

## Cyngor Gwynedd Plan 2023-28 - Year 3 Actions

### A Prosperous Gwynedd: Strengthening the economy and supporting the residents of Gwynedd to earn a worthy wage

Department & Project	What we want to achieve during the <b>THIRD</b> year 2025-26 (milestones):	CONCISE update on progress against milestones to date	Is the milestone completed/likely to be completed by the end of the financial year (Yes / No)
<b>Corporate Services Department</b>  <b>Project:</b>  <b>Keeping the Benefit Local</b>	1. Develop a new procurement strategy to drive the principles and aim of the keeping the benefit local plan.	<b>April - August 2025</b> A Draft Strategy was presented to the Leadership Team on 6 May. The Strategy will be presented to the Education and Economy Scrutiny Committee on 16 October 2025.	Yes
	2. Report on the Council's procurement performance - local expenditure.	<b>April - August 2025</b> We continue to be able to report on and analyse the Council's local expenditure	Yes
	3. Raise awareness of the project and the objectives of buying locally, gaining social value and reducing carbon (climate) with council officers and County businesses.	<b>April - August 2025</b> As well as creating a new Procurement Strategy, learning materials are being developed with training sessions also being organised.	Yes

**Gwynedd Gymraeg (A Welsh Gwynedd): Ensuring that our residents can continue to live in a naturally Welsh speaking community**

Department & Project	What we want to achieve during the <b>THIRD</b> year 2025-26 (milestones):	CONCISE update on progress against milestones to date	Has the milestone been completed / is it likely to be completed by the end of the financial year? (Yes / No)
<p><b>Corporate Services Department</b></p> <p><b>Project:</b></p> <p><b>Promoting the Use of the Welsh Language by Gwynedd Residents</b></p>	<p>1. Implementation of the Gwynedd Language Strategy Work Programme 2023-2033.</p>	<p><b>April - August 2025</b></p> <p>Attention was paid to increasing the use of Welsh in workplaces and the recruitment challenges. We worked with the Welsh Language Sub-group of the Gwynedd and Anglesey Public Services Board to produce a brief for commissioning a company to deliver digital resources for public organisations that dispel myths about the Welsh language and help to recruit Welsh speakers.</p> <p>Attention was also paid to supporting workers in care homes and those who provide domiciliary care to improve their Welsh language skills.</p> <p>Work has begun on trying to get businesses to pay more attention to the Welsh language by planning a day</p>	<p>Yes, in terms of what will be achieved by the end of the 25/26 financial year.</p>

		<p>of activities for Gwynedd Business Week. Work has also begun on planning accreditation for businesses that use the Welsh language.</p> <p>A draft response plan has been drawn up in response to the recommendations of the Communities Commission for supporting and sustaining communities with over 60% Welsh speakers. Some steps still need to be developed, including ensuring adequate funding.</p> <p>A grant was awarded to Menter Iaith Gwynedd for the delivery of some elements of Gwynedd's language strategy and to contribute towards staffing costs in 2025-2026 including families, children and young people and the community.</p> <p>An officer gave input to TUC Cymru's Welsh Language Growth Charter and attended the official launch at the National Eisteddfod. The officer was also a panel member discussing the importance of the Welsh language in the workplace and what others could do to increase the use of the Welsh language in the workplace.</p>	
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		<p>place with Siarter Iaith Gwynedd (Language Charter) officers to host a tour of Arfon secondary schools with Gareth the Orangutan and Hywel Pitts, a total of 5 schools. This was a show for children of transitional age with elements of the show discussing what jobs require Welsh language skills after leaving school. A music tour around Gwynedd schools also took place, with Ed Holden conducting rapping workshops and Mei Emrys doing commentary workshops with visits to Brynrefail, Tywyn, Ardudwy, Friars, Moelwyn and Dyffryn Nantlle. An officer from the Menter attended a meeting of the schools' Language Council (full school council in some schools) and a language awareness session was held to discuss how the Menter could support them to promote the Welsh language in the school.</p> <p><b>Work and Service</b></p> <p>Attention was paid to developing the use of the Welsh language by businesses and offering more services to the public in Welsh, targeting 20 businesses in Dolgellau and Porthmadog during this period. As a result, 20 businesses are now displaying the "Hapus i Siarad</p>	
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		<p>Cymraeg" sign following a visit and encouragement. There will be a county campaign to raise awareness of the scheme, amongst learners, Welsh speakers and Businesses, in conjunction with Cyngor Gwynedd's Language Unit and Economy Department, in November 2025.</p> <p><b>Communities</b></p> <p>Attention was given to increasing informal training and learning opportunities in the community and ensuring there are opportunities available in every part of the county by discussing with the Urdd, Youth Service and Byw'n Iach to ensure that there is no duplication of activities in some areas and that resources are targeted in the best places. There are plans to support local volunteers to start a new 'aelwyd' (group) for young people in Llanystumdwy and Penrhosgarnedd from September 2025.</p> <p>A total of 13 activities and community chat sessions were also held for learners, one in each well-being area in Gwynedd, which gave learners the opportunity to practise and gain confidence in an informal atmosphere. Community organisations were</p>	
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		supported to increase the use of the Welsh language locally including the Rhiwlas hall committee and a group in Dinas Mawddwy. Progress has also been made with the Sports Clubs Project. Sports clubs were consulted and an outline pack put together that will support them to use more of the Welsh language/ continue in Welsh while also welcoming new arrivals to their clubs and to the language. The following clubs - Felinheli FC, Cae Glyn FC, Bethesda Rugby Club, Caernarfon Rugby Club, Dolgellau FC and Llanystumdwy FC attended a special event in Porthmadog mid-August to see the contents of the pack and input ideas.	
	2. Implementation of the Place Names Work Programme 2025/26.	<p><b>April - August 2025</b></p> <p>We worked with Arfon and Dwyfor Engineers to install around 12 new street signs.</p> <p>We continued to advise Building Control on property naming as well as advising Conwy Council and Monmouth Council on our internal processes relating to property naming, digital name map and name app for staff.</p> <p>More articles 'Yr Enw a'r Hanes' (<i>Name and History</i>) were published on the</p>	Yes

		<p>Intranet and a document on Bangor's place names was provided to Menter Iaith Gwynedd. A contribution was also made to the National Place Names Forum.</p> <p>A Project Board was convened to update all members on progress and to begin preparing a package to transfer some aspects of the project to others when project funding ends in March 2026.</p>	
	<p>3. To further develop Prosiect 15 in order to increase the use of the Welsh language by children and young people.</p>	<p><b>April - August 2025</b></p> <p>Since the beginning of April, Mentera has embarked on the management of the social media content of Prosiect 15. There has been an increase in Prosiect 15 followers on all social media platforms with special attention given to the main platforms used by young people namely TikTok and Instagram.</p> <p>Posts have been published relating to the Caernarfon Food Festival, AI characters, LGTBQ Pride Week, the landscape of Gwynedd, the Urdd Eisteddfod, Facts about Gwynedd in 15 seconds, the Royal Welsh Agricultural Show and collaborations with various influencers. One video clip of Oshi G, a 16-year-old agricultural influencer</p>	<p>Yes</p>



		from Gwynedd of popular clothing in the show has attracted over 161,000 viewers.	
	4. Sustaining and Developing Gwynedd Language Forum.	<p><b>April - August 2025</b></p> <p>An annual meeting of the Gwynedd Language Forum was held in the Dafydd Orwig Chamber at Cyngor Gwynedd. There was also an opportunity to contribute towards the creation of a language strategy for the forum. While the Forum's work progresses, it remains dependent on the leadership of Cyngor Gwynedd officers.</p> <p>The outcomes of the consultation on young people's attitudes towards the Welsh language were shared with the young people's sub-group of Fforwm Iaith Gwynedd. There were 200 responses to the questionnaire which was shared among 16-18 year olds living or working in Gwynedd and 4 focus groups were held to get more detail on their attitudes. The data highlighted that there is a difference in the use of and confidence to use the Welsh language with social media where the Welsh language is at its weakest and also a fall in those who are confident in writing in Welsh, compared to speaking it.</p>	Yes

		<p>Discussions will continue as a sub-group about the interventions to take on the challenges, with two phases emerging; namely to ensure that courses in the medium of Welsh are followed by young people, that will lead to Welsh careers and to raise young people's awareness that there is a demand for Welsh by employers.</p>	
	<p>5. Researching the public's choice of language when accessing our services and understanding more about people's attitudes towards the Welsh language.</p>	<p><b>April - August 2025</b></p> <p>Following the results of a pilot measuring the use of the Welsh language, work began to try and find suitable interventions to increase the use of the Welsh language in formal situations and in the provision of digital services.</p> <p>Council officers led the consultation on young people's attitudes towards the Welsh language on behalf of Fforwm Iaith Gwynedd young people's sub-group including the analysis of the results (see above).</p>	<p>Yes</p>

**Gwynedd Effeithlon (An Efficient Gwynedd): Putting the people of Gwynedd first and treating them fairly and ensuring that the Council performs effectively**

Department & Project	What we want to achieve during the <b>THIRD</b> year 2025-26 (milestones):	CONCISE update on progress against milestones to date (specify date)	Has the milestone been completed / is it likely to be completed by the end of the financial year? (Yes / No)
<p><b>Corporate Services Department</b></p> <p><i>Also</i></p> <p><b>Cross-departmental Project:</b></p> <p><b>Workforce Planning</b></p>	<p>1. Work with departments and services to produce workforce plans, by advising managers on adhering to the following steps:</p> <ul style="list-style-type: none"> <li>a. Identify key positions, assessed on the basis of risk to continuity of service.</li> <li>b. Analyse team workforce profiles, to identify potential risks to staffing levels/skills needs.</li> <li>c. Produce action plans.</li> <li>ch. Establish arrangements to review plans.</li> </ul>	<p><b>April - August 2025</b></p> <p>The new plan to be presented to the leadership and management teams in the autumn.</p> <p>A new cross-departmental project group will meet in September to agree on the development of detailed milestones to move the project forward.</p>	<p>Yes</p>
	<p>2. Review the process and methods of attracting staff to work for the Council, in order to continue to improve the experience for job applicants and ensure that the Council attracts the most qualified workforce possible. Steps to include:</p> <ul style="list-style-type: none"> <li>a. Review how we advertise jobs and attract candidates and introduce new approaches.</li> </ul>	<p><b>April - August 2025</b></p> <p>The new plan to be presented to the leadership and management teams in the autumn.</p> <p>A new cross-departmental project group will meet in September to agree on the development of detailed milestones to move the project forward.</p>	<p>Yes</p>

	<p>b. Review the application submission process and adapt as necessary.</p> <p>c. To conclude on how additions or modifications can be introduced to the terms and conditions package and adapted as required.</p>		
<p><b>Corporate Services Department</b></p> <p><b>Project:</b></p> <p><b>Ensuring fairness for all</b></p>	1. Reviewing and changing our approaches to recruiting people into the workforce, to ensure that we give potential candidates the best possible experience, but also offer ourselves as a leading employer for everyone from all parts of society	<p><b>April - August 2025</b></p> <p>This milestone is included in the work programme of the Workforce Planning Project.</p>	Yes
	2. Create a dashboard of data about Gwynedd to use to create evidence-based impact assessments and improve our services.	<p><b>April - August 2025</b></p> <p>Developmental work is ongoing.</p>	Yes
	3. Continue to raise managers' awareness of the importance of using equality impact assessments effectively.	<p><b>April - August 2025</b></p> <p>Resource available on the Leadership and Management Hub. Officers to raise awareness among management teams over the coming months.</p>	Yes
	4. Carry out an Equal Pay Assessment on the Council's pay systems and respond to any messages arising from the results.	<p><b>April - August 2025</b></p> <p>We will look to commission an independent adviser over the next few months to undertake the work, with a view to producing the report by March 2026 - the exact timetable for completing the assessment is yet to be confirmed, depending on the adviser.</p>	Yes
<p><b>Corporate Services Department</b></p>	1. Continue to maintain and develop the activities that form the basis of the project's work such as the Potential Development Programme, 'Sgyrsiau dros Baned' (A cuppa and chat);	<p><b>April - August 2025</b></p> <p><b>Sgyrsiau dros baned</b> – summer series of the popular "Sgyrsiau Dros Paned"</p>	Yes

<p><b>Project:</b></p> <p><b>Women in Leadership</b></p>		<p>hosted by in-house speakers. A chat with Keira Sweenie, Planning Manager, was held on 4.6.25 and following her appointment to the post of Director with the National Park; a chat with Councillor Nia Jeffreys, Council Leader, was held on 7.7.25.</p> <p>Arrangements are in place to arrange further talks for the winter series. The ongoing intention is to be targeting a bigger range of job levels in speakers to include Managers and Team Leaders with the intention of targeting young women to take the first step.</p> <p><b>Developmental Programme</b> - The sixth series of the Developmental Programme has been scheduled to start on the 17.9.25. 13 worthy women from a variety of Council departments have been selected to be part of the series. The series will run from September to December this year.</p>	
	<p>2. Conducting interventions to raise awareness among men;</p>	<p><b>April – August 2025</b></p> <p>The intention is to hold a specific talk session for men with speakers from the Highways, Engineering and YGC Department explaining what they have done to change the culture within the Department.</p>	<p>Yes</p>

		Arrangements to be confirmed in due course.	
	3. Continuing to build on the statistical base that has already been established for the purpose of measuring the success of the project;	<b>April – August 2025</b> Data on the progress and impact of the project is constantly being updated. The figure for women in managerial positions is currently 45%, a sharp increase of 15% since the start of the project. There are differences between Departments and also differences between job tiers.  Ongoing work will take place over the year to update the data.	Yes
	4. Continue to find out what Services across the Council are doing to encourage women to apply for senior positions in order to identify and share good practice, and tailor interventions as required by Departments where necessary;	<b>April – August 2025</b> Work is ongoing to complete conversations with all Departmental Heads.	Yes
	5. Organising an event to celebrate the success of the project's work to date	<b>April – August 2025</b> Planning work is underway to celebrate the success of the project work to date. Looking into the possibility of creating a short video.	Yes
	6. Using networks such as 'Managers' Network', 'Live Session with the Chief Executive' to further raise awareness of the work of the project.	<b>April - August 2025</b> Video produced for International Women's Day and shared through the usual internal communication media. Along with that, a new brand was launched for the project.	Yes

		During the Chief Executive's 'Live Session' in July the video produced for International Women's Day was highlighted and the link to the video was shared in the chat section.	
<b>Corporate Services Department</b>  <b>Project:</b>  <b>Strategic Review of Health and Safety Management</b>	1. Continue to roll out the new IT system for Health and Safety across the Council. The work is structured in three phases, with the first phase – the development of the electronic accident form – nearing completion.	<b>April - August 2025</b> Corporate changes to the Council's computer system are set to have a direct impact on this project. In the meantime, we continue to meet regularly with the IT team to try and complete the first phase – the development of the electronic accident form – as around 95% of the work has already been completed. The decision to proceed with this phase reflects a strategic commitment to drive cultural change by moving from paper to digital processes. A request has been submitted to the Learning and Development Panel to facilitate training sessions for managers over the winter period, including a 'train the trainer' package to enable effective transfer of knowledge to the wider workforce.	No – Programme has slipped but hopefully the first phase will be completed.
	2. Continue to submit the detailed (draft) action plan to the Council's Management Team, which outlines the steps towards achieving an integrated model for Health and Safety management.	<b>April - August 2025</b> Although the presentation of the detailed action plan has been delayed twice due to wider operational circumstances, arrangements are underway to reschedule the	Yes

		presentation. The project team continues to work proactively to ensure that the plan reflects the strategic steps towards implementing an integrated model for Health and Safety management, maintaining momentum and supporting the Council's commitment to improving practice and structures across the organisation.	
	3. Develop a five-year audit programme, based on the data collected through the Safety Model Questionnaires.	<p><b>April - August 2025</b></p> <p>Due to the delay in submitting the detailed action plan to the Council's Management Team, it has not been possible to proceed with discussions with departmental managers regarding the development of the five-year audit programme. However, plans are underway to use the Corporate Forum and Departmental Forums as platforms to facilitate these discussions. This approach will enable managers to contribute directly to the process, fostering a sense of ownership for the plan and ensuring that the audit model reflects the operational needs of the organisation.</p>	No – Consultation work needs to take place.