

Highways, Engineering and YGC Department Report on the Implementation of the Language Policy and Contribution towards Delivering the Welsh Language Strategy 2023-2033

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Department	Highways, Engineering and YGC
Author	Steffan Jones

1. What policies and plans are in place within your department to contribute towards the objectives of the Welsh Language Strategy? Please identify the priority area (early years, learning, work and services, community, or research and technology).

Relevant Strategic Policies and Plans

Welsh Language Strategy 2023-2033

Council Plan Projects

Acting on Flood Risks:

Flood and coastal erosion risks are increasing as a result of climate change, leading to rising sea levels and more frequent and intense storms. Gwynedd has the longest coastline in Wales and, due to the nature of our landscape, a high proportion of our communities, together with the infrastructure that serves them, are located along the coast. We will work collaboratively with other agencies to prioritise our coastline based on risk and develop an action plan to address those risks wherever possible. There is also a risk of inland flooding when water accumulates and rivers overflow. We will develop catchment management plans to help prevent and respond to current and increasing future threats. The Department maintains ongoing engagement with communities affected by flooding and coastal erosion, ensuring that all communication, consultation and public engagement activities are delivered bilingually, with Welsh prioritised in accordance with the Council's Language Policy.

Active Travel (YGC's Contribution to the Council Plan)

Although the Active Travel programme is the responsibility of the Environment Department, YGC is responsible for delivering the schemes on its behalf. This includes the implementation of Active Travel and Safe Routes in Communities projects in Bangor (Penrhos/Penchwintan), Ysgol Foel Gron, Mynytho, together with schemes funded through the £500,000 Active Travel core capital fund. YGC has also delivered the improvements to Lôn Las Ogwen including the new Pont Sarnau in Dyffryn Ogwen.

Other Projects and Initiatives

Replacement of Welsh-only Signs

This year, the Department renewed a number of road and street signs in the Dwyfor area to reflect the official Welsh-only place names. As a result, all signs directing traffic to Porthor (formerly Whistling Sands) now display only the name Porthor and signs directing traffic to Porth Neigwl (formerly Hell's Mouth) now display only the name Porth Neigwl. In total, 17 signs were renewed as part of this work. During the previous year similar work was completed to replace estate and street signs in Trefor along with signs at a number of locations in Efailnewydd, Mynytho and Abersoch.

See Appendix 1 for photographs of the Welsh-only signs

Grant-funded Project (Installation of Slate Strips)

Last year we delivered a project involving the installation of slate strips along pedestrian routes in Porthmadog, Tywyn and Penygroes which tell the story, heritage and culture of these areas. We are pleased to note that we are now expanding the initiative through the introduction of slate strips at Llys Dafydd, Bethesda. Members of the local community have selected ten words and phrases that reflect the character and identity of the area and initial measuring and assessment work will be undertaken over the coming weeks before progressing to the implementation stage.

YGC

YGC Business Plan

A YGC Staff Conference was held on 18 June at Galeri, Caernarfon to update staff on progress towards delivering the objectives of the YGC Business Plan.

The third section of the Business Plan focuses on Local and National Contribution – The Welsh Language and Welshness: “Since our establishment in 1996, we have provided bilingual services and ensured compliance with the Welsh Language (Wales) Measure 2011. We will continue to provide our services through the medium of Welsh, including maintaining and promoting the use of the language in technical fields.

Our Aim – Improving Language Skills: We aim to develop the language skills of our workforce by providing Welsh language education and training including courses and language learning campaigns for staff. Through this we will develop and enhance the working environment for Welsh-speaking staff while strengthening the sense of belonging and inclusion for all members of staff.”

YGC Recruitment Videos

Using internal resources YGC produces bilingual recruitment videos that focus on maintaining a Welsh-speaking workplace and highlighting opportunities for academic and professional development while continuing to live and work locally.

Events

YGC hosted exhibition stands at the Meirionnydd Show and the Anglesey Show, promoting career opportunities within YGC and highlighting that YGC provides bilingual services to all its clients.

The stand at the Anglesey Show was delivered in partnership with the North and Mid Wales Trunk Road Agency. Through the dissemination of daily messages via Traffic Wales, as well as YGC and Gwynedd Council communication channels, it was possible to reach a wide audience across North and Mid Wales.

In addition, YGC supported the bicentenary celebrations of the Menai Suspension Bridge. YGC staff delivered engineering-themed activities for children and young people at the Telford Centre, Menai Bridge on Saturday 7 August.

2. What else needs attention over the next year to raise the status of the Welsh language and ensure opportunities for people to use Welsh?

(e.g. education, resources, families, promoting the use of services through the medium of Welsh)

Promoting Jobs, Careers and Services

The Department supports job fairs and events and ensures that it attends these events in order to engage with the people of Gwynedd and the wider public. The service offers specialist career opportunities across a range of disciplines, and such events provide valuable opportunities to speak with people face-to-face about the benefits of working for the Council as a Welsh-speaking workplace, as well as the range of bilingual services that the Department provides to its customers.

Examples of such events include:

- Supporting Gwaith Gwynedd Job Fairs across the county, including in Barmouth, Bangor and Porthmadog.
- Attending a careers event at M-SParc and joining the Wales Nuclear Forum as a partner.

School Events

Since their establishment the 'Timau Tacluso' have taken a proactive approach to organising events in partnership with the Recycling Team within the Environment Department with the aim of encouraging children and young people across the county to take an interest in a range of environmental issues. These activities also provide an opportunity to promote the work of the Department as well as the Welsh language. Recently, a series of educational sessions and practical activities have been delivered in schools and at community events. We intend to continue this work in the future and to make the most of every opportunity to collaborate with partners.

Examples of work undertaken include:

- The Timau Tacluso has worked with pupils from Ysgol Penybryn and North Wales Police over recent months to tackle local environmental issues. During sessions with the pupils litter and dog fouling were identified as their main concerns. The pupils designed signs in the classroom and, on 7 July, the Timau Tacluso and the children installed them at key locations around Bethesda. In addition, a litter-picking session was held in the area.
- A community clean-up day was held at the community garden in Carmel involving local community members and pupils from the local school.
- Working in partnership with North Wales Police, Adra and Keep Wales Tidy on a project to transform the community garden at Morfa Cadfan, Tywyn.

- Supporting Year 11 pupils preparing to move on to sixth form to undertake a project to improve a community garden as part of their Duke of Edinburgh Award. The project included creating vegetable-growing areas with the intention of using the produce to prepare food at the local youth centre.

See Appendix 1 for photographs of these events.

3. Has technological development hindered your ability to provide opportunities to use the Welsh language, or has it provided more opportunities to use Welsh? If applicable, please provide an example.

How do you ensure that technological developments do not affect your ability to provide opportunities to use the Welsh language?

Some of the Department's asset management systems are available in English only which can limit staff members' ability to use Welsh in all aspects of their work. We are currently reviewing our systems to identify opportunities where elements can be adapted to operate through the medium of Welsh.

One example is the street lighting asset management system which has a specific link with the Council's internal 'FFOS' system.

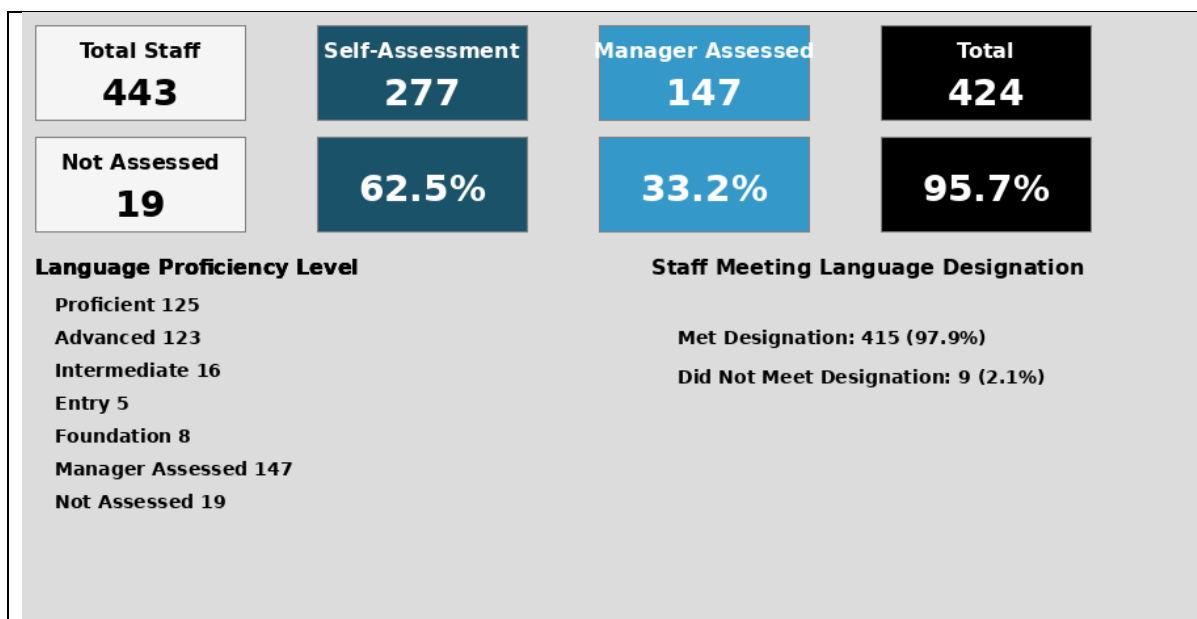
4. How do you keep records of people who use your service through the medium of Welsh? Can you share any relevant data?

General enquiries received by the Department are recorded through the Council's standard internal FFOS system. The Department also receives correspondence submitted solely through the medium of Welsh via email, particularly from Community and Town Councils.

During the last financial year, the Department received a total of 5,988 enquiries through the Council's FFOS system, with 3,144 (52.5%) submitted in Welsh and 2,844 (47.5%) submitted in English. This demonstrates the significant demand for Welsh-medium services and highlights the importance of continuing to provide bilingual services, with Welsh at the forefront.

As a Department, we are currently developing a system to record other enquiries received from users of our services so that we can report the relevant data to the Committee at its next meeting.

5. What are the language skills of your staff?



- The Department employs 443 staff.
- 277 staff members have completed the Language Self-Assessment, representing 62.5% of the workforce.
- For a further 147 employees (frontline staff), line managers have completed an assessment on their behalf.
- This leaves 19 employees with no language assessment recorded.
- 95.7% of staff meet the language designation requirements of their post.

The Department supports staff to attend relevant training and development opportunities. The following Welsh language training has been undertaken during the current year:

- 2 x Entry Level 2 Course
- 2 x Entry Level 2 Refresher Course (Learn Welsh)
- 2 x Advanced Level 1 Course (Llety Arall, Caernarfon)

6. Please provide examples of any barriers, complaints and compliments relating to the provision and promotion of Welsh-medium services.

Road Signs (External Contractors)

Comments were once again received this year from members of the public and local members regarding signs installed by an external contractor commissioned by the Department to undertake work on its behalf as the signs were displayed in English only. The matter was resolved promptly and steps were taken to ensure that appropriate signage was installed. We will continue to build on the work undertaken to date by holding briefing sessions with contractors to reinforce Welsh language requirements within our contracts and to ensure ongoing compliance with the Council's standards and expectations.

YGC Investors in People Accreditation

The YGC service holds Investors in People accreditation which was renewed last year for a third consecutive period. All stages of the accreditation process from the initial meeting through to receiving the renewal certificate were conducted through the medium of Welsh. This year, we have met with our new assessor who is enthusiastic about conducting our progress meetings and next assessment in Welsh.

Attendance at Events

Feedback received at the Anglesey Show and careers events this year clearly demonstrated a strong appreciation not only for the services provided to our residents, but also for the use and promotion of the Welsh language in everything we do. This was encouraging and confirmed that we are taking the right approach in supporting, promoting and normalising the use of Welsh across our services and activities.

The departments report to the Language Committee for 2025: [The Highways Engineers and YGC Department Report on the implementation of the Language Policy and c.pdf](#)

Appendix 1:

Welsh-only Signs



YGC Team at Meirionnydd Show 2026



Environmental Awareness Campaign - Ysgol Penybryn



Penrallt Community Garden Project



Carmel Community Garden Clean-up

