gwynedd and with the money, 24 events for children, young people and their families were held with over 350 attending. The highlight was an event for families from Ukraine in Glan-llyn. Support was also given to learners by arranging opportunities to socialise and support for communities to host social groups for their own learners. 14 walks were arranged for new speakers as well as other ongoing activities such as 'peint a sgwrs,' 'paned a moidyr' and a running club in Bangor.<br><br>The collaboration with the education department was strengthened, including giving presentations to the parents of pupils who are in immersion centres and introducing them to Gwynedd's language and culture. By now, the initiative is also an integral part of Cymunedoli, a new network of Gwynedd community enterprises network, and leads on support with the Welsh language for community groups/organisations. There was also an opportunity to collaborate with Menter Môn and the Aqua marketing company to create a 'Use Welsh in Your Business' packages for businesses in order to provide businesses with guidance on why and how to use the Welsh language.<br><br>April 2023 - December 2023<br><br>Arrangements to change the language initiative continued by registering Menter Iaith Gwynedd as a not-for-profit company with the Companies House with 4 volunteers from the lead group as |

directors of the new initiative. The new-look language initiative was launched at the Llŷn and Eifionydd Eisteddfod in August 2023.

A digital "Community Integration" event was held to try and attract more Welsh speakers to take the time to support learners in their communities. The initiative supported the Cymunedoli (Gwynedd Community Enterprises network) stall at the eisteddfod and secured funding for them from the Welsh Government. It also supported the National Eisteddfod by hosting a business breakfast for businesses in Pwllheli and going around the businesses in the Eisteddfod area with the 'Use Welsh in Your Business' package.

The initiative has been a part of various funding applications to the Arfor challenge fund collaboratively with MSparc, Llety Arall and Menter Felinheli and intends to develop an application to the WCVA Volunteering fund. The collaboration with the education department continued by co-arranging visits to secondary and primary schools in Pen Llŷn to consult with staff and pupils in order to plan interventions to increase the use of the Welsh language.

The Mynydd Llandygai community was supported to increase the use of the Welsh language in the area by collaborating with the community hall's committee to create a programme of events that will attract newcomers to the Language. Attention was also given to increasing the opportunities of socialising through the medium of Welsh for young people by collaborating a 'community officer' post with the youth department and the Urdd (employed by the Urdd). The Officer has focused on starting new households for secondary-age children and young people in Caernarfon, Felinheli and Blaenau Ffestiniog and plans are underway to do so in Bangor, Bala and Pen Llŷn.

**Protection of Place Names Project**

The aim of the Protection of Place Names project is to respond to the concern that Welsh native place names are disappearing from Gwynedd's landscape as a result of a lack of using the Welsh names and the increase in renaming places in English. Over the past year, attention has been given to the names of the Council, Houses, Streets and on influencing others. Guidance was also given by the Leadership Team to specifically look at changing Gwynedd street names in order to get rid of English names. Following the guidance, a successful financial bid was submitted in November to fund the cost of changing the signs. A long-term work programme was drawn up to map the steps that need to be considered for the street names element and changing signs, including establishing an understanding of the legal situation, checking the street name register records and how many streets currently have no signs. As a result of further research on changing street names in two pilot areas, many complexities have been highlighted. Before continuing, legal clarity is needed on a range of matters, as well as discussion with other departments associated to the work from the perspective of resources and further action.

A Language Policy was adopted which includes many new clauses relating to the protection of Welsh names and gives guidance to staff to only use the Council's Welsh names and the Welsh names of streets and villages when corresponding. The occasional light snippets were published about place names in social media posts and many short articles entitled 'Enw a'r Hanes' on the staff's intranet in order to raise awareness of the meaning of local names. Attention was also given to the project through discussions on Radio Cymru. Guidance was also given to **43** applications to change a house name during the year. A review of IT systems had started to check that each system that automatically sends correspondence can only use Welsh addresses and create.

The work of populating a place names map continued with nearly 550 local names on features recorded by the end of March 2023 and 9 workshops held with local schools. Many meetings were

held with key partners, including discussions with the Ordnance Survey, the Welsh Government and the Welsh Language Commissioner regarding place names. Consequently, a piece of legislation now gives villages and towns the right to have a Welsh only 'Croeso' sign for the first time and a national forum was established, led by the Welsh Government.

Scrutiny Investigation
The Language and scrutiny unit have been leading on the scrutiny investigation entitled 'What is the Welsh-medium provision in our secondary schools and what plans are in place to increase the provision in Key Stages 3, 4 and 5 in Gwynedd'.

Prosiect 15
A work programme was drawn up for Prosiect 15, a plan encouraging more people to discuss the world around them through the medium of Welsh. It was decided to focus on trying to increase children and young people's use of the Welsh language on social media and creating Welsh content. A temporary assistant project officer was appointed and to raise the project's profile among young people, and an effort was made to contact and offer to collaborate with a number of partners involved with children and young people such as the Youth Service, Young Farmers, secondary schools and student unions.

A variety of activities and competitions were hosted, including some relating to the National Eisteddfod. Rugby World Cup, Freshers' Week, Innovative Wales, Interesting Facts and Christmas. They also succeeded to host a workshop on creating Welsh digital content for social media for 70 secondary pupils in year 9 and one youth club.

**Other activities**

- Establish a Gwynedd Language Forum
    - Following a workshop with representatives from establishments and organisations across the county, the Gwynedd Language Forum was established.
    - The Forum's main aim was to collaborate in order to increase the use of the Welsh language in the county and avoid duplicating.

- Welsh Medium Activities Map
    - A Welsh medium digital activities map was launched that is available in Gwynedd.

- Llŷn and Eifionydd National Eisteddfod
    - Events were arranged and coordinated in the Cyngor Gwynedd tent under the theme Welsh Gwynedd. The menu of events included discussion panels looking at place names and the connection between the economy and Language, an inspirational women panel session, art workshops, Prosiect 15's 15 second video clip competition, Cyngor Gwynedd's local names map and Welsh medium digital activities map sessions.

- Collaboration and Research
    - The unit has been collaborating with Bangor University on two pieces of research. One of these is a small-scale pilot study, investigating the community, economic and linguistic development in the context of the recent designation of the slate areas as a World Heritage Site. The aim is to get an initial insight into some of the challenges, and the opportunities, that may arise following the designation on the sustainability of the Welsh language communities. The other looks at the language choice of the public and the attitude towards the Welsh language when using

public services. As the Council is a part of the Gwynedd and Anglesey Public Services Board's Welsh Sub-group, there was also an opportunity to be a part of a project that looked at the language choice of the public in different receptions across both counties and investigated potential interventions in order to encourage more people to use our service through the medium of Welsh.

- **Standard DBS check applications**

    - The Disclosure and Barring Service (DBS) has developed a Welsh-medium online electronic form for the Standard check. This development gives the opportunity for everyone that needs to complete a Standard-type check to be able to complete the form in Welsh.

- **Supporting qualified apprentices through the medium of Welsh**

    - A lack of quality bilingual training provision remains to be a barrier for our **Apprenticeships**, particularly for higher apprenticeships. This local Plan within the Council is extremely successful, offering work experience opportunities through the medium of Welsh. 27 apprentices are currently a part of the Council plan, and all of them signed the 'Declaration of Welsh Language Ambition,' as well as the providers. As part of the Plan, officers from the Learning and Organisational Development service are trying to persuade and encourage apprenticeships providers to offer as much of their provision as possible through the medium of Welsh. Work has happened to assess the situation in terms of the educational provision of language medium offered, and a work programme will be drawn up to address some of the matters that have arisen.

    - As an example, an apprentice came to us through her manager this year concerned that she could not follow her course through the medium of Welsh at Coleg Llandrillo Menai. To begin with, she had a tutor who could not speak Welsh and the course resources were not available in Welsh, and there were no translations of them - contrary to what was promised. We took the case to a Work Based Learning Director and by now the apprentice has had all of the elements through the medium of Welsh. We are committed to keeping a detailed eye on the situation to ensure that the apprentice receives what is owed to her, which is studying completely through the medium of Welsh.

- **Language Designations**

    - **Promoting the use of the Welsh language within the Council's Services** is continuous work, and we are aware that there is a need to continue to maintain our staff's language skills. The language designations project has come to an end since the end of March 2023, but the work of collecting staff's language self-assessments continues. This work is now part of day-to-day work and is now self-sufficient to a large extent as systems and arrangements have been put into place to ensure that staff across the Council complete the self-assessment. The language designations forum continues to meet on a quarterly basis. It is an opportunity for each Department to share and note any challenges.

- The work of arranging and providing training for staff continues. A number of external courses are available for Council staff to develop their language skills and gain confidence to use Welsh in the workplace. Staff members who do not reach the language designations of their posts will be given priority, as well as front-line staff. Further attention will also be provided to developing our internal language training.

**Question 2. Policy and Standards Matters**

i. Staff language skills - number of Welsh speakers and learners within the department (latest Language Designations data).

ii. Obstacles - are there any obstacles that prevent you as a department from offering a full service in Welsh (i.e. acting on the requirements of the Welsh Language Policy and Welsh Language Standards)?

iii. Praise and Complaints - provide information about any praise or complaints the department has received during the year about Welsh/bilingual services.

**Reply:**

**Impact Assessment**

By now, an integrated impact assessment template is used for the Council's main decisions and projects as a result of the Equality Advisor and the Language Advisor's work. There is a specific piece about the Welsh language in the template.

**Language Policy**

An amended version of the Language policy was adopted in October 22 to reflect those action methods and the Council's current ambition in terms of promoting the use of the Welsh language in its services. There was a feeling that some parts of the Policy did not provide a clear and firm enough guidance to staff, and that it did not cover all the situations that services deal with from day to day.

The general Objectives and Principles were adapted and strengthened at the start of the policy and new clauses were added, including one about using the Council's Welsh name only, and one highlighting the Council's responsibility to assess the impact of decisions. Changes were made to section 5, Digital services - website, apps and self-service in order to give staff better guidance about the use of the Welsh language in the different ways that technology is used in the Council's work. The Standards, and consequently the previous Policy, gave scant guidance on the use of the Welsh language in technology, and because the Council has been developing more online services and relies more on IT systems, the policy needed to be adapted to reflect this. A number of new clauses have been added to section 6 - signs to reflect the objectives of the Council's priority project – Native Welsh Place Names Project, and the Council's commitment to protecting Welsh place names. As a result of substantial work made with the Language Designations project to develop language skills assessment arrangements across the Council, section 14 was adapted - advertising Jobs and the advertising process. A new section was also added, i.e. section 15 -

accountability for noting clearly who is accountable to the policy and what is the responsibility of Elected Members and the Language Committee members.

**Gwynedd Language Strategy 2023 - 2033**

A new Language strategy was adopted in December 2023. The work of drawing up and developing the work programme will be undertaken hand-in-hand with heads of departments during 2024 and anything that will be delivered is subject to resources.

**Praise**

The Democracy and Language Service received praise for the ability to continue to hold formal and informal hybrid meetings completely bilingually and for the service's standard.

**Staff Training**

The following number of staff have attended language skills training over the year.

- Courses **Learning Welsh North West** and **Nant Gwrtheyrn**: 46
- **Commissioned courses: Language Skills Certificate** (Refresher level - internal): 16
- Llys Cadfan Home Staff, Tywyn (Entry level): 10

To support those learning Welsh, the Council is offering a friends scheme, which is a Welsh 'buddy' scheme where nine fluent staff members volunteer their time as mentors to help staff who are learning.

The Council leads the way on the provision of Welsh-medium training for staff in a range of fields and continually push the boundaries. An example of this is the E-Learning Health and Safety modules that have been developed internally. They are modules of a high quality that have been developed in Welsh. Not only is there a commitment for all members of Council staff to complete these modules, but also the Council now receives queries by external organisations to buy these for their staff and organisations, as they are the only ones available in Welsh. What better advertisement than the fact that no one less than the Welsh Language Commissioner has just invested in the modules for all the staff in their organisation. The Health and Safety modules are a part of a much wider pack of E-Learning modules that have been developed internally and they are by now being offered commercially to other bodies. This will help to improve the quality and promote the use of the Welsh language in organisations across Wales.

There are numerous examples where the Council pushes the boundaries and persuades external training providers to develop Welsh training packages. An example recently came up in the field of Scrutiny for Elected Members training where work was undertaken jointly with the WLGA to find a solution to the lack of Welsh training providers in the field.

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| Despite this, it is very important to highlight the barrier that often emerges is the fact that some fields that are so specialist in their nature, and that some of those are completely essential fields, there are **no** Welsh training providers available despite our best efforts. |
| **Question 3. Development Opportunities** |
| Do you have ideas about new ways that we can promote the Welsh language in the county's communities - either in your own services or by collaborating with others? |
| **Reply:**<br><br>We intend to develop training on the robustness of using Language to staff, children and young people and community groups in the future. It is also hoped that there will be an opportunity for partners who are a part of the Gwynedd Language Forum to develop a new project of the next year that will help to increase the use of the Welsh language. |

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| **MEETING** | **Language Committee** |
| **DATE** | **30 January, 2024** |
| **TITLE** | **Report of the Housing and Property Department on the Implementation of the Language Policy and Activities to Promote the Welsh Language** |
| **PURPOSE** | **To present information about the Department's contribution to promoting and advancing the Welsh language** |
| **AUTHOR** | **Carys Fôn Williams, Head of Housing and Property** |

## 1. Background and context

1.1. This report has been prepared in order to present information to the Language Committee on the Housing and Property Department's contribution to the Language Policy.

1.2. The Housing and Property Department comprises a mix of frontline services (such as Homelessness, Refugees, Housing Supply), corporate (such as Estates, Property Safety, Offices and Cleaning) and commercial (Pest Control) services.

1.3. This means that the Department deals with a number of customers and stakeholders, which include the staff of Cyngor Gwynedd, Gwynedd businesses and residents.

1.4. As a result, we believe it is extremely important to be able to offer our services bilingually, and to respect the customer's language choice.

1.5. The sensitive nature of some of the cases faced by the department shows the importance of operating through the medium of Welsh for our service users.

1.6. For example, when our staff deal with individuals facing homelessness, who are already in a situation of extreme stress, dealing with these individuals in a sensitive manner is vital. An obvious and important part of that is speaking to the individual in the language of their choice.

1.7. The staff of the Housing Grants Unit deal with disabled adults and children by offering them support to be able to live in their own home by installing equipment such as ramps, or making modifications to houses such as extensions or wet rooms. It is also extremely important to be able to offer a service in Welsh when dealing with these situations.

1.8. The Department also deals with service users who come to Gwynedd from outside Wales and Britain, and who speak languages other than Welsh and English. The Refugee Resettlement Unit has been a key part of the Council's response to the situation in Ukraine, accepting, supporting, and accommodating refugees in Gwynedd over the past two years.

1.9. The Unit works closely with agencies such as interpreters to support refugees who come to Gwynedd to seek asylum. In general, these individuals are keen to make a meaningful contribution to the society that accepts them, with many learning Welsh when settling, and fitting into their new communities well.

## 2. Responding to the matters that members wish to discuss

2.1. The matters are responded to on the following page

| Question 1. Promoting and advancing |
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| How does your department go beyond offering bilingual services and contribute to the objectives of the county's language strategy (what activities and projects have been carried out during the past year which raise the status of the Welsh language and ensure opportunities for people to use Welsh in the community)? |

Generally, the Department attaches great importance to operating through the medium of Welsh, not only because of our feeling of pride and respect towards the language and what it means to the Council, but also because we deal with individuals who are often in vulnerable situations and who come to us when they have nowhere else to turn, and we fully realise how important it is to use the language of their choice when supporting individuals in such a situation.

**Common Housing Allocation Policy**
The Welsh Language Promotion Plan states that mobility and migration are one of the main challenges for the Welsh language in Gwynedd. We believe that our Common Housing Allocation Policy, which gives priority for social housing to individuals with a connection to Gwynedd, contributes to the goal of ensuring that local people can live and stay in their communities. The latest data shows that 97% of social housing allocations in Gwynedd have gone to a person with a local connection between November 2022 and 2023. Furthermore, approximately 55% of allocations have been made to individuals or families with a connection with the local community – a step which goes the extra mile to what is required of us as a Council to ensure a home for local people.

**National Eisteddfod of Wales 2023, Boduan**
As part of the provision on Cyngor Gwynedd's stall in the Eisteddfod in August 2022, the Department held a day full of activities and events on the theme 'Homely Gwynedd' (as per the Council Plan). Awareness was raised about the schemes offered by the Council to tackle the county's housing emergency, and the opportunities available to help Gwynedd residents live in their community. It was also a chance to bring attention to prominent issues the Department is responsible for such as homelessness, empty homes and fuel poverty. In the Eisteddfod, we launched an exciting adaptation to our Empty Homes Grant to First Time Buyers, meaning that empty homes which used to be second homes are now eligible for the grant.

**The Language Specification Forum and Quarterly Report**
The Department attends and takes an active part in the activity of the Language Specification forum and believes that it is an important and useful medium to raise matters, discuss solutions and share good practice with colleagues and others.

The Department is also grateful for the quarterly report detailing its performance in regard to the Language Specifications and it is used as a way of monitoring how many members of staff have received a language assessment or training, and to promote Welsh learning and development opportunities among our staff.

**Department Newsletter**

The Housing and Property Department's newsletter celebrated its first birthday in December 2023, in which matters of interest is shared with staff, along with providing staff with the opportunity to get to know each other. It also is a place to bring attention to important corporate announcements such as the recent changes to the Council's language policy and promote training opportunities such as language improvement courses.

**Housing Action Plan Schemes**

The Department's Housing Action Plan, a Plan with over 30 schemes over a period of 6 years, outlines our objectives in addressing the housing needs of the people of Gwynedd. The Plan will be beneficial in several key areas, one of which is the Welsh language and Welsh-speaking communities. Projects such as those named below will give Gwynedd residents opportunities to access a suitable and affordable home.

A grant for residential elements in community regeneration schemes

One of the latest schemes to launch is project 3g in the Housing Action Plan. This scheme provides financial support in the form of a grant for community-led schemes to create living units for local people. The Department. Two groups have already expressed interest and the application forms have been shared. We have already received forms back from one group, and the information is currently being considered. Our hope by providing this grant and supporting communities in this way is that further opportunities will be available for local people to live in their community.

| Scheme | Description | Further information |
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| **Develop our own housing in order to increase the opportunities for Gwynedd residents to compete in the housing market.** | Develop our own houses which will increase the housing stock in those communities where demand exists for buying or renting at an intermediate rent. | We intend to set a condition so that any owner must be a local person. |
| **Purchase private housing** | Use a ready-made stock of houses that would be suitable for housing local people, while considering buying houses and letting them to local people at an intermediate rent. | We will give priority to local people when letting these houses. |
| **Refuse applications to remove a local person condition on former 'Council houses'.** | Consider being more challenging with applications to remove the 'local person condition' from former Council houses and to adhere to the original purpose of such clauses. We would not lift the condition unless there were extremely unusual circumstances. | It is intended to adopt an internal policy that protects this condition for the future. |
| **First Time Buyers' Grants to renovate empty houses** | Extend the previous scheme, which has helped more than 90 first time buyers to renovate empty houses and therefore bring empty houses back into use for local people. | |
| **Council Tax Exemption on empty houses for first time buyers** | Extend the exemption period for paying Council tax on empty houses (main or sole house), giving first time buyers an additional year to complete essential restoration work before the house may be occupied. | |
| **Purchase building land for the future** | Use some development sites that are already in our ownership to make a start on our plans in some areas where the need from local residents is clear. However, if we are | |

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| | to continue after that, we will need to be prepared to respond quickly to purchasing building land when the opportunity arises in the right places. | |

It was noted in our Equality Impact Assessment for this Scheme (dated 12 June 2023) that it would have a positive impact on the Welsh language:
*"It is estimated that 63% of buyers are priced out of the local market. Increasing the number of affordable housing units, as well as the proposed support packages in the form of loans and tax relief, can mean that more local people choose/are able to stay in Gwynedd."*

**Peilot Dwyfor**
In November 2021, the Welsh Government announced its intention to carry out a pilot scheme to address the housing problem in the Dwyfor area. We have been working with the Government for months on various projects that either strengthen those already in our Housing Action Plan (such as the Homebuy Scheme) or which are new schemes to be trialled in the Pilot area.

**Systems and Technology**
The Department makes extensive use of various systems, which include systems to capture and analyse information about the Council's properties such as maintenance, Legionnaires' Disease and energy use and expenditure; and in the housing field to keep housing registers and information about the County's homelessness situation, and systems that the Housing Enforcement Unit and the Housing Grants and Projects Unit use to facilitate their work.

We are currently procuring new systems for homelessness and housing options. An important and fundamental part of the process was to ensure that it was possible to use the systems in Welsh, and it is pleasing to say that we succeeded in this by ensuring that the supplier builds a Welsh interface to the system. We believe this to be important as it allows us to conduct our internal operations in Welsh without having to translate, interpret or share information in English. We also hope that this will positively influence our partners who will also be using the systems.

Although many of the other systems are provided in English (due to the language of the suppliers), we can create or modify elements within some of these systems, and create and produce our own reports, which are done either in Welsh only or bilingually.

**Communications**
We have been collaborating and supporting our housing partners recently with bilingual communication material, what has led to ensuring that signs, marketing material and correspondence gives a prominent place for the Welsh language.

**Question 2. Policy and Standards Matters**

i. Staff language skills – the number of Welsh speakers and learners within the department (latest Language Designations data).
ii. Barriers – are there any barriers to your ability as a department to offer a full service in Welsh (i.e., act on the requirements of the Language Policy and Welsh Language Standards)?
iii. Compliments and Complaints – provide information on any compliments or complaints that the department has received during the year about Welsh/bilingual services.

**i) Staff language skills**

We place significant importance on ensuring that we comply with the Council's Language Policy, and on our ability to offer a Welsh language service to our service users, whether internal or external.

According to the latest Language Designations Quarterly Report, **96%** of our staff achieve or surpass the Language Designations of their posts. Of those 96%, **60%** has skills that exceed the language requirements associated with their posts.

Up to 05/12/2023, **99%** of the Departments' staff have received some form of assessment (self-assessment or line manager assessment) with only 7 remaining unassessed (of which one has since left the Council, and a line manager assessment is underway for the other).

**85%** has completed an assessment i.e., what we wish for in order to achieve the best picture of the language skills of our staff. This is an improvement of 6% over the last year following a robust campaign asking staff to complete a self-assessment. Those who have only received a line manager assessment is mostly front-line staff, such as office cleaners, and we recognise it may take some time for a self-assessment to be completed due to the nature of their work.

Considering the Department has grown over the last year, we are proud of these statistics, and we consider is a testament of the Department's commitment towards the Welsh language and its decisiveness to provide a dully bilingual service to the people of Gwynedd.

**ii) Barriers**

Generally, our ability to offer a fully Welsh service is robust and we do not feel that barriers exist in this regard. The Department's internal administration is fully through the medium of Welsh, and we are proud in our ability to offer support to our service users, many of which are some of the most vulnerable members of our society, through the medium of Welsh. Encouragement is given to members of staff who are less confident in their Welsh language skills or wish/need to improve their language skills to search of opportunities to learn/develop their abilities. We believe there is room to celebrate that members of the Department's staff proactively look for opportunities to improve and/or maintain the standard of their language and take ownership of that for the benefit of our service users.

**Regional and national meetings**

As stated in our last report, although as a Department, we manage to offer all our services in Welsh or bilingually, the picture is quite different when we look outside the Council. Regional and national meetings are generally held in English only, and although translation and Welsh material is available in some of them, that can be laborious and generate a sense that the one requesting translation is causing a nuisance. This can become an obstacle when it comes to offering a Welsh language service to our Service users.

**iii) Compliments and Complaints**
In terms of compliments, although that we haven't received correspondence specifically praising the Department's Welsh/bilingual provision, officers receive regular praise by many members of the public we deal with every day praising the overall general service provided, including communications, and we consider that our ability to provide a fully Welsh/bilingual service is a core part of that.

In terms of complaints, we are happy to report that the department has not received any complaints pertaining to the Welsh/bilingual language service provided.

**Question 3. Development Opportunities**

Do you have ideas about new ways we can promote the Welsh language in the county's communities – either in your own services or by collaborating with others?

**General**
We feel that the Language Specifications Forum is a particularly good vehicle for sharing good practices across the Council, together with having experts and champions "around the table" to discuss obstacles and opportunities. It also gives us as a Department the incentive to take a step back every now and then to see if anything needs to be addressed or to celebrate any successes too. Similarly, we see that the Quarterly Report is extremely beneficial as a means of providing an overview of our department.

Having been working from home or in a hybrid arrangement since the pandemic period, it has become apparent that staff miss seeing each other in the office and having the opportunity to chat informally with each other. We believe that is even more relevant in the case of staff who are learning or developing their Welsh. With the introduction of the new Working to the Future policy, we anticipate it will surely help the situation as more and more staff work in the office and see each other. However, we believe there is room to look at how these groups could be brought together in an informal way.

**The housing and property field**
In Service Level Agreements to provide supported accommodation, we will impose a condition that the service/support providers must be able to speak Welsh. An example of this is the Service Level Agreement for Tŷ Adferiad, Porthmadog, 137 High Street, Bangor and 35 College Road, Bangor.

Once again, we state our feeling that more specific training should be developed in the Welsh language in the housing field - most training takes place in English, and although that does not hinder or prevent our ability to operate, it would be good to be able to receive the training in Welsh, or at least bilingually.

| | |
|---|---|
| **MEETING** | Language Committee |
| **DATE** | 30 January 2024 |
| **TITLE** | Report of the Highways, Engineering and YGC Department |
| **PURPOSE** | To present information about the Department's contribution to the Language Policy |
| **AUTHOR** | Steffan Jones, Head of Highways, Engineering and YGC |

**1. BACKGROUND**

1.1 This report has been prepared in response to the Language Committee's request for information on how the Department of Highways, Engineering and YGC implements the Language Policy.

1.2 The Department includes a range of services including road maintenance, maintenance of municipal assets, street cleaning and a multidisciplinary engineering consultancy. It is also responsible for managing the Council's entire fleet and for implementing the environmental category management procurement service.

1.3 Due to the nature of the Department's work, it is inevitable that most of our staff will come into contact with members of the public. As a result, the majority of them are expected to be able to at least speak Welsh to an acceptable level so as to be able to deal directly with enquiries and, thereby, provide a better experience for our customers.

1.4 However, because we have so many frontline workers, it has historically been difficult to determine exactly how many members of staff meet their job language designations. However, the Department has largely overcome this in the last 6 months as explained in the report.

1.5 It should be noted that since the merger of the Highways and Municipal and YGC Departments in September 2022, this report now replaces the Language Committee reports that previously used to be prepared by the separate departments.

**2. RESPOND TO COMMITTEE QUESTIONS**

| **Question 1. Promotion and promotion** |
| --- |
| How does your department go beyond offering services bilingually and contributing to the objectives of the county language strategy (what activities and projects have taken place in the past year that are raising the status of Welsh and ensuring opportunities for people to use Welsh in the community)?<br><br>The Council's language strategy sets priorities for promoting the Welsh language in five areas:<br>1. Family language,<br>2. The language of learning,<br>3. The language of work and service,<br>4. Community language<br>5. Research and Technology<br><br>The current strategy can be found here:<br>(https://www.gwynedd.llyw.cymru/en/Council/Documents-Council/Strategies-and-policies/Scheme-iaith/Scheme-Hybu'r-Gymraeg-yn-Gwynedd-2018-2023.pdf) |
| **Answer:**<br><br>The Department provides frontline services and prides itself on the fact that the majority of staff are able to communicate in Welsh, whether at varying levels of ability.<br><br>We believe it is essential to promote the language within the Department so as to improve the service we offer to Gwynedd's residents. We cascade every offer of training we receive from the Welsh Language Learning and Development Officer amongst our teams and encourage them to attend the sessions, if only to refresh their existing language skills.<br><br>We regularly produce a Highways, Engineering and YGC Newsletter, as well as a YGC Bulletin, and these are circulated to all of the Department's staff in Welsh (see Appendices 1 and 2). These are appreciated, not only for their informative content, but also for their quality and use of clear Welsh.<br><br>YGC are experienced in setting up stalls at major local and national events to raise awareness of their services in civil engineering and construction, and to advertise career opportunities. This year was no different with stalls being erected at the National Eisteddfod and the Royal Welsh Show. However, for the first time, this year the stalls also included branding for the revamped Highways, Engineering and YGC Department.<br><br>The Department was very active during the Eisteddfod including running engineering, construction and environmental themed activities and competitions for young people. These were ideal opportunities to impress upon young people that they could have a fulfilling career in these fields through the medium of Welsh and, through this, retain talent locally. |

Prior to the Eisteddfod, the Department held a competition to name the new road bridge which was located near the site. 3 local schools were contacted to offer their pupils the opportunity to nominate names for the bridge. A panel of engineers, environmental officers and the Prifardd Meirion Macintyre Huws then chose the most suitable name, Bodefail Bridge. Mei Mac's input included advice and opinions on local and Welsh names associated with the area. The award was presented to the winning pupil in the Science and Technology Village on the Maes. The official opening of the bridge was attended by the press and the event was held in Welsh. Recognition was given to the importance of choosing a suitable Welsh name following consultation with the local community. Panels on the development of the scheme were held daily in the Children's Village and in the Council's stall, each with different themes. One of the themes was the challenges faced by women wishing to pursue careers in the engineering and construction industry.

YGC is closely associated with the Institution of Civil Engineers (ICE), which is the leading professional engineering institution that awards professional qualifications to civil engineers. One of the service's engineers has been appointed as a mentor for the Council and the support that they offer in Welsh has been extended to include engineers at Anglesey and Conwy Councils.

One of YGC's officers was awarded the University of Wrexham Student of the Year award, sponsored by the ICE, this year for his college work. One element of his work included highlighting YGC's work at the National Eisteddfod, the Royal Welsh Show and job fairs, with a focus on promoting the Welsh language and equality.

Rather than purchasing commercial systems operating exclusively in English, the Fleet Service has developed its own systems for managing the Council's fleet assets through the medium of Welsh. The systems appear in Welsh first and users must choose an option to operate in English. We are not aware of any other fleet systems offering these services in Welsh.

YGC provides a communication service to stakeholders on behalf of UK Highways for the section of the A55 between Llandygai and Holyhead. This means preparing important bilingual messages about maintenance work etc. As part of the service, they also organise and attend 'drop-in' meetings locally to share information as needed. UK Highways commissioned YGC specifically because of their expertise in the field and the ability of staff to communicate in Welsh.

YGC also organises a number of 'drop-in' events in Gwynedd and beyond to inform residents about proposed schemes and receive their views on them. These are conducted bilingually at all times.

Interestingly, the Department has sponsored edition 2 in a series of 4 bilingual books commissioned by Menai Heritage Charity, entitled 'Britannia Bridge Lions' to encourage children, and in particular females, to pursue a civil engineering career. The books are sold at the Menai Heritage Museum and online.

**Question 2. Policy and Standards Issues**

i. Staff language skills – number of Welsh speakers and learners within the department (latest Language Designations data).

ii. Barriers - are there any barriers to your ability as a department to offer a full service in Welsh (i.e. act on the requirements of the Welsh Language Policy and Standards)?

iii. Praise and Complaints – please provide information about any praise or complaints the department has received during the year about Welsh/bilingual services.

**Answer:**

**i. Staff language skills**

The Department employs 507 staff; 120 in the YGC Service and 387 in the services that were formerly part of the Highways and Municipal Department prior to restructuring in September 2022.

Attempting to find out the percentage of former Highway and Municipal Department staff who reached their job language designations was always challenging. We believed this was mainly due to a lack of work email addresses for our manual workers (around 87% of all Department staff), and limited access to work computers and laptops. So we set to work with the Welsh Language Learning and Development Officer to try and discover other methods of gathering the information.

The situation was reported in detail in our last report to the Language Committee. However, in summary, our main solution was to simplify the online assessment so that it was more relevant to our manual workers and to distribute it to each of them individually with a letter of explanation from the Head of Department. This was carried out and the workers had to sign that they had accepted it. However, unfortunately, the result of this exercise was not as successful as we had hoped. The rate of return remained low, despite efforts by management and team leaders to encourage the employees to respond. The response level increased from 25% to 39% as a result of the exercise; nevertheless, it remained the lowest response rate of all Council departments.

The response level rose to 58% following the transfer of the Waste Collection and Recycling Service to the Environment Department in September 2022. However, it was still among the lowest response rate of all Council Departments. Over 96% of the Department's staff who had responded reached their job language designation. While this was encouraging and reflected the Department's desire to promote the language amongst our staff, it did not reflect the actual situation. So, we undertook a comprehensive exercise to turn the situation around. The first step was to identify those staff members who had not already responded to the assessment and group them into their individual services and teams. Lists of the relevant staff were then sent to the appropriate managers and team leaders and they were asked simply to confirm whether or not the individuals reached their language designation. It took about three months to get the data back. However, the exercise was extremely successful and, now, the Department's response level has risen to 95.64 %. Of the number who have

completed an assessment, only 13 members of staff, representing 3.11 %, do not meet their job language designations. Of these, 4 are already undertaking a Welsh language skills training course and others have, or want to have, a one-to-one consultation with the Welsh Language Learning and Development Officer to support them in reaching the language designation of their job.

It should be noted that YGC participated in the pilot scheme for the language designation project and great efforts were made at the time to try and ensure that all staff completed the self-assessment questionnaire. The principles laid down then have continued with the Service and completion of the questionnaires is now an integral part of their appointment arrangements. Prior to the merger with the Highways and Municipal Department, their response rate to the questionnaire was 100% and remains so to this day.

**ii. Barriers**

Since the Department operates in an engineering industry which is English orientated, it can be difficult to achieve a full service in Welsh. This is primarily due to the need to communicate orally with agencies such as the Welsh Government, North and Mid Wales Trunk Roads Agent, Natural Resources Wales etc.

Also, most of the standard forms for engineering contracts are written in English. The same applies to most of the engineering specifications and national codes of practice we use.
In addition, due to the Public Contracts Regulations 2015 (which replaces the Official Journal of the European Union - OJEU), we can only advertise high-value contracts in English (large schemes or services over a certain price threshold).

The Department prides itself on being able to offer a service that is almost entirely Welsh to our residents. However, it can be difficult to recruit staff who fully meet the job language designation in certain roles. This is true even for posts with elementary linguistic levels.

**iii. Praise and Complaints**

It was clear from the feedback we received at this year's National Eisteddfod that there is great appreciation, not only for the service that is delivered to our residents, but also for the use and promotion of Welsh in everything we do. This was encouraging and confirmed that we were on the right path in our approach to the language.

In terms of complaints, the Department has received little criticism for our use of the language. However, we have been criticised on a few occasions for allowing external contractors working on behalf of the Road Maintenance Service to use English-only warning signs on sites. However, these criticisms are rare and are resolved immediately once we are made aware of them.

| **Question 3. Development Opportunities** |
| --- |
| Do you have ideas for new ways we could be promoting the Welsh language within the county's communities – either in your own services or by working with others? |
| **Answer:**<br>The good work of our staff is often taken for granted and we tend to only receive negative feedback if something goes wrong (which is often out of our control). Historically, services such as Road Maintenance and Street Cleaning have been reticent to promote themselves and raise residents' awareness of the work they carry out. As a result, we have recently focused on highlighting the work of some of our services on social media, with bilingual videos and text in plain Welsh and English, so that residents are aware of the efforts being made to keep their communities safe and tidy. This has been incredibly successful and, as well as informing the public of their work, has brought some pride back into the workforce and reinforced the message that they provide an essential service to Gwynedd's residents. Other Departments and Services are probably in the same position where their hard work is not appreciated. As a result, it would do them no harm to also promote themselves so that the public appreciates that their tax money is being spent effectively and efficiently. |

# Newyddlen Adran Priffyrdd, Peirianneg ac YGC

3

Rhagfyr 2023













# Croeso i Rifyn 3 o Newyddlen Staff Adran Priffyrdd, Peirianneg ac YGC




Neges gan Steffan

Hoffwn gymryd y cyfle i ddiolch i chi am yr holl waith sydd wedi ei gyflawni dros y flwyddyn.

Mae'r flwyddyn olaf wedi mynd heibio yn sydyn iawn ac ar adegau wedi cyflwyno heriau, ond gyda'n gilydd yr ydym yn llwyddo. Rwyf hefyd am fanteisio ar y cyfle i rannu dyfyniad gan Kevin Sinfield yn ystod ei Her 7 mewn 7 'os ydym yn gwneud i bobl ofalu ychydig yn fwy am ei gilydd, yna byddai gennym le llawer gwell i fyw'

Dymunaf Nadolig Llawen iawn i chi a Blwyddyn Newydd Dda.


Tudalen 2 - Cyflwyniad
Tudalen 3 - Cwrs Golff Gwallgo Porthmadog
Tudalen 4 - Gwasanaeth Edrychiad Stryd
Tudalen 5 - Graeanu
Tudalen 6- Hysbysiad
Tudalen 7 - Gwaith Arbennig
Tudalen 8 - Diwrnod difyr gyda Grŵp Hogan
Tudalen 9 - Croesawu Staff Newydd
Tudalen 10 - Gwybodaeth Ychwanegol
Tudalen 11 - Amgueddfa Treftadaeth Menai
Tudalen 12 - Peiriant Raymo
Tudalen 13- 14 -Camoliaeth
Tudalen 15 - Derbynfa Penrallt ar Agor!
Tudalen 16 - Tim Cynnal Tiroedd
Tudalen 17-18 - Prosiect Cei Aberdyfi
Tudalen 19 - YGC


**Oes gennych chi stori diddorol ar gyfer y rhifyn nesaf?**

Cysylltwch gyda -

ElliwJonesEvans@gwynedd.llyw.cymru

# Technoleg Cymraeg

Dyma ddolen at lyfryn sy'n esbonio sut mae Cysgliad, Word, a'r Porth Termau yn helpu efo ysgrifennu Cymraeg.

**Cliciwch ar y llun i ddysgu!**






Adran Priffyrdd, Peirianneg ac YGC

# Cwrs Golff Gwallgo Porthmadog



Steven Edwards
Rheolwr Teledu Cylch Cyfun (TCC) a Gwaith Bwrdeistrefol

**“Roedd da gweld y safle yn ôl yn agored ac yn cael ei werthfawrogi“ dwedodd Steffan Jones.**

Cynharach yn y flwyddyn bu i gwrs ‘Golff Gwallgo’ Porthmadog ail agor i’r cyhoedd ar ôl gwelliannau.

Buddsoddwyd oddeutu £25k i wella a moderneiddio’r cyfleusterau sydd yn ganol tref Porthmadog ger y parc. Agorwyd y cwrs golff yn wreiddiol tua 20 mlynedd yn ôl , ac mae'n denu dipyn o bobl i gael hwyl wrth ymweld â Phorthmadog.

Tîm Gwasanaeth Cynnal Tiroedd sy’n gyfrifol am redeg a chynnal y cwrs o Pasg i’r Haf .

Dywedodd Steven Edwards “ Mae’n bleser gweld y buddsoddiad yma yn y cwrs wedi ei gwblhau , ag rwy’n falch iawn bod pobl leol ag ymwelwyr yn cael budd o’r cyfleusterau.”

"Hoffwn yrru atoch i ddiolch yn fawr iawn am y gwaith sydd wedi ei wneud gan yr adran i ddod a 'r parc "yn ôl yn fyw".

Roed hi yn werth gweld yr holl deuluoedd hefo'i plant bach yn cael amser gwych gyda'r golff gwallgof a 'r parc chwarae.

Roedd hwn yn brosiect gwerth chweil a diolch eto ar ran y dref." gan Gwilym Jones, Cynghorydd Gwynedd.





Cwrs yn ei newydd wedd

# Gwasanaeth Edrychiad Stryd

Mae Tîmau Gorfodaeth, Glanhau a Thacluso wedi uno i ffurfio Gwasanaeth Newydd

## Tîm Gorfodaeth Stryd

Mae'r Tîm Gorfodaeth Stryd yn cynorthwyo i sicrhau trefniadau gorfodaeth effeithiol, ar gyfer gwasanaethau stryd a rheoli gwastraff yn unol â deddfwriaeth amgylcheddol berthnasol, er mwyn lleihau troseddau amgylcheddol i wella ansawdd yr amgylchedd lleol.



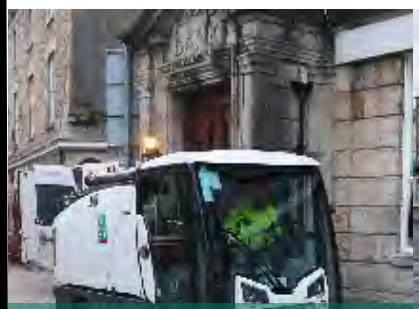

Dyma lun o Owen Hefin Roberts, Warden Diogelu Mannau Cyhoeddus yn gosod arwydd baw cwn ar bromenâd Pwllheli.

## Tîm Glanhau Strydoedd

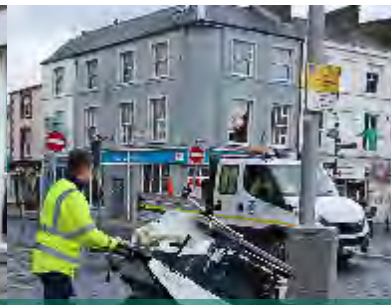
Yn y bore mae dal hi!

Mae ein criw Glanhau Strydoedd yn gweithio'n galed yn gynnar bob bore yn paratoi'r strydoedd ar gyfer ein diwrnodau prysur.

Mae'n ddiddorol gweld yr holl baratoi sy'n cael ei wneud gan ein tîm pan mae pawb dal yn eu gwelyau.



Dyma lun o griw Glanhau Strydoedd ar Stryd fawr Bangor ben bore.



Dyma lun o griw Glanhau Strydoedd ar Faes Caernarfon ben bore.

## Tim Tacluso

Tîm Tacluso ArdalNi

Fe dderbyniodd Tîm Tacluso Ardal Ni grant o £21,525.00 i bwrcasu peiriannau arbenigol glanhau gwm cnoi oddi ar strydoedd Gwynedd.

Mae'r grant gan y 'Chewing Gum' Task Force a weinyddir gan yr elusen amgylcheddol 'Keep Britain Tidy', wedi'i anelu at fynd i'r afael â phroblemau sbwriel gwm cnoi a problemau staenio.



Alan, Dion a Gareth



Y tîm ym Mangor



Tim yn Porthmadog



Gosod Arwyddion

# GRAEANU

TÎM PRIFFYRDD



Loriau Graeanu newydd wedi cyrraedd Depo Cibyn

**Yn ddiweddar, croesawodd Depo Cibyn 3 lori graeanu sydd wedi dychwelyd o'r Iwerddon ar ôl trosglwyddo'r corff 'stainless steel' i siasi newydd sbon.**

Mae'r tîm yn brysur ac yn gweithio'n galed i baratoi ar gyfer y Gaeaf. Rydym yn sicrhau bod ein loriau graeanu yn addas a diogel ar gyfer ei defnyddio, er lles ein gweithwyr a'r cyhoedd. I sicrhau hyn, bydd gwaith adnewyddu yn cael ei wneud yn flynyddol ar ein loriau graeanu.

Oherwydd y datguddiad cyson (constant exposure) i halen graeanu mae siasi'r loriau fel arfer yn cael ei adnewyddu bob saith mlynedd gyda'r corff "stainless steel" yn cael ei osod ar siasi newydd i'w adfer.

Mae'r loriau Graeanu yn cael eu heffeithio fwyaf gan gyrydiad (corrosion) gan fod yr hopper yn dal halen, sy'n cyflymu'r broses gyrydu ar fetelau. Er bod ein hoffer 'stainless steel' wedi'i ddiogelu'n well na 'bare steel', nid yw'n imiwn rhag cyrydiad pan fydd yn agored i halen dro ar ôl tro am gyfnodau byr ac estynedig o amser.



Depo Cibyn

Wrth i'r tywydd droi yn wlyb ac yn oer byddwch yn wyliadwrus wrth yrru o gwmpas.

Mae gwybodaeth bellach ynglŷn a'r trefniadau graeanu ar gael ar wefan Cyngor Gwynedd, a bydd diweddariad yn cael ei rannu ar gyfryngau cymdeithasol y Cyngor.

Diolch yn fawr i'r holl dîm am eu gwaith caled i gadw ein ffyrdd ar agor ac yn ddiogel.

Ymgynghoriaeth GWYNEDD Consultancy YGC



# Mae'r Tîm Datblygu Busnes yma ar eich cyfer chi!

Mae ein gwasanaeth Dylunio Graffeg ar gael er mwyn darparu gwasanaeth o'r safon uchaf i holl dimau YGC ac i gwrdd â gofynion Cleientiaid.

## Mae ein gwasanaethau yn cynnwys:

- Taflenni gwybodaeth a Posteri
- Post Cyfryngau Cymdeithasol / Eitem newyddion
- Tynnu lluniau safon uchel
- Fideos byr gan gynnwys 'time lapse'
- Delweddau
- Tudalen gwefan ar gyfer Prosiect

I anfon gwaith at yr Uned Datblygu Busnes neu weld beth all gynnig i chi, cysylltwch gydag Elgan Jones elganjones@gwynedd.llyw.cymru



# Gwaith Arbennig!

## Eira Roberts

### Aelod Tîm Glanhau Strydoedd

Eira ydi'r unig ferch sydd yn gweithio i'n tîm Gwasanaeth Edrychiad Stryd ar hyn o bryd, ac yn cael llawer o ganmoliaeth am ei gwaith ardderchog.

Ers i Eira gychwyn gyda'r tîm, mae hi wedi helpu gymaint gyda gwella edrychiad cymunedau Arfon sydd wedi cael ei adnabod gan nifer o bobl.

Mae llawer o adborth wedi cael ei adrodd i'r tîm gan y cyhoedd am y newid amlwg sydd i'w weld yn ein cymunedau.  Mae Eira yn weithiwr caled ac brwdfrydig sydd yn aelod gwych o'n tîm Glanhau Strydoedd.

Da iawn Eira a diolch yn fawr am dy holl waith caled rwyt ti a'r tîm yn ei wneud.



Llun Eira ym Mangor gyda'i fan Gwasanaeth Edrychiad Stryd



Llun o Eira yn gweithio ym Mangor

## Buddiannau Staff

Mae Ffordd Gwynedd yn son am roi pobl Gwynedd yn ganolog i bopeth yr ydym yn ei wneud. Rydym yn llawn sylweddoli mai chi, ein staff sydd wrth wraidd cyflawni hyn. Dyma becyn o fuddiannau sy'n diolch i chi am eich gwaith caled.

Mae amrediad eang o gynigion ar gael i chi, o ein cynllun pensiwn cystadleuol, arbedion ar brynu ceir gwyrdd a beiciau i ddisgownt mewn siopau lleol led led Gwynedd a thu hwnt... mae rhywbeth i bawb gan Budd i Bawb.

Cliciwch yma i fynd mewn i'r fewnrwyd.



# Diwrnod difyr gyda Grŵp Hogan



Bethany Griffiths

**Roedd Bethany Griffiths, Peiriannydd Cynorthwyol YGC yn ffodus iawn i fod yn dyst i gynhyrchu asffalt wedi'i ailgylchu yn ddiweddar.**
**Ymwelodd â Chwarel Hogan Caer Glaw yng Ngwalchmai ble maent yn prosesu'r 'planings' trwy'r malwr i gael deunydd cynnyrch cyson 10mm i lawr.**



Cynhyrchu asffalt wedi'i ailgylchu

**Yna, ymlaen i safle cynhyrchu asffalt Hogan ym Mangor i weld cynhyrchu asffalt ffres gyda RAP (Reclaimed Asphalt Pavement) yn rhan o'r cynhyrchiad.**
**Yn olaf, ar ôl gwylio'r cynnyrch yn cael ei wneud, fe wnaethom ddilyn y wagenni asffalt poeth i safle Hogan yn Nolwyddelan ble roedd wyneb newydd yn cael ei osod yn defnyddio'r cynnyrch.**

**Wel am ymweliad gwych, agoriad llygad!**
**Diolch i bawb a gyfrannodd at y diwrnod hwn, yn enwedig Grŵp Hogan. Rydym mor ffodus i'w gael ar garreg ein drws ac yn edrych ymlaen at weld mwy o safleoedd lleol gobeithio yn defnyddio asffalt corfforedig RAP.**
**Roedd aelodau o staff o Lywodraeth Cymru, NMWTRA, yr Adran Priffyrdd a YGC yn bresennol.**




Peiriant asffalt yn Nolwyddelan

# Croesawu Staff Newydd



## Darryl Jones

### Warden Gorfodaeth Stryd

Helo, fy enw i yw Darryl, a chefais fy mhenodi'n Warden Gorfodaeth Stryd ym mis Mai eleni.

Mae fy nyletswyddau'n cynnwys patrolio ardal Arfon (ar droed a symudol) i orfodi cyfreithiau mewn perthynas â baw cŵn, taflu sbwriel a thipio anghyfreithlon ymhlith troseddau eraill.

Rwy'n mwynhau'r gwaith hwn yn fawr iawn ac rwy'n falch iawn o fod yn aelod o'r tîm gorfodi proffesiynol clos.

Cyn ymgymryd â'r swydd bresennol, bûm yn gweithio i "Haven Holidays" fel Gweinyddwr Pobl (AD) a chyn hynny roeddwn yn Filwr yn y Fyddin Brydeinig am 25 mlynedd, yn gweithio ym maes Adnoddau Dynol, Tâl a Chyllid.

Yn ddiweddar, mae fy ngwraig a minnau wedi prynu hen dŷ sydd gwir angen ei adnewyddu. Tra bod hynny'n cymryd llawer o'n hamser sbâr mae gennym ni hefyd 2 gi, "Nwdls" a Daisy" sydd hefyd yn ein cadw ni'n brysur iawn!



Llun Darryl yn rhoi dirwy ger Castell Caernarfon

## Matthew Luke Williams

### Warden Gorfodaeth Stryd Dros Dro

Helo, Matthew ydi fy enw i, ac ym mis Mai cefais fy mhenodi fel Warden Gorfodaeth Stryd. Cyn y swydd yma roeddwn yn gweithio fel achubwr bywyd yng nghanolfan hamdden Glaslyn ym Mhorthmadog. Hefyd roeddwn yn 'Special Constable' i Heddlu Gogledd Cymru am dros ddwy flynedd.

Dwi yn gefnogwr mawr o dîm pêl droed Lerpŵl a Chymru. Mi fyddai yn dilyn Cymru i bob man, ddim ots be ydi'r canlyniadau.

Yn fy amser fy hun fyddai yn dyfarnu gemau pêl droed dros arfordir Gogledd Cymru. Hefyd fyddai yn chwarae golff ar y penwythnos, rwyf yn aelod o glwb golff Caernarfon ers mis Ebrill.

Mi ydw i'n ddiolchgar dros ben i bawb dwi wedi eu cyfarfod hyd yn hyn yn fy swydd newydd. Mae pawb wedi bod yn groesawus iawn gyda fi.




Llun Matthew ym Maesgeirchen



Matthew yn ei waith

# Gwybodaeth Ychwanegol

## Cystadleuaeth Golff PP/YGC

Cynhaliwyd gystadleuaeth golff cyntaf PP/YGC ar ddydd Gwener y 6ed o Hydref yng Nghaernarfon ble wnaeth 19 o golffwyr dewr wynebu'r elfennau. Gyda gwyntoedd yn tynnu at 30 milltir yr awr ac yn wlyb dan draed nid oedd yr amgylchiadau yn ddelfrydol i gael sgôr dda. Ond ar ôl slog o 4 awr daeth tri i fewn gyda sgôr o 35. Gwych!

Wedi'r cardiau gael adolygiad gan y dyfarnwr yr enillydd ar "card play-off" oedd Tomos Lloyd (YGC) oddi ar handicap o 12. Yn ail oedd John Rhys Jones (YGC) oddi ar 10 ac yn drydydd Iwan Janos Kojs (Priffyrdd) ar 4.
Llongyfarchiadau i'r tri ohonoch a diolch i bawb arall wnaeth yr ymdrech. Gobeithio bydd y tywydd yn well blwyddyn nesa.




**Enillydd - Tomos Lloyd**

Os oes gennych ddiddordeb mewn diwrnod allan i chwarae golff, mae croeso i staff yr Adran Priffyrdd, Peirianneg ymuno a chriw YGC sydd wedi bod yn mynd am gemau achlysurol, ac unwaith y flwyddyn yn cael cystadleuaeth y gwasanaeth fydd nawr yn cynnwys staff yr holl adran.

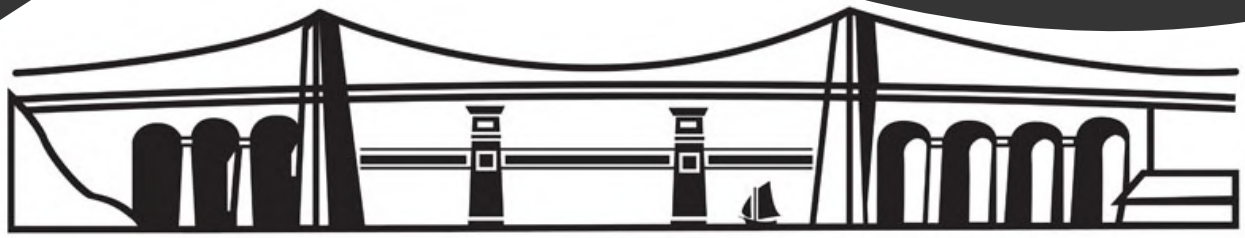
Mae croeso i chi gysylltu gyda Robert Aled Williams os oes diddordeb.
Bydd manylion pellach am y gystadleuaeth yn cael ei rannu yn amserol.



Llun - Simon, Rhys, Robert a Rhydian o YGC - Clwb Golff Nefyn 2022

# Amgueddfa Treftadaeth Menai







Prosiect cymunedol yw Treftadaeth Menai sydd yn ymwneud â'r ddwy bont enwog sydd yn ein hardal sef ; Pont Borth, a adeiladwyd gan Thomas Telford a Phont Britannia a adeiladwyd gan Robert Stephenson.



"Mae'n hamgueddfa drwyddedig yn llawn o ddarnau hanesyddol, lluniau, ffilmiau, cwisiau ac arweinwyr profiadol i'ch tywys o gwmpas. Gallwch gymryd tro dros Bont y Borth ac oddi tani a cewch weld y llewod ar Bont Britannia. Gallwch hefyd adeiladu eich pontydd eich hun a phrofi'ch gwybodaeth. Dewch i gael hwyl yn darganfod mwy am yr ardal arbennig yma gyda'i phontydd byd-enwog a'i pheirianwyr arloesol, a cewch gyfle i grwydro tref hanesyddol Porthaethwy a'r ardal hudolus hyd lan y dŵr.




Mae Canolfan Telford ar agor yn dymhorol; cewch yr union amseroedd ar y wefan. Gallwch hefyd gadw llygad am ddigwyddiadau arbennig neu gysylltu'n uniongyrchol â'r swyddfa i drefnu ymweliad arbennig i grwpiau".
**www.menaibridges.co.uk**

## Cyfle i Wirfoddoli

Ydych chi'n ystyried cyfleoedd i wirfoddoli? Mae Treftadaeth Menai(sydd yn amgueddfa ac elusen cydnabyddedig) yn chwilio am wirfoddolwyr.
Mae'r gwirfoddolwyr yn hanfodol i lwyddiant yr amgueddfa ac fe werthfawrogir eu cyfraniad yn fawr iawn. Am fwy o wybodaeth, ewch ar ei gwefan

## Chwilio am anrheg Nadolig arbennig?



**Edrychwch ar siop ar-lein Treftadaeth Menai am ystod o lyfrau.**

**Cynnig arbennig ar set o 4 llyfr dwyieithog i blant - Llewod Britannia/Lions of Britannia Bridge - dim ond £20 (a P&P) am y set lawn.**






**Adran Priffyrdd, Peirianneg ac YGC**

# Buddsoddi er budd ein gweithwyr, Trigolion Gwynedd a'r Amgylchedd - Peiriant Raymo



Teclyn newydd torri gwellt yn Ysgol Glan Cegin

Wedi pum mlynedd a mwy o ymchwil a threialu peiriannau Batri/ Trydan sydd yn meddu ar dechnoleg rheoli o bell "remote control", bu i Geraint Wyn Hughes Uwch Swyddog Cynnal Tiroedd ddod yn ymwybodol o'r cwmni Raymo tra ar ymweliad a Sioe Saltex .

Yn dilyn treialu'r peiriant yn ddiwedd Mehefin a derbyn adborth positif gan y gweithlu, bu i'r gwasanaeth Cynnal Tiroedd bwrcasu peiriant Raymo sydd yn rhan o gwmni Iseki lle mae nifer o'u peiriannau ar ddefnydd gyda'r gwasanaeth Cynnal Tiroedd.

Pwrcaswyd y peiriant drwy gyflenwr lleol oddi fewn i Wynedd.

## 7 Ffaith Ddiddorol am Beiriant 'Raymo'

1. Mae'r peiriant yn gwarchod ein gweithwyr wrth weithio ar lethrau.
2. Gyda lefel sŵn isel, mae'r teclyn yn addas i'w ddefnyddio mewn Ysgolion, Cartrefi Preswyl, Mynwentydd a'r Amlosgfa.
3. Gellir defnyddio'r peiriant ger ochrau ffyrdd, ymylon llynnoedd ag afonydd.
4. Gellir sefyll hyd at 50 medr o fan gwaith y peiriant mewn man diogel i'w reoli.
5. Mae'r peiriant yn cael ei yrru gan fatri, felly nid oes allyriadau yn cael eu rhyddhau i'r amgylchedd.
6. Nid oes dirgryniad ysgerbydol yn cael ei drosglwyddo i'r gweithiwr.
7. Mae'r peiriant yn lleihau lefel risg i'r gweithlu, Trigolion Gwynedd a'r Amgylchedd.



Peiriant Raymo yn torri gwellt yn Ysgol Glan Cegin

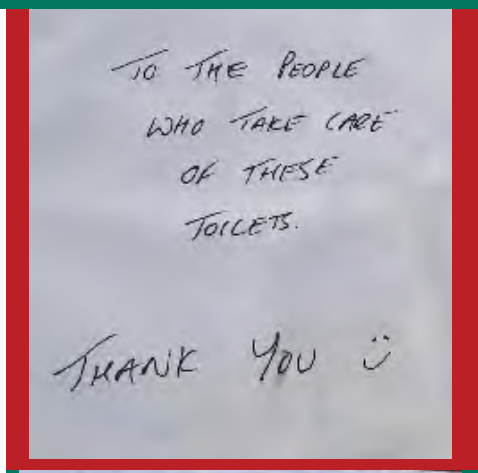
# CAMOLIAETH

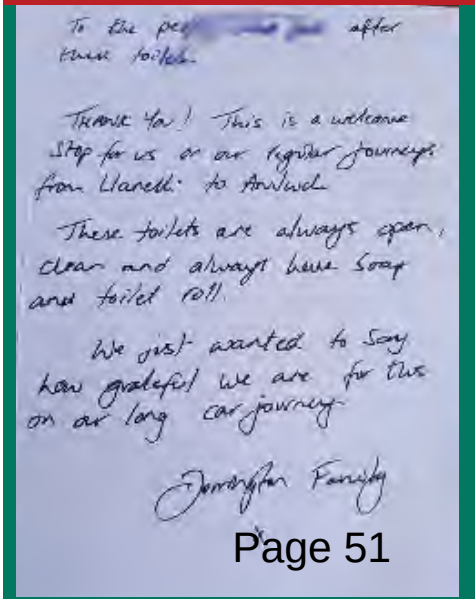
TÎM BWRDEISTREFOL








**Diolch i Alun - Swyddog Glanhau Toiledau Ganllwyd**

Mae Alun, y glanhawr toiledau yn Ganllwyd, wedi derbyn clod haeddiannol am ei waith yn glanhau. Dyma gerdyn hyfryd a adawyd iddo yn Ganllwyd gan ddefnyddwyr clên oedd yn sypreis neis iddo ben bore.

**Diolch i Sian - Swyddog Glanhau Toiledau Dinas Dinlle**

Hefyd derbyniwyd 'Twix' Sian Pierce Owen swyddog glanhau, neges hyfryd pan oedd yn gweithio yn toiledau Dinas Dinlle.

"Hoffwn ddiolch i warden am ei waith o gadw'r toiledau yn Dinas Dinlle yn lân. Yr oeddwn wedi bod yn nofio a chadwodd y drysau'n gored i mi er fy mod yn hwyr yno. Diolch yn fawr iawn!"

"Hoffwn ddiolch i bwy bynnag sy'n glanhau a chynnal y bloc toiledau ar draeth Dinas Dinlle. Roeddent yn lân iawn ac nid oeddent yn arogli'n ofnadwy fel bron pob toiled cyhoeddus y dyddiau hyn. Da iawn chi am doiledau gwych" - Dafydd Jones.

**Mae'r swyddog yn gwneud gwaith gwych ac mae'n galonogol derbyn adborth positif!**

# CAMOLIAETH

TÎM BWRDEISTREFOL




Ym Mharc y Dre, Caernarfon, mi welwch fod y 9 acer o dir a'r llyn wedi'u gweddnewid dipyn yn ddiweddar. Mae gwaith ardderchog wedi cael ei wneud gan Adran Priffyrdd Bwrdeistrefol i geisio dod a bywyd yn ôl i'r parc. Oedd ar un adeg yn atyniad poblogaidd i blant, oedolion ac ymwelwyr.

Mae'r gwaith yn parhau yn y parc ac mae'r gwaith torri tyfiant a thacluso wedi cael ei wneud.

**Amanda Murray**
**Rheolwr Asedau Bwrdeistrefol**



Dywedodd Amanda Murray "Ein bwriad yw ei wneud yn lleoliad poblogaidd, braf a diogel i bawb fynd yno i fwynhau eu hunain."



# Derbynfa Penrallt ar Agor!




'Rydym yn hapus iawn i gyhoeddi bod derbynfa Penrallt ar agor!
Bydd hyn yn helpu llawer gyda hwyluso ymwelwyr a chwsmeriaid i mewn i'r adeilad a hefyd unrhyw ddanfoniad i'r swyddfeydd. Croesawn ein Cynghorwr Cyswllt Cwsmer newydd sef Lauren Anne Jones i'r tîm, edrychwn ymlaen i gael gwedd newydd i'n derbynfa!

"Haia! Lauren dwi, o Fethel yn wreiddiol cyn symud i Gaernarfon yn 2005.

Mi wnes i astudio ym Mhrifysgol Bangor yn 2016 efo gradd mewn Astudiaethau Cyfryngau. Dwi wedi gweithio mewn sawl diwydiant gwahanol dros y blynyddoedd gan gynnwys cyfryngau cymdeithasol, celfyddydau, gweinyddu ac wrth gwrs fel derbynnydd.
Yn 2018 penderfynais i gymryd toriad rhwng swyddi i deithio, felly wnes i weithio/byw yn Awstralia am flwyddyn ac wedyn teithio am 2 fis o amgylch Asia, gan weld Thailand, Fietman, Malaysia, Singapôr a Cambodia. Ond rhaid i fi ddweud, roedd y bwyd yn ffantastig! Fy niddordebau ydi mynd am dro, creu gwaith celf neu graffeg, gweld ffrindiau, teulu neu deithio! Dwi'n creu llawer o waith celf yn fy amser sbâr, ac yn mwynhau peintio a darlunio.



Lauren Anne Jones

Dwi'n ffodus o dderbyn swydd fel Cynghorwr Cyswllt Cwsmer gyda YGC. Dwi wedi treulio 3 wythnos yn Siop Gwynedd yn cysgodi'r tîm cyn i fi dechrau gweithio yn nerbynfa Penrallt, felly dw i'n edrych ymlaen at ddod i adnabod pawb (Ond gennai dipyn o enwau i drio cofio sori!)"

# Tîm Cynnal Tiroedd



Gwaith paratoi'r tir ym Mharc Chwarae Bodawen ym mis Chwefror 2022 gan y Tim



Blodau gwyllt wedi ffynnu ym Mharc Chwarae Bodawen ym mis Mehefin 2023









## Datblygu glastir drwy wasgaru glaswellt gwyrdd yn llawn rhywogaeth

Mae cynyddu'r niferoedd o ddolau blodau a lleiniau gwyrdd wedi ei adnabod fel ffordd wych o gynyddu bioamrywiaeth a chysylltedd natur.

Fel rhan o raglen Llefydd Lleol i Natur, mae Cyngor Gwynedd wedi bod yn datblygu ac yn hyrwyddo lleiniau o flodau gwyllt mewn lleoliadau penodol ar draws y sir.

Mae'r gwaith yma yn rhan o brosiect gan y Cyngor lle mae'r drefn o reoli ymylon ffordd a lleoliadau gwyrdd yn cael ei newid i greu coridorau ar gyfer natur.

Dyma'r gwaith casglu sydd wedi digwydd yng Nghae Chwarae Bodawen yn ddiweddar gan y Tîm Cynnal Tiroedd. Gellir ymgymryd ar waith o wella a chryfhau'r glastir a ellir eu galw yn ardaloedd derbynnydd "Receptor" drwy eu paratoi i fod yn llecynnau i dderbyn y dull o hadu, yn defnyddio'r glaswellt gwyrdd "green hay" fel gellir cadw tarddiad "provenance" yr had yn lleol.

Bydd gofyn bod y glaswellt presennol wedi eu torri yn fyr a'u gasglu o safle ag unrhyw chwyn wedi eu codi ymaith.

Bydd gofyn o leiaf bo 50% or wyneb yn bridd i dderbyn y glaswellt ar had ar y diwrnod. Mae'r amseriad o dorri'r glaswellt or ardaloedd Rhoddwr "Donor" yn holl bwysig ynghyd ar ddull o dorri a chasglu a gwasgaru. Yr amser delfrydol yw canol Gorffennaf i ddechrau Awst.

Y camau pwysicaf yw bod y glaswellt yn cael ei dorri gyda'r lleiafswm o aflonyddwch ag yn cael eu gasglu /balio mor fuan â phosib a'u drosglwyddo i safle'r Derbynnydd cyn i'r byrnau ddechrau cynhesu. Os bu i'r byrnau gynhesu gellir i hyn ddifrodi'r had a llwyddiant yr ymdrech.

Gellir agor y byrnau drwy eu rowlio allan ac wedyn gwasgaru/ taenu'r glaswellt dros y wyneb y tir i greu gorchudd ysgafn dros y llecyn. Mewn tywydd sych gellir gadael y glaswellt ar y wyneb am dridiau, tywydd gwlyb yn ychydig yn hwyrach.

# PROSIECT CEI ABERDYFI



Agoriad swyddogol Cei Aberdyfi ar ei newydd wedd.

Mae'r gymuned leol yn ne Meirionnydd wedi dod ynghyd i ddathlu cwblhau gwaith strwythurol sylweddol ar ddau adnodd allweddol, sef Cei Aberdyfi a phont droed Bryn Llestair.

Cynhaliwyd agoriad swyddogol y cei a'r bont ddydd Mercher, 15 Tachwedd yn dilyn gwaith sylweddol fydd yn sicrhau y byddant ar gael i'w defnyddio am flynyddoedd i ddod, gan ddod a mwyniant i bobl leol ac ymwelwyr.

Cwblhawyd prosiect gwerth tua £4 miliwn gan Gyngor Gwynedd yn y cei i adnewyddu'r wal bresennol, ail-wynebu a gwella mynediad i fewn ac allan o'r dŵr ar gyfer yr holl ddefnyddwyr. Ariannwyd y cynllun ar y cyd gan Raglen Rheoli Risg Arfordirol Llywodraeth Cymru a Chynllun Rheoli Asedau Cyngor Gwynedd.

Er fod y gwaith ar bont Bryn Llestair yn y dref wedi ei gwblhau ers oddeutu blwyddyn, manteisiwyd ar y cyfle i ddathlu codi pont newydd sbon i gymryd lle yr hen strwythur oedd wedi bod ar gau ers rhai blynyddoedd oherwydd ei chyflwr gwael a pheryglus.



Aelod Lleol Cyngor Gwynedd - Dewi Owen



Agoriad swyddogol Cei Aberdyfi



Agoriad swyddogol Pont Bryn Llestair

Mae'r bont – sy'n cael ei hadnabod gan rai yn lleol fel pont Ynys Picnic – yn croesi rheilffordd y Cambrian ac yn cysylltu Aberdyfi â'r bryniau cyfagos.

Dywedodd y Cynghorydd Berwyn Jones, Aelod Cabinet Cyngor Gwynedd sy'n gyfrifol am Wasanaeth PP/YGC, oedd yn arwain y gwaith ar y ddau brosiect yma yn Aberdyfi:

"Mae'r lanfa yn y Cei yn hollbwysig i nifer fawr o weithgareddau'r harbwr sy'n cyfrannu'n sylweddol at economi leol Aberdyfi. Mae'r cynllun wedi bod yn cael ei ddatblygu ers rhai blynyddoedd ac rwy'n falch o ddweud fod y gwaith bellach wedi ei gwblhau er budd yr holl ddefnyddwyr.



Pont Bryn Llestair

"Roeddwn hefyd yn falch o weld Pont Bryn Llestair ar ei newydd wedd, a dwi'n gobeithio bydd pobl yn manteisio arni er mwyn cael mynd am dro a mwynhau'r ardal brydferth hon."

Ychwanegodd Gweinidog Newid Hinsawdd Llywodraeth Cymru, Julie James: "Wrth i ni fynd i'r afael â'r argyfwng hinsawdd, rwy'n falch o fod yn darparu 85% o'r cyllid ar gyfer y gwaith hwn yng Nghei Aberdyfi i Gyngor Gwynedd drwy ein Rhaglen Rheoli Perygl Arfordirol.

"Rhaid i gymunedau arfordirol addasu i lefel y môr yn codi a bydd y cynllun hwn yn helpu i wneud yn union hynny, drwy wella'r amddiffyniad rhag llifogydd ac erydu arfordirol i 20 eiddo yn Aberdyfi.

"Bydd y gwaith hefyd yn darparu buddion ehangach trwy warchod y lanfa, sydd, rwy'n gwybod, yn hollbwysig i'r economi leol."

**I wybod mwy am y ddau prosiect yma ewch ar wefan YGC**




Llwyddiant Gwobr TechFest

I wybod mwy am y diwrnod, **ewch ar ein gwefan**




Cynllun Dolgau A487

I wybod mwy am y diwrnod, **ewch ar ein gwefan**




Llun - Bethany, Alicia ac Alfie

I wybod mwy am y diwrnod, **ewch ar ein gwefan**



**Adran Priffyrdd, Peirianneg ac YGC**










# NADOLIG LLAWEN
# A BLWYDDYN NEWYDD DDA





# BWLETIN YGC 24

Rhifyn 24 - Rhagfyr 2023














'Ymgynghoriaeth Gwynedd Chi'

# CROESO I RIFYN 24

Tudalen


3 : Pont i gerddwyr a seiclwyr dros Afon Hafren Y Drenewydd
4 : Tîm Datblygu Busnes PP/YGC
5 - 6 : Prosiect Dolgau A487 Ceredigion
7 : Llwyddiant - Gwobrau TechFest 2023
8: Gwobrau CIHT Cymru Wales 2023
9 - 10 : Agoriad Swyddogol Pont Bryn Llesdair a Phrosiect Cei Aberdyfi
11 -12 : Llwyddiant - Gareth Whitten 'Engieering Council - Incorporate Engineer'
13 : Neges Nadolig Llawen
14 : Blwyddyn Newydd Dda


## Neges gan Steffan




Hoffwn gymryd y cyfle i ddiolch i chi am yr holl waith sydd wedi ei gyflawni drost y flwyddyn olaf. Mae'r flwyddyn olaf wedi mynd heibio yn sydyn iawn ac ar adegau wedi cyflwyno heriau ond gyda'n gilydd yr ydym yn llwyddo. Rwyf hefyd am fanteisio ar y cyfle i rannu dyfyniad gan Kevin Sinfield yn ystod ei Her 7 mewn 7 *"os ydym yn gwneud i bobl ofalu ychydig yn fwy am ei gilydd, yna byddai gennym le llawer gwell i fyw".*

Dymunaf Nadolig Llawen iawn i chi a Blwyddyn Newydd Dda.

*Diolch Steffan*




## YMDDEOLIAD

Ymddeoliad hapus Geoff Doherty.

Mae Geoff Doherty Prif Beiriannydd wedi ymddeol ar ôl 32 blynedd o wasanaeth i Gyngor Sir Gwynedd yn wreiddiol, ac yna YGC.

Dymunai staff YGC ymddeoliad hapus a phob lwc i Geoff.

Ymgynghoriaeth GWYNEDD Consultancy YGC



# Mae'r Tîm Datblygu Busnes yma ar eich cyfer chi!

**Oes gennych chi brosiectau difyr ar y gweill, angen lluniau cynnydd prosiect, neu rhannu gwybodaeth gyda'r cyhoedd am eich prosiectau?**

Mae ein gwasanaeth Dylunio Graffeg ar gael er mwyn darparu gwasanaeth o'r safon uchaf i holl dimau YGC ac i gwrdd â gofynion Cleientiaid.

## Mae ein gwasanaethau yn cynnwys:

- Taflenni gwybodaeth a Posteri
- Post Cyfryngau Cymdeithasol / Eitem newyddion
- Tynnu lluniau safon uchel
- Fideos byr gan gynnwys 'time lapse'
- Delweddau
- Tudalen gwefan ar gyfer Prosiect

I anfon gwaith at yr Uned Datblygu Busnes neu weld beth all gynnig i chi, cysylltwch gydag Elgan Jones elganjones@gwynedd.llyw.cymru



# PONT I GERDDWYR A SEICLWYR DROS AFON HAFREN Y DRENEWYDD



Camau cynnar paratoi'r safle ar gyfer y bont





**Kris Saxton**

**Prif Beiriannydd**

**Cleient Cyngor Powys**

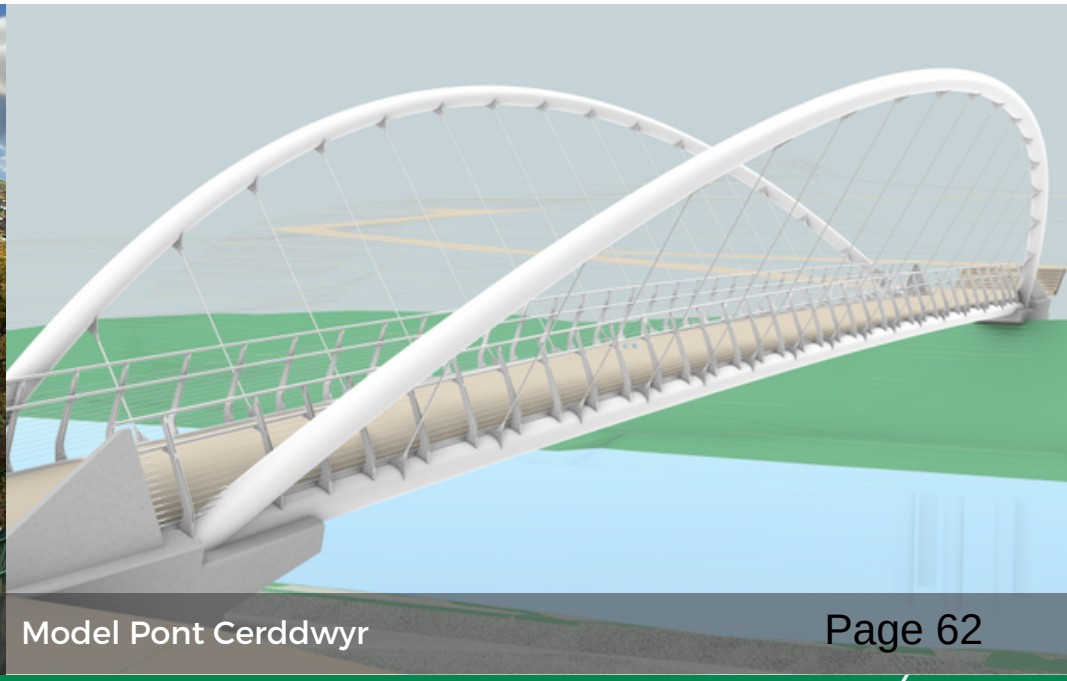
Powys

Mae gwaith adeiladu wedi dechrau ar bont i gerddwyr a seiclwyr dros **Afon Hafren yn y Drenewydd**.

Bydd y bont, a ariennir gan Lywodraeth Cymru, yn cysylltu llwybr ymyl yr afon â Ffordd y Trallwng yn y Drenewydd gan greu cyswllt teithio llesol diogel rhwng cymunedau, busnesau ac amwynderau bob ochr i'r afon.



Gwaith yn parhau



Model Pont Cerddwyr

# PROSIECT DOLGAU A487 CEREDIGION



Lon Dolgau A487



**Bedwyr Lloyd Williams**

**Peiriannydd Prosiect**

**Cleient -**

Cyngor Sir CEREDIGION County Council

Mae'r gwaith o adeiladu llwybr cyd-ddefnyddio newydd rhwng pentrefi Bow Street i'r de a Dole i'r gogledd wedi'i gwblhau ym mis Hydref 2023. Cafwyd ymgyrch ers blynyddoedd maith gan y trigolion yn gofyn am lwybr mwy diogel ar hyd yr A487 brysur i gysylltu'r pentrefi.

Penodwyd Alun Griffiths Contractors Ltd yn gynnar yn 2023 i ymgymryd â'r gwaith Adeiladu. Roedd y gwaith yn cynnwys adeiladu llwybr defnydd a rennir 3.0m o led ar gyfer cerddwyr a beicwyr, creu safle newydd i fws dynnu i mewn, gwelliannau draenio a gwelliannau amgylcheddol ar hyd ymyl ddwyreiniol y ffordd gerbydau bresennol, gan ddilyn yr aliniad llorweddol a fertigol presennol.



Lon Dolgau A487



Lon Dolgau A487



Lon Dolgau A487

**Ymgymerwyd â'r canlynol gan YGC:**

- Dyluniad Manwl ar gyfer y rhan – yn cynnwys Clirio Safle, Adeiladwaith Hwylustod, Draenio, Ffensio a gosod Giatiau newydd, Wynebu, Arwyddion, a Lluniadau Marciau Ffordd.
- Asesiadau Amgylcheddol gan gynnwys adroddiadau ac arolygon safle.
- Archwiliad Diogelwch Ffyrdd Cam 1/2 (Dyluniad Manwl) ac RSA3 (ar ôl cwblhau'r gwaith adeiladu).
- Chwiliadau cyfleustodau a gwaith diogelu/dargyfeirio. Ymwneud cynnar â Dŵr Cymru i wneud gwaith dargyfeirio yn 2022 cyn adeiladu'r Llwybr Defnydd a Rennir newydd; yn ogystal â thrafodaethau cynnar gyda BT Openreach a Scottish Power i benderfynu ar eu Cwmpas gwaith a gafodd ei gynnwys yn ystod y prif waith.
- Amcangyfrif Cost ar gyfer y Gwaith
- Dogfennaeth Contract a Chaffael y Contractwr trwy Fframwaith Contractwyr Asiantaeth Cefnffyrdd Gogledd a Chanolbarth Cymru (ACGChC).
- Rheoli Prosiect NEC4 yn ystod Gwaith Adeiladu, gyda Goruchwyliaeth gan Gyngor Ceredigion.


Lon Dolgau A487




Emyr ac Elen gyda Gwobrau TechFest

**Rydym yn falch iawn o gyhoeddi fod YGC wedi ennill gwobr TechFest yn y categori Defnydd Gorau o Dechnoleg: Casglu Data Clyfar ar gyfer Rheoli Asedau - Cynllun Atal Llifogydd Ffordd y Traeth Y Felinheli. Mae gwobrau TechFest – sy'n cael eu cynnal gan y New Civil Engineer – yn ddigwyddiad blynyddol i ddathlu cwmnïau ar draws Prydain sy'n arloesi mewn technoleg ym maes peirianneg sifil.**

Roedd beirniaid TechFest o'r farn fod y defnydd o dechnoleg i fonitro llifogydd, fel rhan o Gynllun Amddiffyn Rhag Llifogydd Y Felinheli, yn haeddiannol iawn o'r wobr. Fel rhan o'r prosiect, gosododd tîm Dŵr ac Amgylchedd YGC (Robin Perkins, Elen Williamson ac Emyr Gareth) system ddi-wifr, yn defnyddio technoleg LoRaWAN, er mwyn monitro lefel y llanw yn yr Afon Menai. Trwy gymharu y lefel yn Y Felinheli gyda'r offer rhybuddio llifogydd yng Nghaergybi, roedd yn bosib i symleiddio'r broses o benderfynu pryd i gau gatiau llifogydd Y Felinheli – gwaith sy'n cael ei wneud gan dîm o Wardeniaid Llifogydd gwirfoddol.

Rhan hanfodol arall o'r prosiect oedd gwaith tîm Technoleg Gwybodaeth Cyngor Gwynedd (Llŷr Owen Jones ac Elfyn Evans) a sefydlodd system i dderbyn a chofnodi y data o'r synhwyrydd llanw. Mae'r data yma ar gael ar unrhyw adeg o'r dydd a'r nos i Wardeniaid Llifogydd Y Felinheli ac i Swyddogion YGC.

Roedd y beirniaid yn ganmoliaethus o agwedd gymunedol y prosiect ac o'r farn y gellid dyblygu'r gwaith mewn lleoliadau tebyg o amgylch yr arfordir. Mae gwaith wedi cychwyn yn barod i edrych os gall y dechnoleg gael ei ddefnyddio i reoli risg llifogydd yn Porthdinllaen ger Nefyn.




Seremoni Gwobrau TechFest




Seremoni Gwobrau TechFest

# GWOBRAU CIHT CYMRU WALES 2023

CIHT Awards






**Kerry Evans Rheolwr Gweithredol A55 DBFO**

Mae Gwaith Argyfwng Pont Borth wedi ennill dwy Wobr yng Ngwobrau CIHT Cymru Wales a gynhaliwyd yn The Kinmel Spa, Abergele ar y 24ain o Dachwedd 2023. Roedd y categorïau yn cynnwys, Gwobr Iechyd a Lles Alun Griffiths a noddir gan Cambrensis Ltd a 2023 Prosiect Isadeiledd y Flwyddyn.

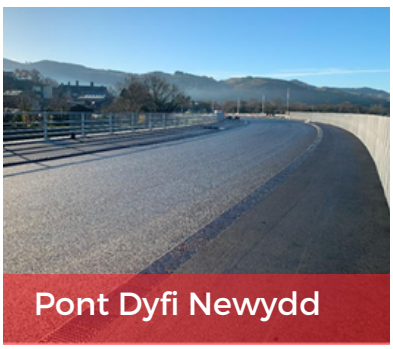
**Dywedodd Kerry Evans – Rheolwr Gweithrediadau DBFO ar yr A55** – "Rwyf mor falch iawn o'r hyn a gyflawnwyd gennym y llynedd a'r gwaith parhaus ar y bont. Mae cael ein cydnabod am ymateb i'r heriau a wynebwyd gennym yn anhygoel, Diolch i'r tîm cyfan am eu gwaith caled".

**Rydym yn falch bod ein henwebiad ar gyfer prosiect A55 Abergwyngregyn i Dai'r Meibion wedi cyrraedd y rownd derfynol mewn tair categori sef, Prosiect Isadeiledd y Flwyddyn, Gwobr Iechyd a Lles Alun Griffiths ac Amgylcheddol.**



Gareth, Carl, Gareth, Lona, John Rhys a Rhys o dîm YGC yn mynychu'r seremoni

# PONT DYFI NEWYDD



Pont Dyfi Newydd

Mae cynllun Tîm Amgylcheddol YGC Pont Dros yr Afon Dyfi wedi cael ei enwebu ar gyfer gwobr 'Outstanding Contributions' Griffiths - Hydref 2023!!

Pob lwc

GRIFFITHS



Pont Dyfi Newydd

# PROSIECT CEI ABERDYFI



Agoriad swyddogol Cei Aberdyfi ar ei newydd wedd.

Mae'r gymuned leol yn ne Meirionnydd wedi dod ynghyd i ddathlu cwblhau gwaith strwythurol sylweddol ar ddau adnodd allweddol, sef Cei Aberdyfi a phont droed Bryn Llestair.

Cynhaliwyd agoriad swyddogol y cei a'r bont ddydd Mercher, 15 Tachwedd yn dilyn gwaith sylweddol fydd yn sicrhau y byddant ar gael i'w defnyddio am flynyddoedd i ddod, gan ddod a mwyniant i bobl leol ac ymwelwyr.

Cwblhawyd prosiect gwerth tua £4 miliwn gan Gyngor Gwynedd yn y cei i adnewyddu'r wal bresennol, ail-wynebu a gwella mynediad i fewn ac allan o'r dŵr ar gyfer yr holl ddefnyddwyr. Ariannwyd y cynllun ar y cyd gan Raglen Rheoli Risg Arfordirol Llywodraeth Cymru a Chynllun Rheoli Asedau Cyngor Gwynedd.

Er fod y gwaith ar bont Bryn Llestair yn y dref wedi ei gwblhau ers oddeutu blwyddyn, manteisiwyd ar y cyfle i ddathlu codi pont newydd sbon i gymryd lle yr hen strwythur oedd wedi bod ar gau ers rhai blynyddoedd oherwydd ei chyflwr gwael a pheryglus.




Aelod Lleol Cyngor Gwynedd - Dewi Owen




Agoriad swyddogol Cei Aberdyfi

Cwblhawyd prosiect gwerth tua £4 miliwn gan Gyngor Gwynedd yn y cei i adnewyddu'r wal bresennol, ail-wynebu a gwella mynediad i fewn ac allan o'r dŵr ar gyfer yr holl ddefnyddwyr. Ariannwyd y cynllun ar y cyd gan Raglen Rheoli Risg Arfordirol Llywodraeth Cymru a Chynllun Rheoli Asedau Cyngor Gwynedd.

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Agoriad swyddogol Pont Bryn Llestair

Mae'r bont – sy'n cael ei hadnabod gan rai yn lleol fel pont Ynys Picnic – yn croesi rheilffordd y Cambrian ac yn cysylltu Aberdyfi â'r bryniau cyfagos.

Dywedodd y Cynghorydd Berwyn Jones, Aelod Cabinet Cyngor Gwynedd sy'n gyfrifol am Wasanaeth Ymgynghoriaeth Gwynedd, oedd yn arwain y gwaith ar y ddau brosiect yma yn Aberdyfi:

"Mae'r lanfa yn y Cei yn hollbwysig i nifer fawr o weithgareddau'r harbwr sy'n cyfrannu'n sylweddol at economi leol Aberdyfi. Mae'r cynllun wedi bod yn cael ei ddatblygu ers rhai blynyddoedd ac rwy'n falch o ddweud fod y gwaith bellach wedi ei gwblhau er budd yr holl ddefnyddwyr.



Pont Bryn Llestair



Pont Bryn Llestair

"Roeddwn hefyd yn falch o weld Pont Bryn Llestair ar ei newydd wedd, a dwi'n gobeithio bydd pobl yn manteisio arni er mwyn cael mynd am dro a mwynhau'r ardal brydferth hon."

Ychwanegodd Gweinidog Newid Hinsawdd Llywodraeth Cymru, Julie James: "Wrth i ni fynd i'r afael â'r argyfwng hinsawdd, rwy'n falch o fod yn darparu 85% o'r cyllid ar gyfer y gwaith hwn yng Nghei Aberdyfi i Gyngor Gwynedd drwy ein Rhaglen Rheoli Perygl Arfordirol.

"Rhaid i gymunedau arfordirol addasu i lefel y môr yn codi a bydd y cynllun hwn yn helpu i wneud yn union hynny, drwy wella'r amddiffyniad rhag llifogydd ac erydu arfordirol i 20 eiddo yn Aberdyfi.

"Bydd y gwaith hefyd yn darparu buddion ehangach trwy warchod y lanfa, sydd, rwy'n gwybod, yn hollbwysig i'r economi leol."

# LLWYDDIANT - GARETH WHITTEN 'ENGIEERING COUNCIL - INCORPORATE ENGINEER'

### Beth wnaeth ti geisio am y cymhwyster?

Mae'n bwysig iawn i mi bod fy ngyrfa'n datblygu, ar ôl cwblhau gradd y cam nesaf oedd cael cydnabyddiaeth broffesiynol.

### Beth sydd angen ei wneud er mwyn cofrestru/ rhoi cais llwyddiannus?

Y cam gyntaf ydi cysylltu gyda ein rheolwr hyfforddiant (John Rhys Jones) am drafodaeth pa ffordd yw'r gorau i gael eich cymhwyster proffesiynol. Yna, ymuno gyda corff aelodaeth proffesiynol. Mae yna ddau llwybr i ddewis i gael eich cymhwyster proffesiynol

- **Llwybr Cymwysterau Cydnabod**
- **Llwybr Asesu Unigol**

Gan bod genna'i radd y llwybr gorau i mi oedd cymwysterau cydnabod. Roedd hyn yn golygu bod rhaid mi lenwi'r ffurflen gais i ddangos fy mhrofiad peirianneg yn erbyn datganiadau cymhwysedd ac ymrwymiad a osodwyd gan y Cyngor Peirianneg.

Ar ôl cyflwyno'r cais roedd rhaid mi wneud cyflwyniad i'r adolygwyr, ac ateb ychydig o gwestiynau am fyng nghais.




**John Rhys ac Gareth Whitten**

### Sut y bydd hyn yn gwella ac yn helpu eich gyrfa?

Dwi'n gobeithio fydd y cymhwyster proffesiynol IEng yn galluogi i mi symud ymlaen gyda fy ngyrfa, a fydd hyn yn golygu mwy o brofiad a chyfrifoldebau. Bydd IEng yn dangos i'r Client allanol fy mod i'n brofiadol ag yn gymwys, gan obeithio fydd yn golygu fmwy o waith i YGC. Felly mae cael cymhwyster proffesiynol yn fantais i mi ag i YGC.

### Gwybodaeth am y daith/ broses i gael y cymhwyster

Wrth edrych yn ôl ar fy nhaith i gael fy IEng, yr unig beth dw i'n difaru ydi bod fi heb osod dyddiad targed i mi orffen y cais. Roeddwn wedi cwblhau llenwi y cais yn y mis cyntaf o ddechrau, ond nes i ddim ail ddechrau edrych ar y cais am 2 flynedd wedyn. Felly dw i'n argymell i unrhyw un sydd am wneud ei cymhwyster proffesiynol i rhoid dyddiad targed i gwblhau'r cais.

Ar ôl cwblhau nghais, y cam nesaf oedd wneud 3 cyfweliad ffug gyda John Rhys, Dave Meller, John Chapman a Dylan Roberts. Roedd fy nghyflwyniad 20 munud am fy mhrofiad cynllunio ffordd osgoi Llanbedr a fy mhrofiad rheoli prosiect cynllun Gwelliannau Draenio Dolwyddelan. Roedd yr adborth a gefais yn y cyfweliad ffug yn defnyddiol iawn i mi, i wella fy nghais a gwneud mi deimlo'n fwy hyderus am fy nghyflwyniad.

Nes i gyflwyno fy nghais i'r IHE a cefais fy adolygiad proffesiynol tros MS Teams. Cefais ddau adolygydd yn fy adolygiad proffesiynol. Ar ôl fy nghyflwyniad cefais ychydig o cwestiynau am fy nghyflwyniad/ cais. Gan fy mod wedi paratoi yn dda, roeddwn yn teimlo bod yr adolygiad proffesiynol wedi mynd yn hwylus.



**John Rhys**
**Prif Beiriannydd**

Mae wedi bod yn fraint i mi ac aelodau eraill o staff YGC gynorthwyo Gareth ar ei daith i ennill ei gymhwyster proffesiynol IEng. Roedd agwedd Gareth at ddysgu a gweithredu ar ein hadborth, i'w adroddiad a'i adolygiadau ffug, yn ardderchog ac mae canlyniad ei adolygiad yn adlewyrchu hyn. Llongyfarchiadau i ti Gareth.

Mae YGC yn gweinyddu Cynllun Hyfforddi Gymeradwy Cwmnïau (CATS) - Cynghorau Gogledd Cymru ar rhan yr ICE, ac mae cefnogaeth i'w gael i ddilyn cymhwyster proffesiynol megis Eng Tech, IEng a CEng gyda sefydliadau peirianyddol eraill, yn ddibynnol ar eich arbenigedd, megis y CIHT, yr IHE a'r IStrucE. Mae amryw o SCEs (Supervising Civil Engineers)ymhlith staff YGC yn fwy na pharod i gynnig cymorth a chefnogaeth i holl staff Priffyrdd, Peirianneg ac YGC. Yn ddiweddar bu newid yn y drefn adolygu ac mae adolygiadau wyneb yn wyneb bellach yn opsiwn ynghyd ag adolygiadau dros TEAMS.

I rai staff sy'n gweithio mewn meysydd eraill o waith o'r Adran, mae cyfleoedd a chefnogaeth ar gael hefyd i ennill cymhwyster proffesiynol trwy sefydliadau perthnasol megis, RICS, CIWEM, CIEEM, IEMA ac ati, ac rwy'n annog staff i gysylltu â'u Rheolwr Gwasanaeth cychwyn os oes diddordeb.




Cai gyda'i dystysgrif EngTech MICE

## LLWYDDIANT - CAI NEWELL JONES 'ENGTECH MICE

"Mae ICE yn sefydliad a gydnabyddir yn fyd-eang ac mae'n fraint i mi fod yn aelod ohono.

Drwy gael mynediad at adnoddau a gallu ymuno mewn digwyddiadau sy'n rhaeadru gwybodaeth am ddatblygiadau a'r newyddion diweddaraf, mae'r aelodaeth yn fy helpu i wella fy sgiliau ac yn fy ngalluogi i gasglu'r wybodaeth ddiweddaraf am beirianneg sifil.

Mae fy nghofrestriad fel EngTech MICE hefyd yn galluogi eraill i gydnabod fy nghyfrifoldebau, fy sgiliau technegol a'r cyfraniad rwy'n ei gynnig i'm swydd."

**Llongyfarchiadau i bawb sydd wedi ymgeisio am gymhwyster proffesiynol!!**

## OES GENNYCH CHI FYWYD DIFYR?

**Mae storiâu personol yn un o'r prif eitemau y mae staff yn ei fwynhau darllen yn y Bwletin!**

**Gallwch son am...**

- **Diddordebau**
- **Gwaith Gwirfoddol / Elusennol**
- **Taith Gerdded**
- **Gwyliau Gwahanol**
- **Codi Ymwybyddiaeth**

**Cysylltwch gyda Siôn neu Elliw i drafod unrhyw syniadau**









# AM DRO!

Cadwch eich llygad allan am gyfres newydd o raglen 'Am Dro' yn y Flwyddyn Newydd lle bydd Bethan Moseley, ein Swyddog Technegol Amgylchedd (Ecoleg) yn cymryd rhan.

POB LWC!!




## Nadolig Llawen a Blwyddyn Newydd Dda!

Diolch i chi gyd am eich gwaith caled dros y flwyddyn, edrychwn ymlaen at eich gweld yn y flwyddyn Newydd!























# BLWYDDYN LWYDDIANNUS ARALL!
# WELWN I CHI GYD YN 2024





















