

Welsh Language Annual Report 2025-6



Welsh Language and
Scrutiny Team

Corporate Services



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Welsh Language Report 2025-26

Reporting period	1 April 2025 - 31 March 2026
Purpose	Reporting on Cyngor Gwynedd's compliance with Welsh Language Standards during 2025/26, as well as promotion projects that contribute to the Language Strategy.
Authors	Welsh Language and Scrutiny and Learning and Development Team Officers, Cyngor Gwynedd.

Foreword

It's great to see a positive report again this year, which reports an increase in the number of Council staff with Welsh language skills and also notes an increase in the number who have attended training to develop their language skills. This year's report includes an additional section that gives due attention to promotion and support work across the Council, with each department sharing a good practice project. Our vision as a Cabinet and as a Council is to increase opportunities for all residents of Gwynedd to see and use the Welsh language in different contexts. The projects in question give a taste of the innovative opportunities offered to the residents of Gwynedd to use their Welsh on a daily basis.

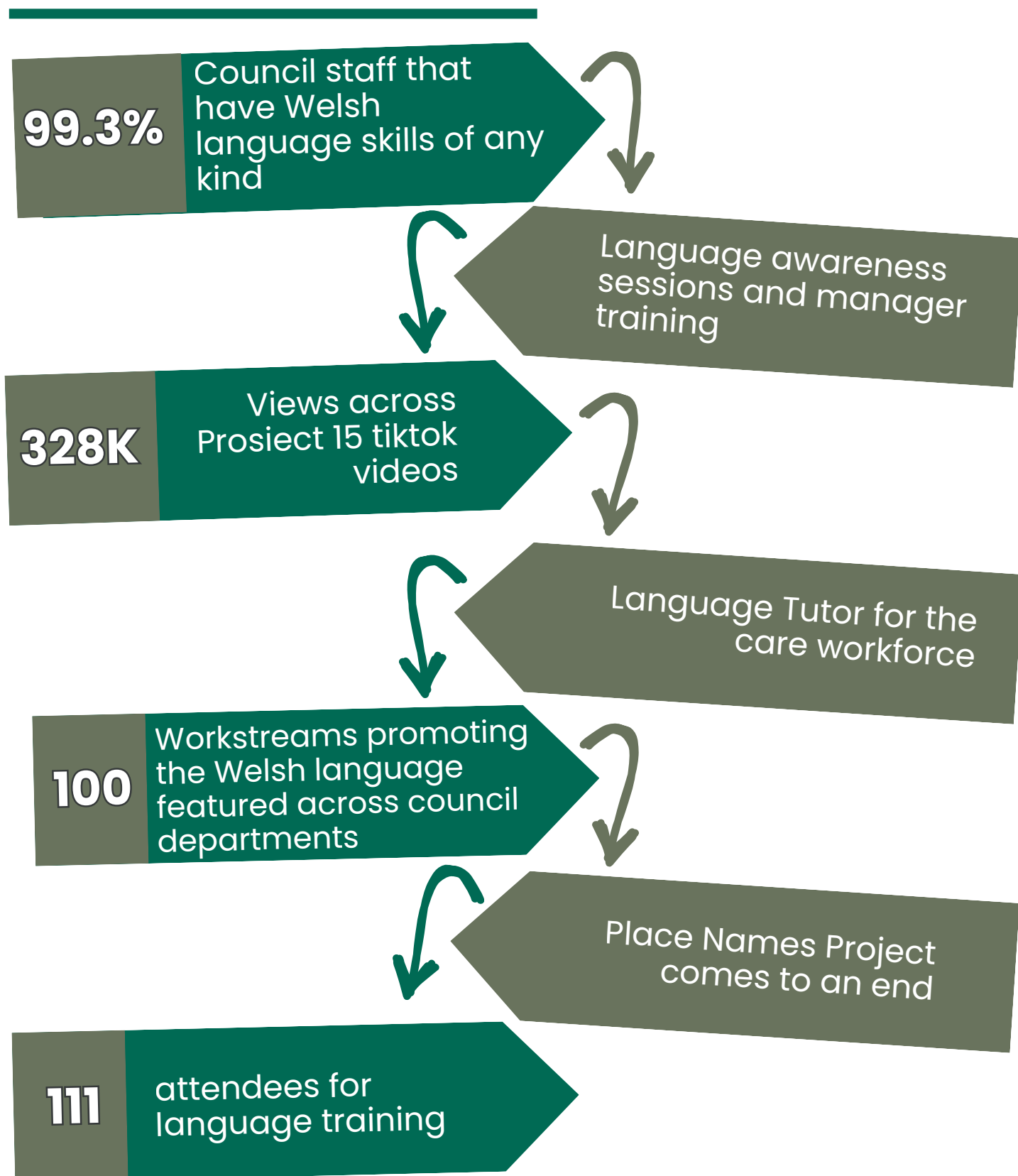
One of the Council's strengths is working together and it is pleasing to recognise the successes of all Council departments in complying with Welsh language standards and their contribution to the language strategy in their reports to the Language Committee. The collaboration between the Welsh Language Team and the Welsh Language Commissioner, Arfor, the Gwynedd and Anglesey Public Services Board and the Network, to name but a few, is a strong foundation for learning from other organisations and providing a platform for the good work that is happening in Gwynedd.

Next year is also set to be an extremely important year for the Welsh language in Cyngor Gwynedd with a number of key projects to be completed. I look forward to seeing the development of the Twf Charter: The Welsh Language at Work, the Language Education Policy and the establishment of a Welsh Language Programme Board.

Councillor Llio Elenid Owen

Cabinet Member for Corporate and Legal Services and for the Welsh Language during 2025-26

Summary



Background

The Council is required to comply with the Welsh Language Standards, on 30 March 2016, 147 standards became operational, with 4 promotion standards coming into effect on 30 March 2017.

Standard 170 states that the Council is required to publish an annual report of the way it complied with the Welsh Language Standards during the past year. The exact requirements are listed in this section.

Background

A) Duties of the Standards

The Welsh Language (Wales) Measure 2011 establishes a legal framework that places a duty on the Council to comply with standards in relation to the Welsh language. The individual standards explain how organisations are expected to use the Welsh language in different situations.

The duties that derive from the standards mean that the Council should not treat the Welsh language less favourably than the English language in Wales, and the Council should promote and facilitate the use of the Welsh language (making it easier for people to use it in their everyday lives).

The Language Standards are divided into five fields:

- service delivery
- policy making
- operational
- promotion
- record keeping

The Council received a compliance notice from the Welsh Language Commissioner on 30 September 2015, under Part 4 of the Welsh Language (Wales) Measure 2011.

The notice set out the specific standards with which the Council is required to comply, and on 30 March 2016, 147 standards became operational, with 4 promotion standards coming into effect on 30 March 2017.

The Standards that the Council must comply with, along with a copy of the Council's current Language Policy, can be viewed in their entirety by going onto the Standards and Policy section of the corporate website.

Background

B) Accountability

Compliance with the Welsh Language Standards is a priority for Cyngor Gwynedd and a responsibility for all Council departments and staff. The monitoring work is carried out by Cyngor Gwynedd's Language Committee.

The role of the Language Committee is to:

- Provide strategic direction and compliance with the Welsh Language Standards, taking into account the work of the Council and any partnership or collaborative work
- Review and scrutinise issues relating to the implementation of Cyngor Gwynedd's Language Policy
- Receive information on matters relating to the Welsh language as required
- Act as an advisory body on strategies for promoting the Welsh language within the county and to make recommendations to the Cabinet as necessary
- Annually (in line with the committee's calendar year), each department reports on projects that feed into the implementation of our Language Strategy and the Council Plan, addressing 5 priority areas namely early years, learning, work and service, the community and research and technology.

A link to each department's report is provided below:

[Education Department Report](#)

[Environment Department Report](#)

[Finance Department Report](#)

[Economy and Community Department Report](#)

[Corporate Services Department Report](#)

[Legal Service Report](#)

[Report of the Adults, Health and Well-being Department and the Children and Families Department](#)

[Highways, Engineering and YGC Department Report](#)

[Housing and Property Department Report](#)

This Annual Report has been submitted to the Language Committee on 29 June 2026, for approval. The Council's Welsh Language and Scrutiny Unit is responsible for the content of the report as well as ensuring that the standards are implemented.

Any questions about the content of the report should be directed to the Welsh Language Team via iaith@gwynedd.llyw.cymru

Background

C) Reporting in accordance with the requirements of standard 170

The Council must produce an annual report which provides information on compliance with the Welsh Language Standards. The exact requirements are listed in standard 170:

(1) You must produce a report (an “annual report”), in Welsh, in relation to each financial year, which deals with the way in which you have complied with the operating standards with which you were under a duty to comply during that year.

(2) The annual report must contain the following information (where relevant, to the extent that you are under a duty to comply with the standards referred to) –

- (a) the number of employees who have Welsh language skills at the end of the year in question (based on the records you kept in accordance with Standard 151);
- (b) the number of members of staff who attended training courses you offered in Welsh during the year (based on the records you kept in accordance with standard 152);
- (c) if a Welsh version of a course was offered by you during the year, the percentage of the total number of staff who attended the course and who attended the Welsh version (based on the records you kept in accordance with standard 152);
- (d) the number of new jobs and vacancies advertised by you during the year categorised as posts where-
 - i. Welsh language skills are essential
 - ii. Welsh language skills needed to be learnt when appointed to the post,
 - iii. Welsh language skills are desirable, or
 - iv. Welsh language skills are not necessary (based on the records you kept in accordance with standard 154);
- (e) the number of complaints you received during the year that related to your compliance with the operating standards with which you had a duty to comply.

Compliance with the Standards

Cyngor Gwynedd commits to complying with the Welsh Language Standards and the main aim of not treating the Welsh language less favorable than English.

In this section, there's data and information on the arrangements in place, complaints and enquiries, staff language skills data and training data.

Compliance with the Standards

General arrangements to improve compliance with the standards

Service Delivery

Having held more language awareness training sessions, staff are aware of their requirements to follow the Welsh Language Standards and also Cyngor Gwynedd's Language Policy. Staff take pride in Welsh being the internal language and attend Welsh language meetings across the Council.

The procurement policy was reviewed over the course of the year and it was ensured that it continued to give due attention to the Welsh language. With Galw Gwynedd having updated their call systems during the year, the decision was made to set the telephone answering machine bilingually, rather than giving the customer the language options from the first point of contact. We feel that this arrangement gives status to the Welsh language among non-Welsh speakers who will also contact the Council, they will hear Welsh, even if they do not continue the enquiry in the language.

Following the Welsh Language Commissioner's report on 'Empowering the Welsh language through strong governance', a work program has been created to ensure full compliance across standards.

Policy Making

Most Council Department management teams have now received a presentation/training on completing equality and language impact assessments, to ensure they understand the requirements and to provide an overview of the new on-line format. The good relationship between the Welsh Language Team and services such as equality and engagement means that officers are referred to us regularly to obtain feedback and advice on consultation questions and impact assessments.

Action

We have been looking at our complaints procedures which led us to realise that we need to highlight how to report any complaints about the Welsh language on the Council's website. With a new website in place, the new system will better highlight that it is possible to lodge a complaint through the corporate complaints system and also through the Welsh Language Team, with a prominent link on both pages of the website.

Compliance with the Standards

Complaints and enquiries - compliance with the Language Standards

Enquiry Line – Complaints Procedures

A request was received for information on arrangements for dealing with complaints about the Welsh language. The information was shared with the relevant officer.

Local Housing Allocation Policy

A request was received from the Welsh Language Commissioner to receive more information about the local housing allocation policy following comments from some members of the public that language requirements should be imposed when letting a social house. Subsequently a letter was received from the Commissioner stating that it is not clear whether any language requirements that could legally be included as part of a letting policy would be likely to make a difference in Gwynedd and that Gwynedd already prioritises people with a local connection. It was reiterated that the existing evidence shows that this requirement already means that a high percentage of social housing tenants speak Welsh. It was added that the percentage is likely to be significantly higher than what could be legally achieved by imposing a language requirement as part of the lettings policy.

Thematic report: Social account verification surveys 2025-2026

The recommendations of the social accounts survey were considered in relation to supervisory arrangements, corporate identity, consistency in posting messages and videos. It was reported that the self-regulatory processes had been reviewed and a full audit of all social accounts had been conducted with the intention of conducting random surveys annually. It was reiterated that there was consistency with the publication of messages and that plans were underway to draw up more detailed guidance for staff regarding video production for social media.

Thematic report: Local Authority Leisure and Library Website Verification Surveys 2025-2026

The recommendations of the survey were considered and meetings were held with the relevant officials. Staff were reminded of the requirement to ensure that there is no discrepancy between Welsh and English and it was noted that there was an intention to carry out random checks more regularly. It was discovered that updates are being made to some systems but that the system does not always translate everything correctly to Welsh. It was explained that officers are working with the companies responsible for the systems to try to find a solution and ensure that the Welsh language is always displayed.

Enquiry on the number of registrars operating in each area and the number who are able to offer a registration service through the medium of Welsh.

A request was received to provide information about the registration service offered through the medium of Welsh including the number of registrars and the number who are able to provide a Welsh language service and any challenges. It was reported that there were 24 registrars and that all were able to offer a Welsh language service.

Compliance with the Standards

Complaints and enquiries - compliance with the Language Policy

Department	The matter relating to the complaint	Explanation and actions taken
Environment	A recycling lorry with only English writing on it on the recycling collection route.	It was confirmed that the vehicle in question was a hired recycling collection vehicle (temporary). When a vehicle is out of service or at the garage, sometimes it is necessary to hire from outside Wales as there are no spare vehicles. The complainant appeared satisfied with the response.
	Cyngor Gwynedd's decision to discriminate against non-Welsh speakers, when discussing a new housing planning application in Trefor, was questioned following comments from the local Community Council.	A response was sent back stressing that the Community Council's position does not represent that of Cyngor Gwynedd as an Authority, and that the Council does not restrict the occupation of housing on the basis of language, as that is not legal.
	Questioning the criteria of housing language requirements in relation to the Welsh language, after seeing a story in the press, when discussing a new planning application for housing in Trefor. Worried about whether she would qualify for a house, if her situation were to change, as she doesn't feel that her Welsh is strong enough.	A response was sent back stressing that the Community Council's position does not represent that of Cyngor Gwynedd as an Authority, and that the Council does not restrict the occupation of housing on the basis of language, as that is not legal.
	Staff member unable to speak Welsh at Pwllheli Recycling Centre.	It was noted that the officer in question was a casual staff member as there was a shortage of staff on the day. The Department is committed to ensuring that the specific officer receives basic Welsh training in order to be able to greet the public. We will check that there is skills development training for casual staff and remind managers across departments of the language policy.

Compliance with the Standards

Complaints and enquiries - compliance with the Language Policy

Department	The matter relating to the complaint	Explanation and actions taken
Corporate Services	Not clear enough how to make a complaint about the Welsh language on the website.	We receive complaints about the Welsh language through the Council's corporate complaints process and that process is on the central website. A complaints procedure document is attached under the Welsh language standards and policy page on the website under 'The Welsh Language', but we are in the process of adding a new tile on that page to make it clearer how to make a complaint about the Welsh language.
	An individual has questioned why there is a shortage of support workers, which is having an impact on families. Note that this is not taken into account, as the Welsh language is required to work for the Council. She has a basic understanding, but unable to have an interview through the medium of Welsh.	We shared with the complainant clauses of the language policy which state that a manager has the freedom to re-advertise and interview candidates who do not meet the language requirements but are willing to learn/develop Welsh skills.
Finance	A customer complained to the service about receiving an English-only form from them.	An apology was sent to the customer, and it was stated that the manager would have a word with the staff member about the situation, as well as reminding all staff of the language policy.

Compliance with the Standards

Complaints and enquiries - compliance with the Language Policy

Department	The matter relating to the complaint	Explanation and actions taken
Housing and Property	Enquiry regarding the percentage of social housing residents, allocated through the Local Allocation Policy, who speak Welsh.	It was explained that the Council does not collect data on the linguistic ability of applicants for social housing as language skills are not relevant to the purpose of establishing a need for social property, and therefore its collection would be contrary to article 5.1c of the UK General Data Protection Regulation (UK GDPR). However, it was noted that data from Adra and Grŵp Cynefin (from surveys carried out after tenants moved in) showed that on average 91% of residents of the housing associations' 10 recent new estates were able to speak Welsh "well" or higher. That, on average, is 26% higher than the County average (64.4%). This therefore suggests that the social allocations made through the Policy normally go to individuals and families who are able to speak Welsh.
Economy	A letter in English only sent by a harbour.	The Department confirmed that initial bilingual correspondence was normally sent but that there had been a failure in this case. Further work is being undertaken to update the Service's arrangements to avoid mistakes in the future. A Welsh letter was sent to the complainant.
	An English-only sign on the seafront in Trefor.	The Maritime Service confirmed that they did not install the sign on the gate and that they removed the sign and replaced it with a bilingual one.

Compliance with the Standards

Complaints and enquiries - Place Names

1**Coed Adda Estate, Bangor
(August 2025)**

The local councillor was unhappy with the name and wanted to include the name 'Eddie Duggan' instead of 'Adda'. The councillor was informed that 'Coed Adda' was the name chosen by the children of the local school and that this would be the name of the estate. Nothing was subsequently heard on the matter.

2**Llys yr Eifl, Trefor
(September 2025)**

A new sign was erected under the Signage Pilot Scheme in Trefor. A member of the public complained that there was another similar name in the village – this stemmed from the time when the estate itself was being constructed and a controversy over the name at the time. The sign was changed. The complainant confirmed that she was happy with that.

3**Coed Pen Braichmelyn, Bethesda
(October 2025)**

A member of the public was dissatisfied with the name of a forest on the OS map. Wanted advice on how to change it. An email was sent stating the original old name and the fact that the forest had not been there for a long time and so it was natural that there would be disagreement about the name. The complainant thanked the service for the response and there was no further correspondence.

Compliance with the Standards

General Language Skills Overview

Every post advertised by the Council notes Welsh Language requirements as an **essential skill**. During this period, **1126 jobs were advertised**.

REPORTING IN ACCORDANCE WITH THE REQUIREMENTS OF STANDARD 170 - (a) the number of employees who have Welsh language skills

We continue to use our new Language Skills System to collect our data, which gives us a better analysis of our employees' skills. The information collected by the system answers two main questions:

	Question	Answer
1	Does the member of staff meet the requirements of his/her post?	Yes / No
2	What is the member of staff's language level for Listening and Speaking, Reading and Understanding, and Writing?	No Skills, Entry, Basic, Intermediate, Higher, Proficiency

The information for **question 1** is gathered in two ways:

- by **Line Managers**: during meetings with managers across the Council, we ask them to indicate whether or not their staff are meeting the language requirements of their jobs.
- through **staff self-assessments**: staff complete a questionnaire which, based on their responses to the questions, calculates their level for Listening and Speaking, Reading and Understanding and Writing. Those levels are compared with the Language Specifications of the post, and on this basis it is calculated whether or not the member of staff meets the requirements of their post.

The information for **question 2** is gathered through staff self-assessments.

The task of collecting the assessments is ongoing, so we report only **the number of staff who have been assessed**. This number will therefore increase and change as we continue with the work. As we gather more and more assessments, the system's ability to provide us with valuable information increases, and we can now begin to identify patterns by analysing the responses to the language self-assessment. For example, if a number of staff from one service is seen to be requesting language improvement courses, this can be responded to proactively.

All information is automatically collected on the Staff Language Skills system, and allows us to generate live reports at any time.

NOTE:

- **Every post** within the Council has been verified to ensure that the language designation is correct for the post and is continually reviewed.
- **Each new post** has to follow a specific procedure to set the correct language designation.
- **Every post** includes **essential** language requirements, i.e. a certain degree of language skills is needed for every post in the Council.
- The work of gathering information about individuals (staff members) is ongoing work, and the figures noted will never completely reflect the actual number of staff employed by the Council. However, it is aimed to obtain the most accurately correct picture of the workforce's skills at any time. Staff turnover, changes in jobs, restructuring and individuals who hold more than one job within the Council are all factors that affect data accuracy.
- We do not report on staff who are part of the following departments (although they are employed by the Council) - **Byw'n Iach, North and Mid Wales Trunk Road Agent, North Wales Ambition and Gogledd Cymru Actif**- as they are all joint-committees and are therefore not accountable to the requirements of the Standards. We do not include school staff in our data either.

Compliance with the Standards

General Language Skills Overview

Skills Report:

The following information is correct at the time of writing the report and is extracted from our Staff Language Skills system.

Overview of the situation

Number of staff members (on the Council's payroll)*	4100	
Total assessments collected (Line Manager Assessments and Self-assessments)	3568	87%
Number of Self-Assessments collected only (Question 2)*	3293	80.30%

*does not include North and Mid Wales Trunk Road Agent, Byw'n Iach, Ambition North Wales, Gogledd Cymru Actif or Gwynedd schools staff

Staff and Language Designations:

	2024/25		2025/26	
Staff who reach the Language Designations of their post	3340	99%	3269	91.6%
Staff who do not reach the Language Designations of their post	353	1%	299	9.4%

Overview of Staff Language Levels*:

	2024/25		2025/26	
Staff who possess Welsh language skills (of any kind)	3351	99.00%	3271	99.3%
Staff with no Welsh language skills at all	29	100.00%	22	7%

*based on self-assessment data only (does not include managers' assessments).

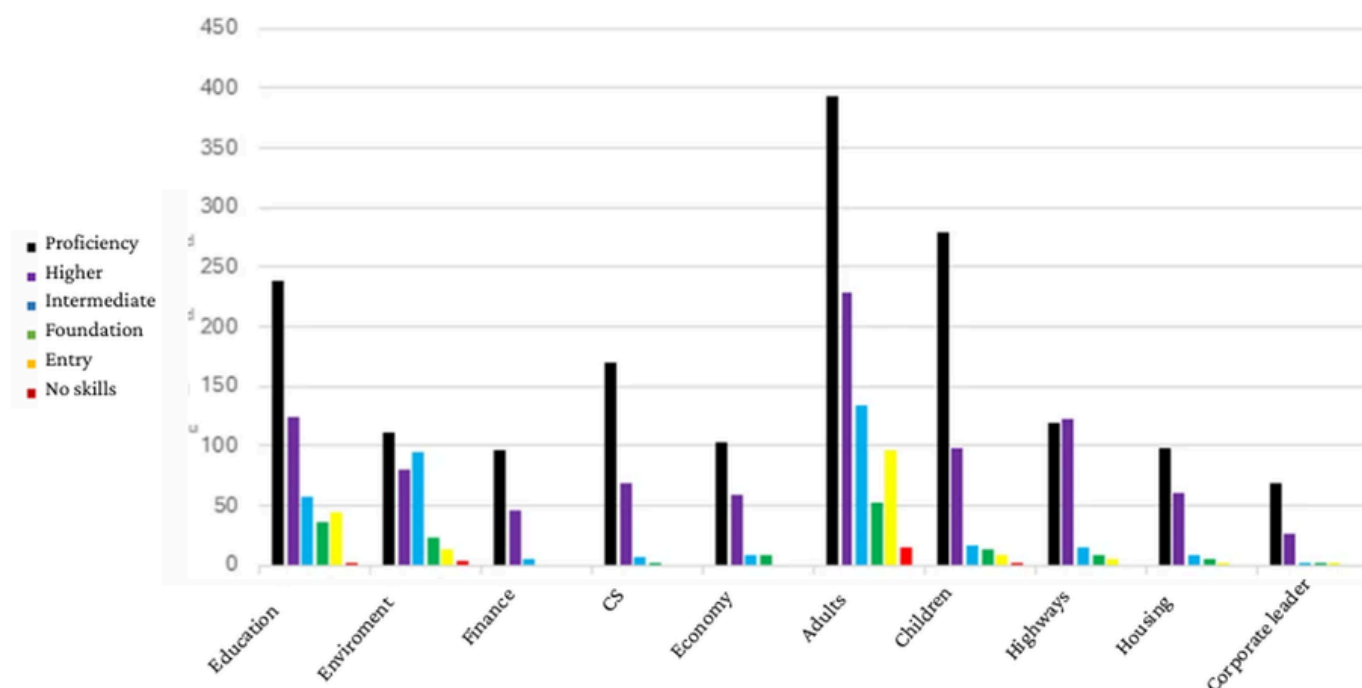
Compliance with the Standards

General Language Skills Overview

Language Levels of staff per department:

The picture below shows the language skills of the workforce as currently assessed. The majority of the workforce is found to have Advanced or Proficiency skills.

*For convenience, the names of the departments have been abbreviated in the graph below. Their names can be seen in full in the next table.



	Education (not including schools)	Environment	Finance	Corporate Services	Economy and Community	Adults, Health and Well-being	Children and Supporting Families	Highways, Engineering and YGC	Housing and Property	Corporate Leadership Team	
Proficiency	238	112	96	170	103	393	280	120	98	69	1679
Higher	124	81	47	69	60	228	99	123	61	26	918
Intermediate	57	95	5	7	9	135	17	16	9	1	351
Foundation	37	23	0	2	8	53	14	8	5	1	151
Entry	45	13	0	0	0	97	8	5	3	1	172
No skills	2	4	0	0	0	15	1	0	0	0	22
	503	328	148	248	180	921	419	272	176	98	

Compliance with the Standards

Training

This section contains an overview of data relating to training within Cyngor Gwynedd. In line with our Welsh Language Policy, Cyngor Gwynedd adheres to the following principles:

- All training offered by the Council will be provided in Welsh.
- Every step is taken to help staff take part in the Welsh-medium training.
- English-medium training will not be offered for core subjects unless absolutely necessary.

English-only training will be offered when training is required in specialist fields, and the services of specialist trainers bought in. Even then, every effort will be made when commissioning services to obtain bilingual materials, and every opportunity will be taken to attempt to influence national providers to improve Welsh medium training provision for the public sector in general.

The following information is noted for each of the Council's main departments (other than Byw'n Iach, North and Mid Wales Trunk Road Agent, North Wales Ambition, Gogledd Cymru Actif, Consortium, North Wales Library Unit, Councillors).

Training that is relevant to every staff member, across every department, is known as training on an '**Organisation**' Level (or Corporate Training). This training is administered and provided by the Learning and Development Service. Training that is relevant to a specific post, service or department is identified as training at '**Post**' level and is administered and funded by administrators within those services and departments.

Number of individual events between 01.04.25 and 31.03.26 = 835

Number of titles (Post/Organisation level) between 01.04.25 and 31.03.26 = 69 (does not include councillor titles)

Compliance with the Standards

Training

Number of events										
ALL DEPARTMENTS (except Byw'n Iach, Truck Roads, GwE, North Wales Economic Ambition Board, Consortium, North Wales Bibliography Unit, Councillors)										
	21/22		22/23		23/24		24/25		25/26	
	Post Level	Organisation Level	Post Level	Organisation Level	Post Level	Organisation Level	Post Level	Organisation Level	Post Level	Organisation Level
Welsh	293	305	175	272	154	251	165	279	167	321
English	396	71	253	50	254	47	233	21	182	19
Bilingual	91	23	169	19	114	7	116	7	139	6
Welsh with translation								3	0	1

Number of attendees										
ALL DEPARTMENTS (except Byw'n Iach, Truck Roads, GwE, North Wales Economic Ambition Board, Consortium, North Wales Bibliography Unit, Councillors)										
	21/22		22/23		23/24		24/25		25/26	
	Post Level	Organisation Level	Post Level	Organisation Level	Post Level	Organisation Level	Post Level	Organisation Level	Post Level	Organisation Level
Welsh	1189	903	705	926	614	1001	940	1084	1081	1330
English	939	291	730	257	808	281	826	110	816	134
Bilingual	237	97	568	19	319	19	497	70	837	66
Welsh with translation								29	0	9

Number of Language Awareness sessions held during the year – **3**
(1 for Staff, 1 for Managers, 1 for Non-Welsh speaking members)

Number of staff who have completed the Language Awareness e-module between 01.04.25 and 31.03.26 – **1,092**

Total number of staff who have completed the Language Awareness e-module - 31.03.26 - Main Council departments: **40.4% - 2,659** completed out of 6,581 members of staff.

We will endeavour to increase the percentage completing the e-module during the next year.

Compliance with the Standards

Training

86 individuals attended the Welcome Workshop in the period 01.04.23 - 31.03.24

7 events held

7 through the medium of Welsh (7 face-to-face)

Training provided by the Council for the Byw'n Iach Service:

Number of individual events between 01.04.25 - 31.03.26 = **27**

Number of titles between 01.04.25 - 31.03.26 = **9**

TRAINING EVENTS	NUMBER	UNIQUE ATTENDEES
Welsh	23	34
English	3	16
Bilingual	0	0
Welsh with a translator	1	2

Language Training

Standard 130: Report on the opportunities to learn Welsh

This is an overview of the provision offered to staff to learn or develop their Welsh language skills during 2025-2026:

- Community-based courses over an academic year (weekly on-line or face-to-face lessons) – Learn Welsh North West
- Learn Welsh North West summer courses
- Intensive courses (week) – Nant Gwrtheyrn / Work Welsh
- Online self-study courses e.g. Entry and Foundation level self-study, Social Care Wales Camau course, Improving Work Welsh and Work Welsh Taster courses
- Work Welsh Courses (online or face to face)
- Say Something in Welsh,
- Confidence Building Course – Work Welsh
- The Language Skills Certificate
- Specially commissioned courses at various levels (e.g. Language Refresher)
- Lessons for care staff with an in-house language tutor – Work Welsh
- Cyfeillion Cymraeg in-house scheme
- Clear Communication (internal)

Compliance with the Standards

Training: Some of the year's highlights

Language Tutor for the Care Workforce (Work Welsh)

The main highlight of the year in terms of language training was the opportunity to have a language tutor specifically for the Council's care staff. Through Work Welsh and Social Care Cymru, a tutor was employed in September 2025 to work with care home and domiciliary care staff across the county until the end of March 2026.

Historically, finding Welsh lessons that suit the working pattern of staff working in care has been difficult and challenging. This development is certainly one to be commended, and the positive impact of this approach to learning is already apparent.

The flexibility and ability to take the lessons to the workplace makes a world of difference and allows more staff to take advantage of the opportunity to develop their Welsh.

Due to the success of the scheme and the fact that a number of members of staff are on the waiting list, the scheme will continue from April 2026 – March 2027.

Clear Communication

Clear Communication training was piloted in May 2025. This training focuses on encouraging staff to consider their audience and what they are trying to communicate before considering the type of Welsh that should be used. The principles of writing in Cymraeg Clir are looked at and staff are encouraged to write in a way that is clear, concise and understandable.

Including the pilot session, 3 sessions took place between 01.04.25 - 31.03.26 with a total of 16 members of staff attending.

Cyfeillion Cymraeg Scheme

By the end of March 2026, 4 individuals were receiving support from 4 'Friends'. Another 3 pairs met during the year but ended the arrangement by the end of March 2026.

We will continue with the current plan and try to advertise the opportunity more widely.

This is a comment from one member of staff involved in the scheme:

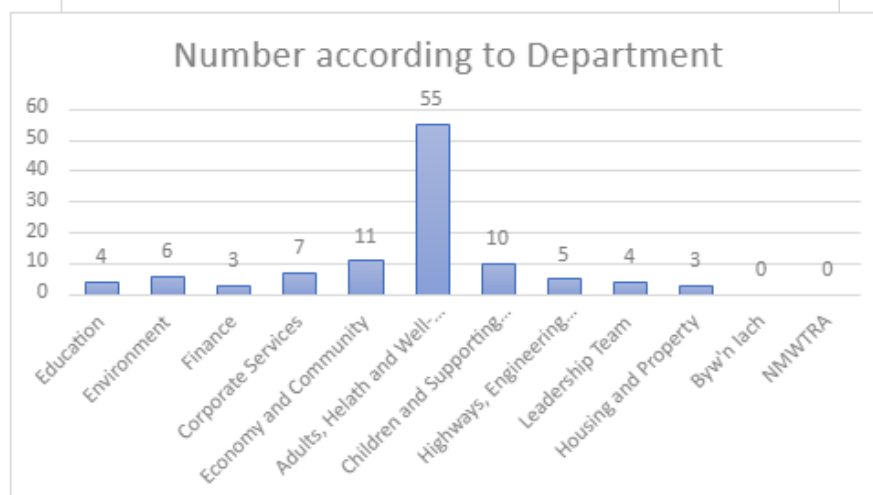
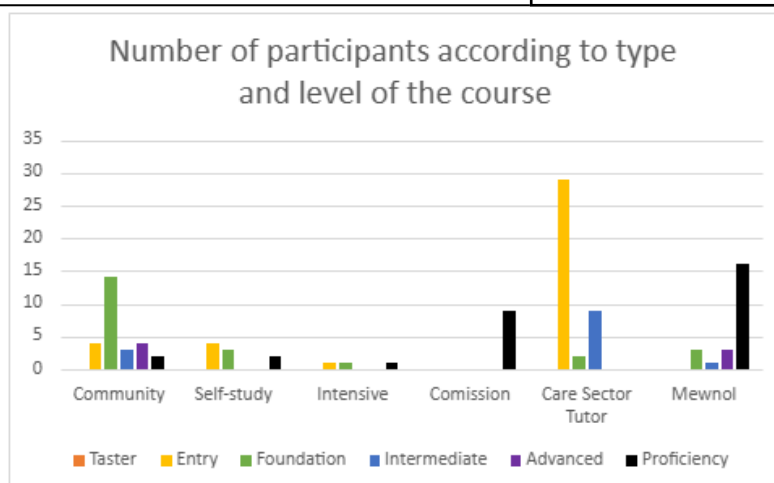
"I still go for coffee every week with my Welsh buddy – time to have a conversation in Welsh about everything in a space without worrying about being correct – just time to practise and build confidence."

Compliance with the Standards

Training - Language Training during 2025-26

Number of Participants according to type/title of courses

	Course	Number of individuals
Internal	Cyfeillion Cymraeg Scheme	7
	Clear Communication	16
External	Lessons with a tutor for Care Staff (Work Welsh)	40
	Learn Welsh community courses	27
	Intensive courses	3
	Online Self-Study Courses (Work Welsh)	9
	Various commissions	9
	Total	111



Compliance with the Standards

Challenges in moving forward

Impact Assessments

An online version of the impact assessment template is now in place, and questions about the impact on the Welsh language are part of that. During the year, equality and Welsh language officers have started attending departmental management teams to remind them of the procedure for creating an impact assessment. As part of that session, questions were raised about the new online system and also about elements of creating the impact assessments. Moving forward, equality and Welsh language officers will attend all the management teams of the Council's Departments and take a record of the frequently asked questions in order to create a written guide to share among Council staff. There are also plans to create a video to introduce the online resource which staff will be able to access in their own time, as a guide.

Videos / Social Media

With social media and technology continuously developing, there is a need for more concrete guidance on how to create and publish bilingual videos. With the support of the Welsh Language Commissioner and Cyngor Gwynedd's communications team, it is hoped to provide guidance on the use of subtitles and video voiceovers, to ensure that Welsh is not treated less favourably than English.

Language Statements

Cyngor Gwynedd will be publishing a 'new website' over the coming months. We will ensure that the 'Welsh in Gwynedd' page is updated with information on the Council's compliance with Welsh language standards, with the annual report being shared there. Updates on the promotion of the Welsh language in Gwynedd will also be updated, with reference to Menter Iaith Gwynedd, support for businesses and promotional projects. With updates to the website, there will be an opportunity to ensure from the outset that the Welsh language will not be treated less favourably than English across all its pages and sections. Moving forward, we will be conducting random checks on the website's pages to ensure that departments are compliant.

Compliance with the Standards

Challenges in moving forward

Language Statements

There is work to be done to ensure full compliance across all Council staff, to use an accurate email statement welcoming correspondence in Welsh or English and that this will not result in delays. With casual staff and staff turnover, the message does not reach everyone, but the statement receives due attention at departmental management meetings. We will also be looking at new ways of highlighting the statements, such as sharing posters with email statements, forms and meetings across Council departments and office corridors.

Increasing the number who complete the Language Awareness training e-module

All members of staff are offered language awareness training, whether that be face-to-face training or training delivered via an e-module. As a result of staff turnover the percentage who have completed the e-module has decreased this year so we will be running a campaign to promote the e-module during the next year.

Programme Board

Next year's priority will be to establish a Welsh Language Programme Board, to provide strategic guidance on increasing the use of the Welsh language by Gwynedd residents and monitoring the implementation of the Gwynedd Language Strategy. The membership will be made up of senior officials and cabinet members, in order to have their strategic vision and inform discussions on the way forward.

Collaborating with and influencing others

Over the past year Cyngor Gwynedd has worked with a number of partners to promote the use of the Welsh language.

Collaborating with and influencing others

Collaboration successes

It has been a pleasure to collaborate on the Dispelling Myths (about the Welsh language) project with officials from public boards in the north Wales region. The aim of the project is to create digital resources to tackle misconceptions about the use of Welsh in the workplace and to highlight the support available to improve Welsh language skills. It is hoped that this will help to recruit bilingual workers for the public sector. There was also an opportunity to work with 29 organisations based in Gwynedd through the Gwynedd Language Forum, administrated by Cyngor Gwynedd, with a focus on collaborating on projects to promote the Welsh language among young people and the business world.

We also tried to influence others and provided input on various developments. A worthwhile meeting was held with Care Inspectorate Wales and the Welsh Government to try to ensure that an adequate supply of Welsh speaking inspectors is available to inspect care homes in Gwynedd and beyond. There was also an opportunity to contribute to the discussion about place names by attending and sharing good practice documents and relevant information with the Welsh Government's Place Names Forum, Conwy Council, Monmouth Council, Menter Iaith Bangor and Caernarfon Civic Society. Following public enquiries, pressure was put on Natural Resources Wales to change the name of a forest at Braichmelyn in Bethesda and to gather evidence on the use of the name 'Pistyll Dafn' to convince the Ordnance Survey to use the name on official maps. In addition, several workshops were held in schools in order to promote Welsh names for children and young people.

We attended several events by the Local Government Association Network and continued to attend and contribute to the Welsh Language Commissioner's consultation group on increasing the internal use of the Welsh language. Consequently, we had the opportunity to provide input to the Wales TUC's Twf Charter: The Welsh Language at Work and work with the Unison, Unite and GMB union branches locally. It is our hope that we as an employer and the union branches in Gwynedd will sign the charter soon in the next financial year. A workshop was attended on the formation of the Welsh Government's new language skills framework to provide views on what would be beneficial to assist employers and the public in understanding and using the Welsh language.

The Council is now a member of the WISERD Network which brings together academics and language planners to discuss research about Welsh and other minority languages and identify research gaps. We are also continuing to collaborate with Bangor University on doctoral research that looks specifically at people's attitudes towards the Welsh language and also intend to establish an official procedure to measure the use of Welsh by our customers on a regular basis following a successful pilot survey carried out jointly.

Working with Menter Iaith Gwynedd

Although Menter Iaith Gwynedd is now an independent entity from the Council, the collaboration and close contact continue. Menter was given a grant to realise some elements of Gwynedd's language strategy. Without the Council's contribution it would not have been possible for the initiative to realise many of the projects.

The following provides a summary of the projects:

Priority Area - Early Years

Working with Sesiwn Fawr Dolgellau and Gŵyl y Glaw in Blaenau Ffestiniog to organise a 'Nursery Rhymes for Parents and Children' event to encourage people to sing traditional nursery rhymes to children and also produced a playlist to listen to and sing together at home.

Priority Area – Learning

- Collaborating with the language immersion centres – talk to parents about opportunities to use Welsh outside school at the end of term.
- The 'Arwyr Iaith' project at Ysgol Ffridd y Llyn and Ysgol Abererch uses a special pack that has been created which focuses on praising individuals who have just returned from the immersion centres to their main school, and the importance of the children already at school speaking Welsh with the new arrivals. At the end of the project there are performances for the parents that are full of positive messages about the Welsh language, its history and the importance of using it.
- Working with Gwynedd Language Charter officers to organise a trip by Gareth the Orangutan and Hywel Pitts to 5 secondary schools with elements of the show discussing which jobs require the Welsh language after leaving school.
- A school music tour, with Ed Holden conducting rapping workshops and Mei Emrys conducting commentary workshops with visits to Brynrefail, Tywyn, Ardudwy, Friars, Moelwyn and Dyffryn Nantlle, as well as Pendalar and Hafod Lon schools.
- Attending meetings of the Language Councils of the 6 secondary schools, holding a language awareness session and discussing how they can be supported to promote the Welsh language at school.
- A session to play yard games in Welsh at Ysgol y Garnedd in Bangor, activities for children at Ysgol y Faenol Summer Fair and the opportunity to discuss the Welsh language with parents and story sessions for the children of Ysgol Hiracl.
- St David's Day parades and events in Tywyn, Llanbedrog and Bangor - for communities and schools - with 16 schools taking part across the three areas.

Working with Menter Iaith Gwynedd

Priority area – Community

- Conversation sessions and activities in the community for learners, county-wide, which gives learners the opportunity to practise and build confidence in an informal environment e.g. 'Paned Moidyr' in Bangor, Peint a Sgwrs (A Pint and a Chat) in Dinas Mawddwy and Paned a Sgwrs (A Cuppa and a Chat) in Bala, and some walks in various locations. The Magic Lantern Cinema in Tywyn was also supported to host a weekend for Welsh learners.
- Supporting community organisations to increase the use of the Welsh language locally including Rhiwlas hall committee, a group in Dinas Mawddwy and Urdd groups for young people in Llanystumdwy and Penrhosgarnedd.
- Hosting 'Taith y Fenter Iaith' community events in Bethesda, Bala, Botwnnog and Tywyn about how to increase the use of the Welsh language there.
- Using music to attract adults to the Welsh language, by holding monthly Welsh music evenings in a pub in Bangor, and organising a 'Bang Bang Bangor Ucha' evening in Upper Bangor
- Various celebrations focused on attracting families who do not normally use the Welsh language socially to social events e.g. lantern making workshops in Bala, a Calan gig in Llithfaen and a community disco in Llanbedrog as part of the St David's Day celebrations in the area.
- Collaborating with local groups and organisations in Bangor on events including celebrating Bangor's 1,500th anniversary, St David's Day, Gŵyl Non and supporting the Bangor Summer Festival crew.
- Developing a Support for Sports Clubs Project to increase/continue the use of the Welsh language following consultation with sports clubs. Clubs such as Felinheli FC, Cae Glyn FC, Bethesda RFC, Caernarfon RFC, Dolgellau FC and Llanystumdwy FC attended a special event to see the contents of the pack and input ideas for it in Porthmadog in mid-August. A practical easy-to-follow 'Cadw'r Gymraeg yn ein Clybiau Chwaraeon' (Keep the Welsh Language in our Sports Clubs) pack has now been created and every sports club in the county has received a copy of this.
- The organisers of the North Wales 'Pride ' event, in Bethesda, were supported to add a little more Welsh to the weekend by working together on a bilingual pub quiz, a walk to get to know the Ogwen Valley and a 'peint a sgwrs' session.
- Encouraging businesses to increase the use of the Welsh language and display a 'Hapus i Siarad' (Happy to Talk) poster which indicates to learners (and Welsh speakers) that a business is able to offer a service in Welsh. Over 150 businesses in the county are now displaying the poster.

Good Practice: Gwynedd Language Strategy

All the Council's departments contribute to the Gwynedd Language Strategy, with the main aim of increasing opportunities for all Gwynedd residents to see and use the Welsh language in different contexts.

With each department reporting to the Language Committee annually on their activity to promote the Welsh language, here is a taste of those projects.

GOOD PRACTICE **ENVIROMENT**

TIR A MÔR EDUCATION PACK

A resource that is distributed to all primary schools in Gwynedd with an online digital version.

An education pack that helps to expand pupils' Welsh vocabulary by introducing specialist terminology, including species names and environmental terms.



Promoting the Welsh language beyond education

The pack has been developed in partnership with a wide range of organisations through the Pen Llŷn a'r Sarnau SAC team, promoting the Welsh language beyond the education sector. Isle of Anglesey County Council has already adopted the pack, and there is interest in rolling this out as an all-Wales resource with future funding.



Normalising the Welsh Language

By embedding the Welsh language in all activities, the pack reinforces the use of the language in the classroom and in the wider community.



Shared nationally

A pack that has been created with the intention of being used across Wales, with strong potential for national use, and to support marine education work and raise awareness in other areas as well.

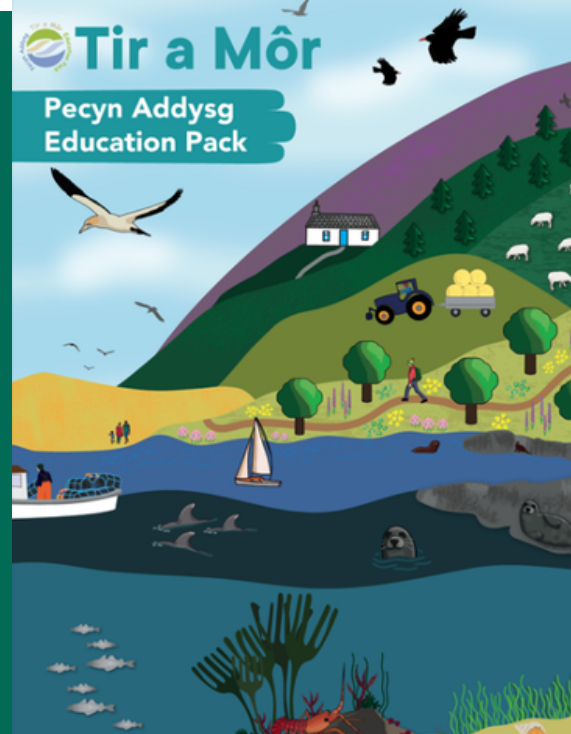


Working together to succeed

By working with Hwb, professional translators and teachers, we have been able to overcome the challenges in Welsh and provide an accessible, accurate and lasting educational package for Welsh schools.



Pen Llŷn a'r Sarnau



Canllaw Gweithgaredd 15 min

Paru'r Cynefinoedd

Yr offer sydd ei angen
• Copï o'r dullen wath 'Paru'r Cynefinoedd', un ar gyfer bob dysgyr

I wneud y gweithgaredd
1. Categoriwch y dysgyr i gwtbau'r dullen wath.

Atebion - Paru'r Cynefinoedd

Tir fferm		Morlo llyyd Cranc y traeth Dytrgi
Arfordirol		Glas y dorlan Dytrgi Britthyll
Rhostir		Tylluan wen Ysgylarnog Bras melyn
Coetiroedd		Brân goesgoch Grug Eithin
Dŵr croyw		Moch daear Tylluan frech Sgrech y coed



GOOD PRACTICE ECONOMY AND COMMUNITY

SOCIAL MEDIA RESOURCE FOR BUSINESSES

In response to 'What support about the Welsh language would be useful?' in the Gwynedd Business Survey 2025; support with translation, training and marketing was the most frequently raised.

Based on that feedback, a social media resource was created by the Business Support Team, as a guide for businesses who are short on time or not confident in using the language.



An easy-to-follow resource

A simple and easy-to-follow resource has been developed, with the opportunity for businesses to copy and paste. Ready-made marketing ideas; key dates; Welsh content to be channelled.



The Welsh language is a powerful marketing tool

Recognition that social media is not only a marketing tool, but also a powerful tool to strengthen the visibility and everyday use of the Welsh language.



Share among the ARFOR region

The resource was originally created specifically for businesses in Gwynedd, but has now been shared more widely with businesses across the ARFOR region.



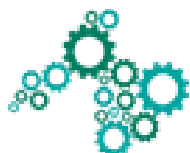
Working with a local marketing company

An opportunity to work with a local marketing company to create the resource, with their help in including relevant terms.



Pride in working in Welsh

When asked 'What are the best things about running your business in Gwynedd?' in the survey, a number of businesses noted 'the ability to work through Welsh.'



Business@
gwynedd.llyw.cymru

Y Gymraeg ar y Cyfryngau Cymdeithasol
i Fusnesau Gwynedd

Using Welsh on Social Media
for Gwynedd Businesses

Dyddiadau i'w Nodi Important Days

Gwyliau'r Haf <small>Cyfnod prysur i fusnesau sy'n darparu gwasanaeth i ddiaristad yn ogytal a phobl lool yng Ngwynedd. Peak season for tourism-related businesses, attracting tourists and locals. #haf #gwyliau'r haf #summer</small>	amrywio varies GORFFENNAF July
Eisteddfod Gendlaethol <small>Oreu cymrwf os yw'r Steiddfod yn yr ardal, neu heol atgofion o Eisteddfodau blaenorol. Join the excitement when the Eisteddfod is in the area, or share memories from past Eisteddfodau. #eisteddfodgendlaethol</small>	amrywio varies AWST August
Dydd Owain Glyndŵr <small>Diwrnod i ddathlu awn cereidiathol Cymreig a Thywysog brodorol olaf Cymru. A day to commemorate Owain Glyndŵr, the last native Prince of Wales. #dyddowainglyndwr</small>	16 MEDI September
Diwrnod Shwmae Su'mae <small>Cael hwyli wrth annog y gymuned i ddechrau pob sgwrs gyda 'su'mae'. Encourage everyone in the community to start every conversation with 'su'mae'. #shwmaesu'mae</small>	15 HYDREF October
Cynigion Dydd Gwener Du <small>Annog pobl i siopu'n leol. Encourage people to support local businesses. #dyddgwenerdu #siopu'n leol #cefnogibusnesbach</small>	amrywio varies TACHWEDD November
Nadolig <small>Mae nifer o fusnesau yn cynnyd salb ar ddi y cyfnod prysur tra bod eraill yn hywyddio cynigion arbennig. After a busy period, a lot of businesses are slowing down while others are promoting special offers. #nadolig</small>	25 RHAGFYR December

Awgrymiadau
Top Tips

- Gifs**
Ar Instagram, mae dewis eang o gifs Cymraeg y gallwch eu defnyddio wrth greu stori.
Scroll through the Welsh gifs available when posting a story. Start typing the word in the search bar.
- Miwsg**
Defnyddwch yr ystod eang o gerddoriaeth Cymraeg poblogaidd ar Instagram.
Switch to a creator account for a wider selection of music, including popular Welsh music.
- Dwyieithog**
Mae creu cynnwys yn dwyieithog yn gallu helpu i gwerddi cynulleidfia ehangach tra hefyd yn hyrwyddu iaith Gymraeg.
Creating bilingual posts can help to reach a wider audience while also promoting the Welsh language.
- Hashnodau | Allweddairiau**
Defnyddwch hashnodau a geiriau Cymraeg sy'n berthnasol i'ch busnes - bydd yn gwella'r cyfle i ddilynwyr newydd yn eich gweld.
Incorporate Welsh hashtags and keywords that is relevant to your business - this will increase the chance of new followers finding your business on socials.
- Collabs**
Beth am gydweithio gyda busnesau leol eraill drwy wneud 'collab' gyda nhw? Gall dilynwyr y busnes anall hefyd weld y post.
Partner with local Welsh businesses or influencers to create content. This will help your post get a wider reach.
- Diwylliant**
Byddwch yn falch o'ch diwylliant! Defnyddwch yr enwau Cymraeg ar gyfer lleoliadau yn hytrach na'r fersiwn Saesneg. Beth am arddangos ein ddiwyddiadau leol, ein hachn i'w ddiwyddiadau fforddau - gwrwch y cynnwys yn berthnasol i'r gynulleidfa.
Be proud of your culture! Use the Welsh names for locations, showcase our local events, language and landscape - make it relevant for the audience.

Welsh Language Team: Place Names Project

The Place Names Project came to an end at the end of March 2025, following action on the following key objectives since 2021:

- reconcile the way the Council operates when recognising Welsh names
- ensure that the Welsh versions of place names are given priority with external partners
- seek to take proactive steps to protect and prevent more changes to native names

Project Successes

Enwau Gwynedd App

Working with the Finance Department to create an App that is available on the Council Intranet for staff to check the spellings of names. The spelling and origin of 216 place names in Gwynedd have been investigated, checked and verified in order to harmonise their use.

Place Name Map

Establishing an interactive, digital Place Name Map of place names that are used orally locally but have never been included on official/statutory maps. The map now contains over 750 names, many of which have been placed by school children following a visit by the Project Officer, and is available on the Council's website.

Planning Applications

Applicants who submit a planning application are now automatically informed that they are expected to choose a Welsh name for their property.

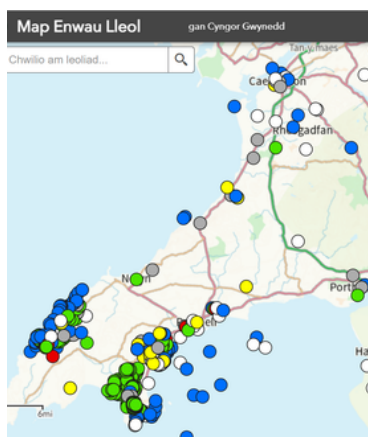
Street Names

We worked with a Trefor councillor to erect signs in Welsh only on streets in the village – 3 new, Welsh-only signs were installed.

Discussed and advised the Caernarfon Civic Society on how to promote a list of old Caernarfon Street Name plaques they have just erected.

School Sessions

Session on place names and maps held at 19 primary schools and 3 secondary schools across the County. With an educational resource where pupils are given an imaginary map to come up with new names based on the island's histories and legends, geographical features etc. This helps ignite the enthusiasm and passion of the next generation to save traditional place-names.





GWYNEDD PENSION FUND ONLINE 'MY PENSION' SYSTEM

A new self-service site used by pension funds across Britain. There is the use of an 'avatar' which presents the member with a personal statement, explaining the value of their pension benefits on screen using Welsh AI technology.

The Gwynedd Pension Fund has been at the forefront of the work to include language of a high standard, consistent terminology, and a Welsh user experience, which is as smooth, modern and effective as the English version.



A more personal experience

Compared to a traditional paper statement, the video format offers a much more personal and clarified experience, in a more engaging way.



Priority for the Welsh language

The Gwynedd Fund's contribution ensured that the Welsh language was treated as a complete and modern language, not as an afterthought.



Overcoming challenges

Ensuring that the system reads dates correctly as the avatar speaks them was more complicated than expected. As a result, we had to experiment for a while with different formats and methods in order to get dates to sound natural and acceptable.



Keeping track of AI advancements

Welsh-medium AI speech continues to evolve so we can expect future developments in order to further improve the accuracy and quality of readings.

1m 16e Sleid 5

Eich pensiwn os byddwch yn aros tan 67

Incwm y flwyddyn £6,134.22	Incwm y mis £511.19 <small>cyn treth</small>	Lwmp swm safonol £1,664.38 <small>taliad un tro</small>
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Gyda'r lwmp swm mwyaf

Lwmp swm mwyaf £26,883.82 <small>taliad un tro</small>	Incwm y flwyddyn £4,032.60	Incwm y mis £336.05 <small>cyn treth</small>
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A dyma sut y byddai'n edrych bob mis, cyn treth.

2m 34e Sleid 3

hwefror 2014 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28	Mawrth 2014 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	Ebrill 2 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29
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Cyflwyno Terfynol Cyflwyno Gyda

Mae'r all ran yn seiliedig ar gyfartaledd o'ch cyflog.

'NIWRO CYMRU' APP

A bilingual app to provide information, advice and support to neurodivergent individuals, families and professionals. The app offers the option to read information and develop awareness through Welsh.



Information in one place

An app that offers clear and reliable information, fun and calming activities and details of local events.



Free support

Free on devices by downloading it, as it is offline content, it reduces data costs for users.



Young people's input

The App was developed through discussions with young people in Gwynedd and their families, who have contributed ideas for the content, key features and logo design.



Welsh terminology

There is no full terminology in Welsh yet for the field of neurodivergence, so have used common sense, in order to formulate relevant terms.



Number of downloads

1,300 have downloaded the app, as of February 2026.

NIWRO CYMRU



Language Team: Fforwm Iaith Gwynedd

29 organisations across Gwynedd; partners who have responsibility to promote the Welsh language in Gwynedd as well as other partners who are keen to see the Welsh language flourish in the county.

Chairman: Mr Gareth Thomas, Independent Chair

Actions during the year:

- Language Resilience - introducing practical steps to be implemented across organisations and communities
- Cyngor Gwynedd's Business Support Survey - looking at the outcomes of language support
- Arfor programme update
- Adapting the Terms of Reference - new organisations
- Workshops to create the Forum Strategy – reflecting the original main aim to increase language use. Similar to Cyngor Gwynedd's language strategy which has five priority areas - adopting those.

Sub-groups

Young people's sub-group

A consultation was held on young people's attitude towards and use of the Welsh language. A questionnaire was shared with young people living or working in Gwynedd between 16 and 18 years old with 1976 responses.

Two steps to be implemented emerge from the results of the consultation:

- Young people to be aware that there is a demand for the Welsh language from employers.
- Ensuring there are Welsh courses for young people to follow that will lead them to Welsh careers.

Business sub-group

Responding to the concern of a lack of representation from the private sector. A task and finish group was created before deciding if a subgroup was needed. It was decided that creating a work programme was now a step forward to include a business voice for the wider group. There will be a specific meeting with the theme of businesses and economy to give the Forum a business voice.

'MORE THAN WORDS' VIDEOS

A video project to emphasise the importance of language and identity in patients' care and language choice. Encouraging more carers to learn Welsh and to speak to people in their chosen language. Do this through videos showing carers going to people's homes.



Influences

A series of animated videos to show how language can influence people's experiences and the services provided. The videos include real-life examples, helping carers and staff understand the importance of understanding and using language effectively and empathetically.



Widely shared

To ensure that this content was available to all, it was widely shared with staff through internal media (emails, bulletin, intranet.) It was also presented in the care homes in Gwynedd through posters and QR codes, and further shared on social media (Facebook, X, Instagram, and Tiktok.)



Positive response

This project has received a positive response and has shown how videos on the use of the Welsh language in the workplace can improve understanding, inclusion and service for people who receive care.



More Than Just Words



You may have heard of this strategy but what is it and what does it mean? In short, it places the expectations on us as a care service to do everything in our power to ensure that language needs are respected and met as part of an individual's journey through care - from assessment to provision.

The Well-being of children is better if their language needs are understood. Everyone has a right to speak their first language. This is the purpose of More Than Just Words.



I will be speaking with your Father in Welsh, to make sure he's comfortable, I will summarise in English for you as we go. Iawn Mr Williams, be am i ni ddechrau

Na Geiriau- Mr Williams



If the individual speaks Welsh, the visiting worker needs to be able to speak Welsh.

Always start the conversation in Welsh.



The officer does not know if Mr Williams is a Welsh speaker as this was not discussed with his daughter.

The language of the assessment should not be based on the language of the family member.

What should the officer have done?

Welsh language Team: Language Awareness and Resilience

Language Awareness Training is ongoing in the staff development module. It is a mandatory e-module for all staff members. An additional live session is optional, either through sessions arranged on the staff self-service resource or by scheduling with departments directly. A special effort has been made during the year to reach more managers and staff to ensure that they are introduced to the history of the Welsh language, reminded of their duties to engage with the Welsh language standards and offer support with the Welsh language.

Content of the sessions

The general content of the sessions is an overview of:-

- language awareness
- Welsh language policy and standards
- compliance questionnaire, impact assessment and the language committee's report
- training and language designations
- translation and proofreading
- important things to remember

Number of sessions

Sessions held during the year:-

- Finance Department Managers - 20 in attendance
- Language awareness for managers (online) - 10 in attendance
- Adults Department Managers - 8 in attendance
- Care Academy Session - 6 in attendance
- Face-to-face staff - 4 in attendance
- Welsh language session in the community for non-Welsh speaking members

GOOD PRACTICE **CORPORATE SERVICES**

CLEAR COMMUNICATION

Research and statistics show that the people of Gwynedd make greater use of English-medium forms and documents, suggesting that they are more confident to complete them in English. With that in mind, work has been done over the year to improve the use of clear Welsh which is used by the Council for public purposes, with the hope that it will lead to more people filling in the Welsh forms.



Job Descriptions

Good and bad practices have been gathered within person specifications and main duties across a number of job descriptions, that will be beneficial in creating new ones. Particular attention has been given to two job description in the care field, jobs where there are recruitment difficulties. Discussing with the relevant managers, it was possible to create a job description that is clearer in terms of language while retaining the important features of the job.



Dispelling 'Myths'

As all Cyngor Gwynedd posts are advertised with the Welsh language being essential, there is a belief that all employees need to have fluent and perfect Welsh skills. This can discourage some from applying as they don't feel their Welsh is good enough; it is therefore a priority for us to dispel this myth. With job language requirements varying from post to post, depending on the specific role, and with support within the Council to develop language skills, there is room to emphasise that you don't need perfect Welsh to work here. The Senior Welsh Language Advisor is a member of the Welsh Language Sub-Group of the Gwynedd and Anglesey Public Services Board who are working on a project to dispel myths about the Welsh language within the world of work. Over the Christmas period, we shared their "12 days of challenging the Welsh myths in the workplace" posters which referred to the different beliefs that have been identified and the truth. The project continues with videos of employers and employees responding to the myths on their way.



Training

As formal written work is part of the role of many Council officers, it was decided to offer a session to advise officers on the type of language to use, particularly when communicating with the public. 3 face-to-face sessions have been held to date, with a total of 16 people attending.

GOOD PRACTICE **HIGHWAYS, ENGINEERING AND YGC**

SMART BENCHES / SLATE INSCRIPTIONS

Two projects that tell the story of local history across Gwynedd, in visual or audio form, providing a platform for local culture and language.



Smart Benches

11 smart benches across Gwynedd, with sound packs that tell the story of the local area's history, commissioned by SAIN company.

Audio clips voiced bilingually by well-known people from the specific areas:

Tan y Fynwent, Bangor (Casi Wyn)

Y Maes, Caernarfon (Rhys Iorwerth)

Pwllheli (Guto Dafydd)

Cricieth (Gwyneth Glyn)

Promenâd Tywyn (Manon Steffan Ros)

Y Parc a Llyn Bach / Cob Crwn, Porthmadog (Cedron Siôn)



Slate inscriptions

Using an SPF grant, Welsh sayings slate inscriptions have been created as part of improvements to slate towns.

In the towns of Porthmadog and Tywyn, and soon to be Penygroes, the trail of words guide visitors through the town's story, merging the past with the present. Every poem and saying inscribed are relevant to the local area.

The choice of words is also a local responsibility, with Manon Steffan Ros having chosen elements to define Tywyn; the slate, the sea, the railway and the vibrant community that lives there today. The children of Ysgol Eifion Wyn have chosen the words of Porthmadog, The words by local poet Eifion Wyn used in Porthmadog were chosen by the children of Ysgol Eifion Wyn, whilst Penygroes' words will have been chosen by a local Group at Yr Orsaf under the guidance of the heritage officer.



Language Team: Prosiect 15



Convey positive messages online about the use of Welsh as part of everyday life, to show that it is possible to speak and live day-to-day lives in Welsh, to show that there are diverse opportunities in Welsh, and to ensure that the 'voices' of the Welsh language and our communities are heard.

Since 'Mentera' was awarded and accepted the tender in April 2025 to work on the project they have created a report on the future of Project 15, while also creating and publishing content on the platforms.

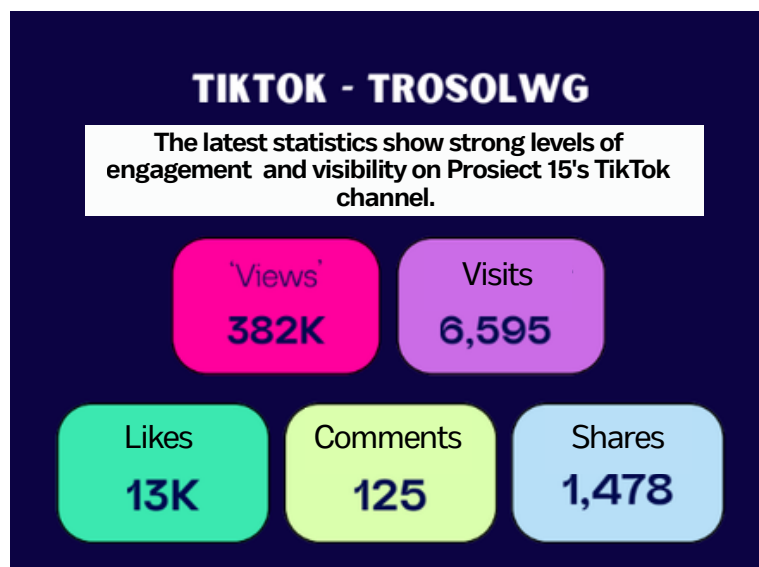
Recommendations Report

Part of the tender was to create a report assessing the effectiveness of the project, particularly on social media, and recommend options for the future. A report that highlights a significant and impressive increase in online engagement, particularly on Instagram and Tiktok since Mentera took over on 1 April 2025. The report highlights several challenges and the need to increase investment in order to continue growing, recommends investing in collaborations with influencers and other bodies, and to develop an ambassadorship scheme.

Content Successes

Videos of Summer events - National Eisteddfod / Urdd Eisteddfod / Caernarfon Food Festival / Royal Welsh Show - content in conjunction with influencers.

Collaborating with organisations across Gwynedd - Llŷn Surfing Club / UMCB / Clwb Dawns Lowri.



GOOD PRACTICE EDUCATION

LANGUAGE SUPPORT FOR TAXI DRIVERS

Training was requested for taxi drivers and escorts employed by Cyngor Gwynedd to transport pupils to two special schools. The purpose of the training was to increase the confidence of the staff in communicating with the pupils ensuring that the journey to and from school was a pleasant, social period and the conversation flowed naturally through the medium of Welsh.



Raising confidence

The session ensured that the staff's confidence in conversing through the medium of Welsh was increased and that they were confident to chat with the pupils and their families. The response of the attendees was very positive.



Language levels

The presentation refers to clear levels of spoken Welsh, and therefore introduces suitable Welsh to the attendees, who may have various skills of the language. There is an analysis on the slides of the language levels and then terms that vary within those levels.



Success

The training offered practical support for using Welsh with school children, learning useful phrases for everyday situations. A small scheme, that was a success and a possible basis to be adapted for delivery to staff in other departments.



Support

Supporting taxi drivers, giving practical tips, providing useful phrases at different levels

Geirfa Lefel 1

Symud a Mynd Moving and going

Cymraeg	English
Eistedd	Sitting
Eistedd yn dawel	Sitting quietly
Sefyll	Standing
Cerdded	Walking
Ewch i mewn	Get in!
Dewch allan	Come out!
Arhoswch yma	Wait here!

LEFEL 3

Gyrrwr: Hello eto, sut oedd ysgol heddiw? Wnaethoch chi lot?

Plentyn: Do, mi oedd o'n ddiwrnod prysur.

Gyrrwr: O, iawn! Be wnaethoch chi yn y gwersi? [Unrhywbeth](#) newydd neu ddiddorol?

Plentyn: Wnaethon ni wneud prosiect am anifeiliaid.

Gyrrwr: O, mae [hwanna'n](#) swnio'n ddiddorol! Pa un wnest ti ddewis?

Plentyn: Llew.

Gyrrwr: O, llew — dewis da! Gest ti wneud llun neu ysgrifennu amdano fo?

Plentyn: Do. Mi wnes i dynnu llun llew.

Gyrrwr: Neis un! A be oeddech chi'n 'neud amser chwarae? Hefo pw y fuost ti'n chwarae?

Plentyn: Do, Catrin a Tomos eto.

Gyrrwr: Dwi'n falch eich bod chi'n cael hwyl. Be oedd y peth gorau heddiw 'ta?

Plentyn: Yr amser celf.

Gyrrwr: Ie, mae pawb yn licio celf fel arfer.

Gyrrwr: Oes gen ti unrhyw beth arbennig yn digwydd fory?

Plentyn: Nac oes.

Gyrrwr: Reit, bron adra rwan.

Mwynha dy noson!

GOOD PRACTICE HOUSE AND PROPERTY

COMMON HOUSING ALLOCATION POLICY

An outline of how social housing is allocated to individuals and families who are on the Social Housing Register in Gwynedd. A core and key element of the Policy is how it places a strong emphasis (the strongest in Wales) on local connection, at two levels – a Gwynedd level and a community level.



The Welsh Language

Since 2024, the Welsh language in the context of the Allocation Policy has been a hot topic locally, with town and county councillors requesting the inclusion of a language condition. Legal advice was sought in 2025 which explained that it would be legally possible to include a language condition, but given the emphasis already placed on a local connection and the data proving that a high percentage of Welsh speakers are housed in affordable estates, the Council decided that the policy already protects the Welsh language and its speakers as it is. Similar to the Commissioner's view, it was decided that adding a condition would not make much difference.



Acknowledgement

Recognition from the Welsh Government as good practice and from the Welsh Language Commissioner – "Gwynedd already prioritises people with a local connection, and the evidence that exists shows that these requirements already mean that a high percentage of social housing tenants speak Welsh. A percentage that is likely to be significantly higher than what could legally be achieved by imposing a language requirement as part of the letting policy."



Data

- 97% go to local people with a connection to Gwynedd
- 60% go to people within the same community
- 95% on average of tenants of new estates are able to speak Welsh (currently formalising the method of collecting this data to ensure that all estates are regularly inspected between the Housing Associations).



POLISI GOSOD TAI
GYFFREDIN

POLISI CYNGOR GWYNEDD AR OSOD TAI
CYMDEITHASOL MEWN PARTNERIAETH GyDA
ADRA, GRŴP CYNEFIN A TAI GOGLEDD CYMRU



PARTNERIAETH CFFRESTR TAI GYFFREDIN GWYNEDD

