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Our Ref./Ein Cyf.
Your Ref./Eich Cyf.
Contact:/Cysylltwch â:

THIS IS A MEETING WHICH THE PUBLIC ARE ENTITLED TO ATTEND

Dydd Iau, 8 Rhagfyr 2022 Dydd Iau, 8 Rhagfyr 2022

Dear Sir/Madam

PWYLLGOR CRAFFU CORFFORAETHOL A PHERFFORMIAD

A meeting of the Pwyllgor Craffu Corfforaethol a Pherfformiad will be held in Ar MS Teams on Dydd Iau, 15fed Rhagfyr, 2022 at 10.00 am.

Yours faithfully

Damien McCann
Interim Chief Executive

AGENDA

Pages

1. CYFIEITHU AR Y PRYD

Mae croeso i chi ddefnyddio'r Gymraeg yn y cyfarfod, mae angen o leiaf 3 diwrnod gwaith o hysbysiad ymlaen llaw os dymunwch wneud hynny. Darperir gwasanaeth cyfieithu ar y pryd os gwneir cais.

2. YMDDIHEURIADAU

Derbyn ymddiheuriadau.

3. DATGANIADAU BUDDIANT A GODDEFEBAU

Mae'r Cyngor yn croesawu gohebiaeth yn Gymraeg a Saesneg a byddwn yn cyfathrebu gyda chi yn eich dewis iaith, dim ond i chi rhoi gwybod i ni pa un sydd well gennych. Ni fydd gohebu yn Gymraeg yn creu unrhyw oedi.

The Council welcomes correspondence in Welsh and English and we will communicate with you in the language of your choice, as long as you let us know which you prefer. Corresponding in Welsh will not lead to any delay.

Derbyn datganiadau buddiant a goddefebau.

4. **PWYLLGOR CRAFFU CORFFORAETHOL A PHERFFORMIAD** 5 - 8

Ystyried penderfyniadau'r cyfarfod o'r Pwyllgor Craffu Corfforaethol a Pherfformiad a gynhaliwyd ar 19 Hydref 2022.

(DS Cyflwynir y rhain ar gyfer cywirdeb yn unig)

5. **PWYLLGOR CRAFFU CORFFORAETHOL A PHERFFORMIAD** 9 - 10

Ystyried penderfyniadau'r cyfarfod o'r Pwyllgor Craffu a Corfforaethol a Pherfformiad a gynhaliwyd ar 21 Tachwedd 2022.

(DS Cyflwynir y rhain ar gyfer cywirdeb yn unig)

6. **DALEN WEITHREDU** 11 - 12

Derbyn y Ddalen Weithredu.

7. **MONITRO'R GYLLIDEB REFENIW - 2022/2023, RHAGOLWG ALL-DRO I 31 MAWRTH 2023 (FEL AR 30 MEDI 2022)** 13 - 40

Ystyried adroddiad y Prif Swyddog Adnoddau.

8. **MONITRO'R GYLLIDEB CYFALAF. RHAGOLWG AR GYFER BLWYDDYN ARIANNOL (FEL AR 30 MEDI 2022)** 41 - 64

Ystyried adroddiad y Prif Swyddog Adnoddau.

9. **STRATEGAETH GWEITHLU 2021-2026** 65 - 82

Ystyried adroddiad y Pennaeth Datblygu Sefydliadol.

10. **ADOLYGU'R ADRODDIAD CYLLID A PHERFFORMIAD** 83 - 90

Ystyried adroddiad y Rheolwr Gwasanaeth perfformiad a Democrataidd.

11. **STRATEGAETH HYRWYDDO'R GYMRAEG 2022/27** 91 - 230

Ystyried adroddiad y Rheolwr Gwasanaeth Polisi a Phartneriaethau.

12. BLAENRAGLEN GWAITH: 2 CHWEFROR 2023

231 - 234

Derbyn y Flaenraglen Gwaith.

To: J. Wilkins (Cadeirydd)
Councillor J. Thomas (Is-gadeirydd)
Councillor C. Bainton
M. Day
Councillor G. Humphreys
Councillor E. Jones
Councillor R. Leadbeater
Councillor C. Smith
T. Smith

All other Members (for information)
Interim Chief Executive
Chief Officers

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COUNTY BOROUGH OF BLAENAU GWENT

REPORT TO: **THE CHAIR AND MEMBERS OF THE CORPORATE AND PERFORMANCE SCRUTINY COMMITTEE**

SUBJECT: **CORPORATE AND PERFORMANCE SCRUTINY COMMITTEE**
19TH OCTOBER, 2022

REPORT OF: **DEMOCRATIC & COMMITTEE SUPPORT OFFICER**

PRESENT: COUNCILLOR J. WILKINS (CHAIR)

Councillors J. Thomas (Vice-Chair)
C. Bainton
M. Day
G. Humphreys
E. Jones
R. Leadbeater
T. Smith
C. Smith

WITH: Interim Chief Executive
Interim Corporate Director Social Services
Corporate Director Education
Chief Officer Resources
Chief Officer Commercial
Head of Governance and Partnerships
Service Manager – Performance and Democratic
Corporate Procurement Manager
Business Partner – Finance
Scrutiny and Democratic Officer
Press Officer

ITEM	SUBJECT
No. 1	<p><u>SIMULTANEOUS TRANSLATION</u></p> <p>It was noted that no requests had been received for the simultaneous translation service.</p>

<p>No. 2</p>	<p><u>APOLOGIES</u></p> <p>The following apologies for absence were received:-</p> <p>Corporate Director Regeneration and Community Services Head of Community Services Head of Legal and Corporate Compliance</p>
<p>No. 3</p>	<p><u>DECLARATIONS OF INTERESTS AND DISPENSATIONS</u></p> <p>No declarations of interest or dispensations were reported.</p>
<p>No. 4</p>	<p><u>CORPORATE AND PERFORMANCE SCRUTINY COMMITTEE</u></p> <p>Consideration was given to the decisions of the meeting held on 20th September, 2022.</p> <p>The Committee AGREED that the decisions be accepted as a true record of proceedings.</p>
<p>No. 5</p>	<p><u>CORPORATE AND PERFORMANCE SCRUTINY COMMITTEE</u></p> <p>Consideration was given to the decisions of the meeting held on 23rd September, 2022.</p> <p>The Committee AGREED that the decisions be accepted as a true record of proceedings.</p>
<p>No. 6</p>	<p><u>ACTION SHEET</u></p> <p>Consideration was given to the Action Sheet and the Committee AGREED that the action sheet be noted.</p>
<p>No. 7</p>	<p><u>TREASURY MANAGEMENT ANNUAL REVIEW REPORT 1ST APRIL, 2021 TO 31ST MARCH, 2022</u></p> <p>Consideration was given to the report of the Chief Officer Resources.</p> <p>The Committee AGREED that the report be accepted and Members scrutinised the treasury management activity undertaken during the 2021/22 financial year and provided comment prior to its submission to full Council. (Option 1).</p>

No. 8	<u>BLAENAU GWENT COUNCIL SELF-ASSESSMENT 2021/22</u>
	<p>Consideration was given to the report of the Interim Chief Executive.</p> <p>The Committee AGREED that the report be accepted and recommended approval to Council that the Council's Self-Assessment 2021/22 for publication on the Council's website and shared with key partners as outlined in paragraph 2.42 of the statutory guidance.(Option 1)</p>
No. 9	<u>COUNCIL'S CORPORATE PLAN 2022/27</u>
	<p>Consideration was given to the report of the Interim Chief Executive</p> <p>A Member proposed Option 2, there was no seconder for this proposal.</p> <p>A Member proposed Option 1, this proposal was seconded and</p> <p>The Committee thereupon AGREED that the report be accepted and supported the Content of the Draft Corporate Plan, prior to approval at Council for publication. (Option 1)</p>

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COUNTY BOROUGH OF BLAENAU GWENT

REPORT TO: THE CHAIR AND MEMBERS OF THE CORPORATE AND PERFORMANCE SCRUTINY COMMITTEE

**SUBJECT: CORPORATE AND PERFORMANCE SCRUTINY COMMITTEE
21st NOVEMBER, 2022**

REPORT OF: DEMOCRATIC & COMMITTEE SUPPORT OFFICER

PRESENT: COUNCILLOR J. WILKINS (CHAIR)

Councillors J. Thomas (Vice-Chair)
C. Bainton
M. Day
G. Humphreys
E. Jones
R. Leadbeater
C. Smith
T. Smith

WITH: Interim Corporate Director Social Services
Corporate Director Education
Chief Officer Resources
Chief Officer Commercial and Customer Services
Head of Organisational Development
Scrutiny and Democratic Officer
Press Officer

ITEM	SUBJECT
No. 1	<p><u>SIMULTANEOUS TRANSLATION</u></p> <p>It was noted that no requests had been received for the simultaneous translation service.</p>

<p>No. 2</p>	<p><u>APOLOGIES</u></p> <p>The following apologies for absence were received:-</p> <p>Interim Chief Executive Head of Community Services Head of Legal and Corporate Compliance Service Manager – Performance and Democratic</p>
<p>No. 3</p>	<p><u>DECLARATIONS OF INTERESTS AND DISPENSATIONS</u></p> <p>No declarations of interest or dispensations were reported.</p>
<p>No. 4</p>	<p><u>CORPORATE AND PERFORMANCE SCRUTINY COMMITTEE</u></p> <p>Consideration was given to the decisions of the meeting held on 19th October, 2022.</p> <p>The Committee AGREED that the decisions be accepted as a true record of proceedings.</p>
<p>No. 5</p>	<p><u>CONSULTATION ON THE INDEPENDENT REMUNERATION PANEL FOR WALES DRAFT ANNUAL REPORT 2023</u></p> <p>Consideration was given to the report of the Service Manager Performance and Democratic.</p> <p>The Committee AGREED that the report be accepted and the determinations be supported as set out in the draft IRPW report in Appendix 1 for 2023/2024 (Option 1).</p>
<p>No. 6</p>	<p><u>DRIVING AT WORK POLICY</u></p> <p>Consideration was given to the report of the Head of Organisational Development.</p> <p>The Committee AGREED that the report be accepted and the Health and Safety compliance was supported by recommending approval of the implementation of the Driving at Work Policy. (Option 1).</p>

Blaenau Gwent County Borough Council

Action Sheet

Corporate Overview and Performance Scrutiny Committee

Meeting Date	Action to be Taken	By Whom	Action Taken
19.10.22 Pre-Meeting	Members requested a session be arranged for the Corporate Overview and Performance Scrutiny Committee to develop their knowledge and understanding on how to analyse financial reports, such as Treasury Management reports.	Chief Officer Resources / Democratic Team	Session arranged on 1 st December 2022. Action Complete: 28.11.22
21.11.22	Driving at Work Policy Members to be informed of the responsible person for checking Councillors driving documentation.	Head of Organisational Development / Head of Legal and Corporate Compliance / Service Manager Performance and Democratic	Democratic Services to request for all Elected Members to confirm that, if they drive, they have in place valid vehicle insurance which includes driving for Council business (Councillor duties have been declared on personal car insurance forms). A reminder will also be sent to Elected Members on an annual basis highlighting the need for appropriate car insurance cover to be in place. Action Complete: 28.11.22

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Agenda Item 7

Cabinet and Council only

Date signed off by the Monitoring Officer:

Date signed off by the Section 151 Officer:

Committee: **Corporate Overview and Performance Scrutiny Committee**

Date of meeting: **15th December 2022**

Report Subject: **Revenue Budget Monitoring - 2022/2023,
Forecast Outturn to 31st March 2023 (as at 30th September 2022)**

Portfolio Holder: **Cllr S Thomas – Leader of the Council / Cabinet Member
Corporate Overview & Performance**

Report Submitted by: **Rhian Hayden – Chief Officer Resources**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Governance Audit Committee	Democratic Services Committee	Scrutiny Committee	Cabinet	Council	Other (please state)
	x	08.12.22			15/12/22	18.01.23		

1. Purpose of the Report

- 1.1 The purpose of the report is to provide Members with the forecast financial outturn position across all portfolios for the financial year 2022/2023 (as forecast at 30th September 2022).

2. Scope and Background

- 2.1 This report provides details on the following:
- Forecast financial position to the end of March 2023 across all portfolios
 - Forecast outturn for Fees & Charges
 - Forecast of Reserves to be applied during the period
- 2.2 This report forms part of the Council's financial reporting framework to members.

3. Options for Recommendation

3.1 Option 1 (Recommended Option)

- Members to consider and provide appropriate challenge to the financial outcomes in the report.
- Note the forecast application of reserves

3.2 Option 2

Members do not accept the report.

4. **Evidence of how this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**

4.1 This report supports the Council Corporate Plan high level priority “An ambitious and innovative council delivering quality services at the right time and in the right place”.

5. **Implications Against Each Option**

5.1 ***Impact on Budget (short and long term impact)***

5.1.1 The overall forecast outturn across all portfolios as at 30th September 2022, is an adverse variance of £1.110m. Net transfers from specific reserves (of £0.791m) results in an overall adverse variance of £0.43m.

5.1.2 The forecast overall financial position across all portfolios at 30th September 2022 is shown in the table below:

Table 1 – Portfolio Summary

Portfolio/ Committee	2022/2023 Revised Revenue Budget	2022/2023 Forecast Outturn @ 30 Sept 2022	Favourable/ (Adverse) Variance	Favourable/ (Adverse) Variance (after Net transfers from Specific Reserves) £m	Append ref:
	£m	£m	£m		
Corporate Services & Financial Management & Strategy	17.92	17.72	0.20	0.58	1a
Social Services	49.94	50.61	(0.67)	(0.38)	1b
Education & Leisure	68.31	68.52	(0.21)	(0.21)	1c
Economy	1.79	1.77	0.02	0.02	1d
Environment	29.66	30.22	(0.56)	(0.44)	1e
Planning	1.44	1.43	0.01	0.01	1f

Licensing	0.13	0.14	(0.01)	(0.01)	1f
Total	169.19	170.41	(1.11)	(0.43)	

5.1.3 The forecast includes a number of assumptions, the main ones being:

- 20% uplift to Home to School contractors will continue to March 2023
- The impact of inflation on prices will continue to March 2023

In also includes the agreed pay award of £1,925 on all pay points from 1 April 2022 for NJC & JNC officers.

5.1.4 To minimise the forecast overspend the council has implemented a freeze on non-essential recruitment and spend.

Use of Reserves

5.1.5 Any adverse variance against the revenue budget will impact on the overall level of the Council's general and specific reserves.

5.1.6 The current forecast assumes a net transfer from specific reserves totalling £0.791m and includes:

- £234,960 from the Supporting Additional Capacity Reserve (which includes additional resources for areas such as Health & Safety, Civil Contingencies, Payroll, Decarbonisation and Digital)
- £110,329 from the Election Reserve to cover the cost of the May 2022 Local Elections
- £32,180 from the Community Safety & CCTV Reserve (to support a new Policy Officer for CCTV until the SLA with Caerphilly CBC is established)
- £56,298 from the Infrastructure Staffing Reserve (to support new Welsh Government Legislation requirements)
- £48,455 from the Homelessness Transitional Funding Reserve (to fund a specialist EHO for empty properties)
- £287,535 from Social Services (relating to displaced expenditure and cost of living increase in excess of grant allocation in relation to Early Years Childcare)

5.1.7 Appendix 2 provides an analysis of all forecast use of specific reserves. The balance (£0.43m) will require a contribution from the Council's general reserve.

5.1.8 Portfolio Analysis

5.1.9 An analysis of significant adverse variances per Portfolio are detailed below.

5.1.10 Corporate Services – Council Tax Collection (£0.324m adverse variance)

5.1.11 There is currently a cost pressure on Council Tax Collection, due to forecasted increase in the provision for bad debts (at this point in time).

This cost pressure has been offset by a budget virement from the Council Tax Reduction Scheme (CTRS). The underspend on CTRS has arisen due to:-

- The budget incorporated an assumed increase on Council Tax Levels of 4% (in line with the MTFS assumptions) however the actual average Council Tax increase agreed by Council was approx.1% (in respect of Police & Community Councils precepts) and
- The number of claimants claiming CTRS reducing back to pre covid levels (although this will need to be monitored during the year as the Cost of Living Crisis could attract more claimants).

Date	Number of Cases
01/09/22	8,531
01/09/21	8,980
01/09/20	9,318
01/09/19	8,796

5.1.12 **Education – Home to School Transport (£0.507m adverse variance)**

5.1.13 The 20% temporary uplift currently being awarded to contractors as a result of the fuel crisis is currently forecast to cost £0.5m for the full financial year. However, during October / November a fairly consistent reduction in fuel prices has been seen and if this continues there is a potential for this increase to be removed from January 2023 reducing this cost pressure by the end of the financial year.

It was agreed that the cost pressure would be funded (if necessary) from the inflation and service cost pressure reserve, funding from this specific reserve has not been applied at this stage with directorate underspends funding approx. 50% of this pressure to date.

5.1.14 **Environment – Catering (£0.46m adverse variance)**

5.1.15 The cost of living crisis is having a significant impact on the cost of provisions for the school meals services, with forecast costs increasing by £965,406, (83%) when compared to 2021/2022.

The Council's largest food supplier is indicating significant cost increases in products e.g. some commodities have increased by as much as 54%, this coupled with increased fuel costs is impacting upon overall costs. This variance does not take account of the anticipated increase in uptake from September when Universal Free School Meals (UFMS's) is rolled out to Nursery and Infant children. It has been assumed that this will be fully funded by Welsh Government.

5.1.16 **Social Services (0.669m adverse variance)**

5.1.17 The forecast is made up of the following variances:-

5.1.18 **Children's Services - Legal Fees (£0.42m adverse variance)**

The 2022/23 forecast for Legal Fees is currently £1.2m this represents an increase of £437K since Quarter 1. Delay in receiving invoices from the external Legal team combined with the assumption that the alternative provider would result in reduced costs led to an underestimate at Quarter 1.

Costs are expected to reduce from 2023/24 following the resolution of current caseload of the external provider with new cases being managed by the new provider.

5.1.19 **Children's Homes (Residential Placements) (£0.25m adverse variance)**

The 2022/23 forecast adverse variance has increased as a result of one child transferring to secure accommodation and one new placement.

5.1.20 **Adults Services**

Whilst Adult Services is reporting a favourable variance overall there is a £282k pressure within Cwrt Mytton and Supported Living Bungalows resulting from the difficulties in recruitment and retention of staff and the need to utilise agency staff to deliver this provision.

5.1.21 **Fees & Charges**

5.1.22 The 2022/2023 portfolio estimates include income budgets in relation to fees & charges (excluding Council Tax) of £14m across all portfolios. Attached at Appendix 3 is an analysis of income against budget for the financial year for individual portfolios. The forecast provisional outturn is reporting an adverse variance of £0.71m, primarily relating to lost income: -

- Sale of properties £0.277m and Fees and charges in respect of Care (internal provision) £0.326m.
- Sale of Meals in respect of School Catering £0.119m (confirmation of grant funding is awaited)

5.1.23 Whilst the analysis of fees and charges is useful, it should not be considered in isolation, as elements of any shortfall within Portfolios can be inextricably linked to underspends in expenditure within the same budget heading. Where this is the case, budget holders should action budget virements to ensure that the income targets reflect more accurately expected income. Likewise, any over achievement in income which offset overspends in expenditure within the same budget, should be treated in the same way.

5.2 ***Risk including Mitigating Actions***

5.2.1 Grants form a significant element of the Council's income and support the delivery of priority services to the people of Blaenau Gwent. There is a risk that a reduction or cessation of grant funding will result in service levels reducing or services no longer being delivered.

5.2.2 A grants register has been developed and is being maintained and will be considered as part of the Medium Term Financial Strategy.

5.2.3 There is a risk that Action Plans will not address the cost pressures identified.

5.2.4 Action Plans are being developed, identifying actions to mitigate the forecast cost pressures. The Action Plans will be monitored as part of the Budget Monitoring and Reporting Framework and the impact reported to the Corporate Overview & Performance Scrutiny Committee, Cabinet and the Cost of Living Working Group.

5.3 ***Legal***
N/A

5.4 ***Human Resources***
N/A

6. **Supporting Evidence**

6.1 **Performance Information and Data**

6.1.1 A summary page for each portfolio is contained in Appendices 1a to 1g.

6.2 ***Expected outcome for the public***

6.2.1 The report details the financial implications for the Council in providing services to the communities of Blaenau Gwent.

6.3 ***Involvement (consultation, engagement, participation)***

6.3.1 CLT have considered the forecast financial position for 2022/23 (as at 30th September 2022).

6.4 ***Thinking for the Long term (forward planning)***

6.4.1 For new and emerging cost pressures identified during the financial year, budget holders will produce Action Plans to address the cost pressure during the year. These Action Plans will form part of the quarterly budget reports and will be submitted to the Cost of Living Working Group for scrutiny, challenge and monitoring.

6.4.2 Cost Pressures are also considered as part of the Medium Term Financial Strategy.

6.5 ***Preventative focus***

- 6.5.1 Existing, new and emerging cost pressures are considered as part of the annual budget setting process and additional funding awarded where it is likely that the cost pressure will continue into future years.

6.6 ***Collaboration / partnership working***

- 6.6.1 Accountancy works closely with budget holders during the financial year in producing the financial forecast, identifying cost pressures and in developing Action Plans

6.7 ***Integration (across service areas)***

N/A

6.8 ***Decarbonisation and Reducing Carbon Emissions***

- 6.8.1 The Council is committed to the Decarbonisation Plan to achieve a carbon neutral public sector by 2030 and the Bridging the Gap programme includes a Strategic Business Review, Low Carbon.

6.9 ***Integrated Impact Assessment***

N/A

7. **Monitoring Arrangements**

- 7.1 Financial reporting to Corporate Overview & Performance Scrutiny and the Cabinet is carried out on a quarterly basis. Where services are reporting significant cost pressures, there will be a requirement for Budget Holders to develop and implement Action Plans these will be reported to the Cost of Living Working Group, on a quarterly basis.

Background Documents / Electronic Links

Appendix 1a – Corporate Services Portfolio

Appendix 1b – Social Services Portfolio

Appendix 1c – Education Portfolio

Appendix 1d – Economy Portfolio

Appendix 1e – Environment Portfolio

Appendix 1f – Planning and Licensing Committees

Appendix 2 – Summary of Reserve Movements 2022-23

Appendix 3 – Fees and Charges

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CORPORATE SERVICES PORTFOLIO

Item	Revised Estimate 2022/2023	Total Forecast Expenditure to March 2023	Variance Favourable / (Adverse)	Variance Favourable / (Adverse) as at June 22
	£	£	£	£
SUMMARY				
<u>DEPARTMENTAL AND OTHER RECHARGEABLE SERVICES</u>				
Corporate Services Department	(95,990)	(38,811)	(57,179)	(263,390)
Resources Department	0	59,614	(59,614)	(100,595)
Sub Total	(95,990)	20,803	(116,793)	(363,985)
<u>COMMERCIAL SERVICES</u>				
Archives	148,670	153,844	(5,174)	(5,174)
Festival Park	102,570	108,557	(5,987)	(5,987)
Housing Benefit	(116,270)	(101,377)	(14,893)	(15,704)
ICT Service	0	23,414	(23,414)	0
Cross Cutting	(59,310)	(59,310)	0	0
Community Hubs	196,320	203,167	(6,847)	(8,291)
Sub Total	271,980	328,295	(56,315)	(35,156)
<u>LEGAL & CORPORATE COMPLIANCE SERVICES</u>				
Registration of Electors	17,860	17,778	82	0
Conducting Elections	0	0	0	0
Registration of Births, Marriages and Deaths	48,100	76,374	(28,274)	(16,072)
Sub Total	65,960	94,152	(28,192)	(16,072)
<u>GOVERNANCE & PARTNERSHIP SERVICES</u>				
Corporate Management (inc Audit Fees)	109,510	109,522	(12)	(12)
Democratic Representation and Management	1,323,130	1,292,457	30,673	34,333
CCTV Cameras	208,680	220,250	(11,570)	(9)
Civil Contingencies	106,890	97,472	9,418	2,617
Sub Total	1,748,210	1,719,701	28,509	36,929
<u>RESOURCES SERVICES</u>				
Corporate Management	355,790	349,410	6,380	6,165
Non Distributed Costs	940,920	930,874	10,046	10,046
Apprenticeship Levy	358,430	356,550	1,880	4,215
Council Tax Collection	(1,165,020)	(1,141,247)	(23,773)	(4,602)
Council Tax Reduction Scheme	10,004,370	9,837,104	167,266	167,266
N.N.D.R. Collection	(106,820)	(108,576)	1,756	4,636
Grants and Subscriptions	88,410	88,410	0	0
Cross Cutting Budget	1,085,640	501,840	583,800	583,800
Sub Total	11,561,720	10,814,365	747,355	771,527
<u>CORPORATE CHARGES</u>				
Corporate Recharges	4,366,000	4,366,000	0	0
Sub Total	4,366,000	4,366,000	0	0
CORPORATE SERVICES TOTAL EXPENDITURE	17,917,880	17,343,316	574,564	393,243

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SOCIAL SERVICES PORTFOLIO

Item	Revised Estimate 2022/2023	Total Forecast Expenditure to March 2023	Variance Favourable / (Adverse)	Variance Favourable / (Adverse) as at June 22
	£	£	£	£
SUMMARY				
<u>SOCIAL SERVICES</u>				
Children's Services - Commissioning and Social Work	3,939,340	4,074,375	(135,035)	(115,316)
Looked After Children	7,501,660	8,062,920	(561,260)	166,098
Family Support Services	192,370	198,478	(6,108)	(15,461)
Youth Justice	237,580	250,930	(13,350)	(13,350)
Other Children's and Family Services	2,417,850	2,386,886	30,964	23,356
Older People Aged 65 or Over	7,154,970	7,090,061	64,909	28,153
Adults Aged Under 65 with a Physical Disability or Sensory Impairment	18,290	18,210	80	80
Adults Aged Under 65 with Learning Disabilities	3,684,090	3,755,969	(71,879)	(10,596)
Adults Aged Under 65 with Mental Health Needs	571,660	582,873	(11,213)	(40,974)
Other Adult Services	463,570	502,482	(38,912)	(34,269)
Community Care	17,338,860	17,002,627	336,233	322,786
Support Service and Management Costs	934,170	910,567	23,603	(15,324)
Corporate Recharges	5,487,140	5,487,135	5	0
Social Services COVID-19 Costs	0		0	17,268
SOCIAL SERVICES TOTAL EXPENDITURE	49,941,550	50,323,512	(381,962)	312,452

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EDUCATION PORTFOLIO

Item	Revised Estimate 2022/2023	Total Forecast Expenditure to March 2023	Variance Favourable / (Adverse)	Variance Favourable / (Adverse) as at June 22
	£	£	£	£
SUMMARY				
SCHOOLS BUDGET				
Individual Schools Budget	50,430,260	50,430,260	0	0
Education Improvement Grant	267,730	267,730	0	15
Other Costs	725,420	736,864	(11,444)	(11,444)
Supporting Special Education Needs	1,730,430	1,583,211	147,219	131,172
Schools Budget Total Expenditure	53,153,840	53,018,065	135,775	119,743
LEA BUDGET				
Strategic Management	2,264,410	2,265,610	(1,200)	(11,200)
Assuring Access to Schools	2,439,820	2,925,714	(485,894)	(478,426)
Facilitating School Improvement	396,350	398,131	(1,781)	1,219
Supporting Special Education Needs	380,730	296,112	84,618	60,744
LEA Budget Total Expenditure	5,481,310	5,885,567	(404,257)	(427,663)
OTHER EDUCATION SERVICES				
Further Education and Training	135,960	144,996	(9,036)	47,061
Youth Service	345,390	370,218	(24,828)	(19,888)
Other Expenditure	143,850	123,075	20,775	14,231
Education Departmental Budget	195,970	133,430	62,540	41,950
Other Education Services Total Expenditure	821,170	771,719	49,451	83,354
CORPORATE CHARGES				
Corporate Support Recharges	4,671,690	4,671,689	1	0
Reserve Funding - Cost of Living & Service Pressures	0	0	0	0
Corporate Charges Total Expenditure	4,671,690	4,671,689	1	0
Education Total Expenditure	64,128,010	64,347,040	(219,030)	(224,566)
LEISURE TRUSTS				
LEISURE TRUSTS				
Aneurin Leisure Trust	2,875,550	2,884,833	(9,283)	(4,235)
Awen Leisure Trust	198,900	201,045	(2,145)	(6,825)
Sub Total	3,074,450	3,085,878	(11,428)	(11,060)
RETAINED SERVICES				
Corporate Recharges	1,102,170	1,085,228	16,942	19,223
Sub Total	1,102,170	1,085,228	16,942	19,223
Lesire Trusts Total Expenditure	4,176,620	4,171,106	5,514	8,163
EDUCATION PORTFOLIO TOTAL EXPENDITURE	68,304,630	68,518,146	(213,516)	-216,403

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ECONOMY PORTFOLIO

Item	Revised Estimate 2022/2023	Total Forecast Expenditure to March 2023	Variance Favourable / (Adverse)	Variance Favourable / (Adverse) as at June 22
	£	£	£	£
SUMMARY				
<u>DEPARTMENTAL SERVICES</u>				
Economic Strategy and Development - Departmental Budget	92,940	92,948	(8)	(21)
Estates Management - Rechargeable	12,030	125,166	(113,136)	(137,733)
Sub Total	104,970	218,114	(113,144)	(137,754)
<u>ECONOMY SERVICES</u>				
Affordable Housing	0	0	0	0
Aspire	0	0	0	0
Community Benefits Investment	0	0	0	0
CSCS	(10,200)	(513)	(9,687)	(9,776)
Destination Management	10,200	10,202	(2)	(2)
DRivE	0	1	(1)	0
Financial Support to Business	4,410	4,410	0	1
General Offices	(24,360)	(63,105)	38,745	1
Industrial Land	7,390	7,390	0	0
Inspire	0	0	0	0
Nursery Units/Misc. Industrial Premises	(793,750)	(876,237)	82,487	87,041
Pentagon	0	0	0	0
Regeneration Projects	5,100	6,179	(1,079)	(1,079)
Resilient Project	0	0	0	0
Estates Management Non Rechargeable	(96,590)	(120,403)	23,813	3
Sub Total	(897,800)	(1,032,076)	134,276	76,189
Corporate Recharges	2,583,380	2,583,380	0	0
Total Expenditure	1,790,550	1,769,418	21,132	(61,565)

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ENVIRONMENT PORTFOLIO

Item	Revised Estimate 2022/2023	Total Expenditure to March 2023	Variance Favourable / (Adverse)	Variance Favourable / (Adverse) as at June 22
	£	£	£	£
SUMMARY				
<u>COMMUNITY SERVICES</u>				
<u>DEPARTMENTAL SERVICES</u>				
Environment Department - Corporate Division	179	(40,914)	41,093	40,669
Environmental Services Division	17,100	10,447	6,653	1,017
Technical Services - Engineering & Property Management	78,740	78,740	0	(1)
Enforcement	25,280	19,420	5,860	6,096
Sub Total	121,299	67,693	53,606	47,781
<u>WASTE SERVICES</u>	6,358,698	6,364,470	(5,772)	218,604
<u>PUBLIC SERVICES</u>				
County Borough Cleansing	1,190,016	1,201,523	(11,507)	(52,434)
Cemeteries / Crematorium	(159,578)	(125,979)	(33,599)	(52,291)
Grounds Maintenance	1,065,642	1,007,945	57,697	3,857
Countryside Recreation Sites	37,419	37,419	0	0
General Entertainment	2,489	3,879	(1,390)	(1,390)
Sub Total	2,135,988	2,124,787	11,201	(102,258)
<u>FACILITIES MANAGEMENT</u>				
Corporate Landlord	1,731,203	1,722,414	8,789	2,477
Corporate Property	30,073	30,073	0	4,906
Building Cleaning	317,924	338,661	(20,737)	1,630
Catering Account	311,105	768,652	(457,547)	(536,429)
Appetite For Life	44,585	44,585	0	0
School Breakfast Club	438,639	438,639	0	(23,300)
Sub Total	2,873,529	3,343,024	(469,495)	(550,716)
<u>HIGHWAYS & ROADS SERVICES</u>				
Highways - Street Care Team	9,010	2,534	6,476	6,790
Non Operational Land	1,490	0	1,490	1,490
Licensing (Highway Permits)	(52,211)	(52,211)	0	0
Shopping Arcade, Abertillery	2,834	2,834	0	0
Road and Street Works Acts	(16,589)	(16,589)	0	0
Multi-Storey Car Parks	277,154	277,154	0	0
On Street Parking	1,122	1,122	0	0
Surface Car Parks	32,421	32,421	0	0
Public Transport Co-Ordination	924	924	0	0
Bridges	79,145	79,145	0	0
Structural Maintenance (Principal and Other Roads)	184,190	186,206	(2,016)	(7,010)
Environmental Maintenance (Principal and Other Roads)	19,831	19,831	0	0
Safety Maintenance (Principal and Other Roads)	73,349	73,366	(17)	(194)
Routine Repairs (Principal and Other Roads)	879,831	888,146	(8,315)	(26,474)
Street Lighting	1,260,143	1,260,143	0	2
Winter Maintenance	402,162	402,162	0	(2,070)
Sub Total	3,154,806	3,157,188	(2,382)	(27,466)

ENVIRONMENT PORTFOLIO

Item	Revised Estimate 2022/2023	Total Expenditure to March 2023	Variance Favourable / (Adverse)	Variance Favourable / (Adverse) as at June 22
	£	£	£	£
<u>TRANSPORT SERVICES</u>				
Traffic Orders	(16,841)	(42,546)	25,705	0
Highways Adoptions	(9,950)	(8,550)	(1,400)	0
Traffic / Accident Research	16,001	16,001	0	0
Traffic Management	6,895	6,895	0	0
Civil Parking Enforcement	2,100	(3,290)	5,390	(18,532)
Road Safety Education	22,943	24,625	(1,682)	(217)
Crossing Patrols	177,838	177,192	646	(946)
Concessionary fares and Support to Operators	284,395	274,212	10,183	18,543
Local Transport Plans	2,680	2,680	0	0
Home to School Transport	0	0	0	0
Transport and Heavy Plant	139,656	139,656	0	(2)
<i>Sub Total</i>	625,717	586,875	38,842	(1,154)
<u>CULTURAL & ENVIRONMENTAL SERVICES</u>				
General Administration and Markets	(25,868)	(14,340)	(11,528)	(16,761)
Countryside Programme and Management	1,718	2,168	(450)	0
Landscaping and Afforestation	20,716	18,910	1,806	0
Reservoirs, Tips, Quarries and Mines	10,333	35,333	(25,000)	0
Flood Defence And Land Drainage	56,488	27,687	28,801	0
ENRaW	0	0	0	0
City Deal	99,144	99,144	0	0
<i>Sub Total</i>	162,531	168,902	(6,371)	(16,761)
COMMUNITY SERVICES TOTAL EXPENDITURE	15,432,568	15,812,939	(380,371)	(431,970)

ENVIRONMENT PORTFOLIO

Item	Revised Estimate 2022/2023	Total Expenditure to March 2023	Variance Favourable / (Adverse)	Variance Favourable / (Adverse) as at June 22
	£	£	£	£
<u>PUBLIC PROTECTION</u>				
<u>DEPARTMENTAL SERVICES</u>				
Environmental Health	29,691	69,203	(39,512)	(9,958)
<i>Sub Total</i>	<u>29,691</u>	<u>69,203</u>	<u>(39,512)</u>	<u>(9,958)</u>
<u>CARAVAN SITES</u>				
Cwmcrachen Caravan Site	(41,092)	(35,548)	(5,544)	(12,784)
<i>Sub Total</i>	<u>(41,092)</u>	<u>(35,548)</u>	<u>(5,544)</u>	<u>(12,784)</u>
<u>ENVIRONMENTAL HEALTH</u>				
Food Safety	6,395	5,302	1,093	7,243
Control of Pollution	9,578	16,358	(6,780)	(6,844)
Dog Wardens	0	0	0	(1,843)
Animal Health and Welfare	23,827	23,827	0	23,827
Pest Control	63,240	59,973	3,267	(5,893)
Littering and Dog Control Orders	0	0	0	0
Health and Safety at Work (Commercial Prem.)	1,540	(2,859)	4,399	4,405
<i>Sub Total</i>	<u>104,580</u>	<u>102,601</u>	<u>1,979</u>	<u>20,895</u>
<u>HOUSING SERVICES</u>				
Homelessness	275,616	299,278	(23,662)	36,606
20 Church Street	16,116	16,410	(294)	0
General Properties	(8,160)	(6,642)	(1,518)	(1,518)
Housing Access	69,258	57,078	12,180	3,240
Works in Default	(255)	(287)	32	32
Disabled Facilities Grants	1,061	0	1,061	1,061
<i>Sub Total</i>	<u>353,636</u>	<u>365,837</u>	<u>(12,201)</u>	<u>39,421</u>
<u>TRADING STANDARDS</u>				
Trading Standards	16,012	22,774	(6,762)	12,147
Inspection and Enforcement	4,437	1,330	3,107	3,107
<i>Sub Total</i>	<u>20,449</u>	<u>24,104</u>	<u>(3,655)</u>	<u>15,254</u>
PUBLIC PROTECTION TOTAL EXPENDITURE	<u>467,264</u>	<u>526,197</u>	<u>(58,933)</u>	<u>52,828</u>
<u>CORPORATE CHARGES</u>				
Fire Service	3,551,477	3,547,672	3,805	3,805
Coroner's Court	125,123	125,123	0	0
Corporate Recharges	10,080,865	10,080,865	0	0
CORPORATE CHARGES TOTAL EXPENDITURE	<u>13,757,465</u>	<u>13,753,660</u>	<u>3,805</u>	<u>3,805</u>
Overall Portfolio Total	<u>29,657,297</u>	<u>30,092,796</u>	<u>(435,499)</u>	<u>(375,337)</u>
Covid-19 Related Expenditure	0	0	0	0
TOTAL EXPENDITURE	<u>29,657,297</u>	<u>30,092,796</u>	<u>(435,499)</u>	<u>(375,337)</u>

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PLANNING COMMITTEE AND LICENSING COMMITTEE

Item	Revised Estimate 2022/2023	Total Forecast Expenditure to March 2023	Variance Favourable / (Adverse)	Variance Favourable / (Adverse) as at June 22
	£	£	£	£
PLANNING COMMITTEE SUMMARY				
<u>BUILDING CONTROL</u>				
<u>DEPARTMENTAL SERVICES</u>				
Building Control	10,240	10,238	2	3
<u>BUILDING CONTROL SERVICES</u>				
Building Regulations	19,220	19,219	1	1
Dangerous Structures	23,100	23,099	1	1
<i>Building Control Total Expenditure</i>	<i>52,560</i>	<i>52,556</i>	<i>4</i>	<i>5</i>
<u>DEVELOPMENT MANAGEMENT</u>				
<u>DEPARTMENTAL SERVICES</u>				
Development Management	16,890	9,425	7,465	15
<u>DEVELOPMENT MANAGEMENT SERVICES</u>				
Dealing with Applications	(202,311)	(202,313)	2	1
Planning Appeals	3,319	3,320	(1)	(1)
Enforcement	(10)	9	(19)	(10)
<i>Development Management Total Expenditure</i>	<i>(182,112)</i>	<i>(189,559)</i>	<i>7,447</i>	<i>5</i>
<u>DEVELOPMENT PLANS</u>				
<u>DEPARTMENTAL SERVICES</u>				
Development Plans	5,084	4,824	260	(3)
<u>DEVELOPMENT PLANS SERVICES</u>				
Development Plans	100,460	100,460	0	0
<i>Development Plans Total Expenditure</i>	<i>105,544</i>	<i>105,284</i>	<i>260</i>	<i>(3)</i>
Corporate Recharges	1,465,230	1,465,230	0	0
PLANNING COMMITTEE TOTAL EXPENDITURE	1,441,222	1,433,511	7,711	7

PLANNING COMMITTEE AND LICENSING COMMITTEE

Item	Revised Estimate 2022/2023	Total Forecast Expenditure to March 2023	Variance Favourable / (Adverse)	Variance Favourable / (Adverse) as at June 22
	£	£	£	£
LICENSING COMMITTEE SUMMARY				
Licensing	83,592	84,900	(1,308)	(2,387)
Internal Recharges	51,166	51,166	(0)	0
LICENSING COMMITTEE TOTAL EXPENDITURE	134,758	136,067	(1,309)	(2,387)

Summary of Reserve Movements 2022-2023

Name of Reserve	Balance B.Fwd	Risk Assessed				Balance C.Fwd	Utilised march provisional out turn		Other Not Included in Management		Balance
		Increase	Decrease	Adjustment	Forecast Expenditure		As per Management A/c's Actual Expenditure	Anticipated Expenditure	Actual Expenditure	A/c's Anticipated Expenditure	
	£	£	£	£	£	£	£	£	£	£	
Earmarked for Capital Purposes											
Capital Inflation & Service Cost Pressure	1,000,000.00	0.00	0.00	0.00	0.00	1,000,000.00	0.00	0.00	0.00	0.00	1,000,000.00
Corporate Landlord	150,000.00	0.00	0.00	0.00	0.00	150,000.00	0.00	0.00	0.00	0.00	150,000.00
Deminimus Capital Works	101,575.46	0.00	0.00	0.00	0.00	101,575.46	0.00	0.00	0.00	0.00	101,575.46
Facilities	118,769.00	0.00	0.00	0.00	0.00	118,769.00	0.00	0.00	0.00	0.00	118,769.00
Energy Centre	270,383.20	0.00	0.00	0.00	0.00	270,383.20	0.00	0.00	0.00	0.00	270,383.20
Industrial Units	240,000.00	0.00	0.00	0.00	0.00	240,000.00	0.00	0.00	0.00	0.00	240,000.00
IT Infrastructure	225,811.79	0.00	0.00	0.00	0.00	225,811.79	0.00	0.00	0.00	0.00	225,811.79
New Operating Model	492,000.00	0.00	0.00	0.00	0.00	492,000.00	0.00	0.00	0.00	0.00	492,000.00
The Hive	419,715.00	0.00	0.00	0.00	0.00	419,715.00	0.00	0.00	0.00	0.00	419,715.00
WRAP Regional Vehicles	253,359.85	0.00	0.00	0.00	0.00	253,359.85	0.00	0.00	0.00	0.00	253,359.85
Total Earmarked for Capital Purposes:	3,271,614.30	0.00	0.00	0.00	0.00	3,271,614.30	0.00	0.00	0.00	0.00	3,271,614.30
Usable Earmarked Revenue Reserves											
Budget Contingency Fund / Invest to Save	64,351.89	0.00	0.00	0.00	0.00	64,351.89	0.00	0.00	0.00	0.00	64,351.89
Business Support Hybrid Model	53,000.00	0.00	0.00	0.00	0.00	53,000.00	0.00	0.00	0.00	0.00	53,000.00
Corporate Landlord Building Rationalisation	73,000.00	0.00	0.00	0.00	0.00	73,000.00	0.00	0.00	0.00	0.00	73,000.00
Covid19 Response & Recovery	1,526,920.00	0.00	0.00	0.00	0.00	1,526,920.00	0.00	0.00	0.00	0.00	1,526,920.00
Customer Services	95,892.05	0.00	0.00	0.00	0.00	95,892.05	0.00	0.00	0.00	0.00	95,892.05
Discretionary Housing Payments	111,865.87	0.00	0.00	0.00	0.00	111,865.87	0.00	0.00	0.00	0.00	111,865.87
Displaced Expenditure - Social Services	201,700.52	0.00	0.00	0.00	0.00	201,700.52	(119,219.00)	0.00	0.00	(10,000.00)	72,481.52
Downsizing & Redundancy	183,038.71	0.00	0.00	0.00	0.00	183,038.71	0.00	0.00	0.00	0.00	183,038.71
Election Costs	176,228.83	0.00	0.00	0.00	0.00	176,228.83	(110,329.00)	0.00	0.00	0.00	65,899.83
Financial Planning / Resilience	3,554,000.00	0.00	0.00	0.00	0.00	3,554,000.00	0.00	0.00	0.00	0.00	3,554,000.00
Future Interest Rate	644,055.89	0.00	0.00	0.00	0.00	644,055.89	0.00	0.00	0.00	0.00	644,055.89
General/ Voluntary Sector Grants	27,680.00	0.00	0.00	0.00	0.00	27,680.00	0.00	0.00	0.00	0.00	27,680.00
ICT	1,388,225.46	0.00	0.00	0.00	0.00	1,388,225.46	0.00	0.00	0.00	0.00	1,388,225.46
ISB Reserve	117,469.81	0.00	0.00	0.00	0.00	117,469.81	0.00	0.00	0.00	0.00	117,469.81
Inflation & Service Cost Pressure	1,361,000.00	0.00	0.00	0.00	0.00	1,361,000.00	0.00	0.00	0.00	0.00	1,361,000.00
Insurance Liabilities	3,198,250.21	0.00	0.00	0.00	0.00	3,198,250.21	0.00	0.00	0.00	0.00	3,198,250.21
Invest to Save	1,000,000.00	0.00	0.00	0.00	0.00	1,000,000.00	0.00	0.00	0.00	0.00	1,000,000.00
Local / Strategic Development Plans	143,512.54	0.00	0.00	0.00	0.00	143,512.54	0.00	0.00	0.00	0.00	143,512.54
Match Funding Regeneration Projects	114,386.57	0.00	0.00	0.00	0.00	114,386.57	0.00	0.00	0.00	0.00	114,386.57
Members Local Grants	22,468.79	0.00	0.00	0.00	0.00	22,468.79	0.00	0.00	0.00	0.00	22,468.79
Payroll Project Management	23,529.97	0.00	0.00	0.00	0.00	23,529.97	0.00	0.00	0.00	0.00	23,529.97
PRC Funding	100,000.00	0.00	0.00	0.00	0.00	100,000.00	0.00	0.00	0.00	0.00	100,000.00
Rail Loan Interest	38,188.00	0.00	0.00	0.00	0.00	38,188.00	0.00	0.00	0.00	0.00	38,188.00
Re-fit Loan Repayments	263,878.66	0.00	0.00	0.00	0.00	263,878.66	0.00	0.00	0.00	0.00	263,878.66
Specialist Commercial Advice (Silent Valley)	72,816.50	0.00	0.00	0.00	0.00	72,816.50	0.00	0.00	0.00	0.00	72,816.50
Social Services - Legal Costs	400,000.00	0.00	0.00	0.00	0.00	400,000.00	0.00	0.00	0.00	0.00	400,000.00
Social Services - RIF (ICF)	600,000.00	0.00	0.00	0.00	0.00	600,000.00	0.00	0.00	0.00	0.00	600,000.00
Stock Conditions Survey	12,137.34	0.00	0.00	0.00	0.00	12,137.34	0.00	0.00	0.00	0.00	12,137.34
Strategic Business Reviews	168,553.27	0.00	0.00	0.00	0.00	168,553.27	0.00	0.00	0.00	0.00	168,553.27
Superannuation	600,000.00	0.00	0.00	0.00	0.00	600,000.00	0.00	0.00	0.00	0.00	600,000.00
Supporting Additional Capacity	369,300.00	0.00	0.00	0.00	0.00	369,300.00	(93,728.75)	(141,231.25)	0.00	0.00	134,340.00
Taxation	133,913.08	0.00	0.00	0.00	0.00	133,913.08	0.00	0.00	0.00	0.00	133,913.08
Technology Park Feasibility Study	26,017.00	0.00	0.00	0.00	0.00	26,017.00	0.00	0.00	0.00	0.00	26,017.00
Test, Trace, Protect Service	4,514.40	0.00	0.00	0.00	0.00	4,514.40	0.00	0.00	0.00	(4,514.40)	0.00
Transport Oncost	147,470.00	0.00	0.00	0.00	0.00	147,470.00	0.00	0.00	0.00	0.00	147,470.00
Waste Services Reserve	120,000.00	0.00	0.00	0.00	0.00	120,000.00	0.00	0.00	0.00	0.00	120,000.00
Winter Maintenance	200,000.00	0.00	0.00	0.00	0.00	200,000.00	0.00	0.00	0.00	0.00	200,000.00

Name of Reserve	Balance B.Fwd	Risk Assessed				Balance C.Fwd	Utilised march provisional out turn		Other Not Included in Management		Balance
		Increase	Decrease	Adjustment	Forecast Expenditure		As per Management A/c's		A/c's		
							Actual Expenditure	Anticipated Expenditure	Actual Expenditure	Anticipated Expenditure	
£	£	£	£	£	£	£	£	£	£	£	
Total Usable Earmarked Revenue Reserves:	17,337,365.36	0.00	0.00	0.00	0.00	17,337,365.36	(323,276.75)	(141,231.25)	0.00	(14,514.40)	16,858,342.96
Unusable Earmarked Revenue Reserves											
Building Control Fees	38,239.34	0.00	0.00	0.00	0.00	38,239.34	0.00	0.00	0.00	0.00	38,239.34
Cardiff Capital Region City Deal	670,361.00	0.00	0.00	0.00	0.00	670,361.00	0.00	0.00	0.00	0.00	670,361.00
Deposits and Bonds	3,200.00	0.00	0.00	0.00	0.00	3,200.00	0.00	0.00	0.00	0.00	3,200.00
Land & Property Charges	117,199.90	0.00	0.00	0.00	0.00	117,199.90	0.00	0.00	0.00	0.00	117,199.90
LMS Balances	6,213,861.65	0.00	0.00	0.00	0.00	6,213,861.65	0.00	0.00	0.00	0.00	6,213,861.65
Section 106 Agreements	191,988.51	0.00	0.00	0.00	0.00	191,988.51	0.00	0.00	0.00	0.00	191,988.51
SEW Adoption Collaboration	712,028.21	0.00	0.00	0.00	0.00	712,028.21	0.00	0.00	0.00	(28,000.00)	684,028.21
Social Services - Gwent Regional Development (SP)	40,110.30	0.00	0.00	0.00	0.00	40,110.30	(2,438.00)	0.00	0.00	(5,365.15)	32,307.15
Workforce Development Collaboration	340,124.00	0.00	0.00	0.00	0.00	340,124.00	0.00	0.00	0.00	(90,124.00)	250,000.00
Total Unusable Earmarked Revenue Reserves:	8,327,112.91	0.00	0.00	0.00	0.00	8,327,112.91	(2,438.00)	0.00	0.00	(123,489.15)	8,201,185.76
Revenue Grants and Contributions Unapplied											
All Age School Forum	131,659.01	0.00	0.00	0.00	0.00	131,659.01	0.00	0.00	0.00	0.00	131,659.01
Aneurin Bevan Health Board - Education	18,225.89	0.00	0.00	0.00	0.00	18,225.89	0.00	0.00	0.00	0.00	18,225.89
Community Safety & CCTV	71,606.15	0.00	0.00	0.00	0.00	71,606.15	0.00	(32,180.00)	0.00	0.00	39,426.15
Contribution to Crematorium Infrastructure Works	63,000.00	0.00	0.00	0.00	0.00	63,000.00	0.00	0.00	0.00	0.00	63,000.00
Discretionary Cost of Living Scheme	897,428.00	0.00	0.00	0.00	0.00	897,428.00	0.00	0.00	0.00	0.00	897,428.00
Early Action Together Programme	3,196.38	0.00	0.00	0.00	0.00	3,196.38	0.00	0.00	0.00	0.00	3,196.38
Early Years Grant	298,277.83	0.00	0.00	0.00	0.00	298,277.83	0.00	(165,878.42)	0.00	0.00	132,399.41
Education - Gypsy Travellers	40,804.42	0.00	0.00	0.00	0.00	40,804.42	0.00	0.00	0.00	0.00	40,804.42
Flood Risk Management	132,729.00	0.00	0.00	0.00	0.00	132,729.00	0.00	0.00	0.00	0.00	132,729.00
Head 4 Arts	71,062.00	0.00	0.00	0.00	0.00	71,062.00	0.00	0.00	0.00	0.00	71,062.00
Homelessness Transitional Funding	140,917.78	0.00	0.00	0.00	0.00	140,917.78	(307.95)	(48,147.05)	0.00	0.00	92,462.78
Individual Electoral Register	46,494.30	0.00	0.00	0.00	0.00	46,494.30	0.00	0.00	0.00	0.00	46,494.30
Infrastructure Staffing	186,600.00	0.00	0.00	0.00	0.00	186,600.00	(28,149.00)	(28,149.00)	0.00	0.00	130,302.00
LEA / ALN Grant	141,379.16	0.00	0.00	0.00	0.00	141,379.16	0.00	0.00	0.00	0.00	141,379.16
Participatory Budget	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Period Poverty	77,687.05	0.00	0.00	0.00	0.00	77,687.05	0.00	0.00	0.00	0.00	77,687.05
Planning WAG Grant - Planning Committee	2,103.66	0.00	0.00	0.00	0.00	2,103.66	0.00	0.00	0.00	0.00	2,103.66
Regen General Contributions Unapplied (Town Centre Management)	51,172.25	0.00	0.00	0.00	0.00	51,172.25	0.00	0.00	0.00	0.00	51,172.25
Rights of Way Diversions	20,255.00	0.00	0.00	0.00	0.00	20,255.00	0.00	0.00	0.00	0.00	20,255.00
Scrutiny Development	7,867.15	0.00	0.00	0.00	0.00	7,867.15	0.00	0.00	0.00	0.00	7,867.15
Small & Rural Schools Grant	7,601.00	0.00	0.00	0.00	0.00	7,601.00	0.00	0.00	0.00	0.00	7,601.00
SMIFFs	2,688.84	0.00	0.00	0.00	0.00	2,688.84	0.00	0.00	0.00	0.00	2,688.84
Syrian Resettlement Programme	184,530.38	0.00	0.00	0.00	0.00	184,530.38	0.00	0.00	0.00	0.00	184,530.38
Tai Calon Highways Maintenance (Commuted Sums)	396,058.80	0.00	0.00	0.00	0.00	396,058.80	(21,183.00)	0.00	0.00	0.00	374,875.80
Youth Service	256,433.34	0.00	0.00	0.00	0.00	256,433.34	0.00	0.00	0.00	0.00	256,433.34
Total Revenue Grants and Contributions Unapplied:	3,249,777.39	0.00	0.00	0.00	0.00	3,249,777.39	(49,639.95)	(274,354.47)	0.00	0.00	2,925,782.97
Total:	32,185,869.96	0.00	0.00	0.00	0.00	32,185,869.96	(375,354.70)	(415,585.72)	0.00	(138,003.55)	31,256,925.99
							TRUE	TRUE	TRUE	TRUE	TRUE

Fees and Charges Forecast 2022/2023 (As at September 2022)

Portfolio	Service	Description of Income	Income Source	Revised Estimate 2022/2023	Forecast	Variance Favourable / (Adverse)	Variance Favourable / (Adverse) as at June 2022
				£	£	£	£
Fees & Charges							
Corporate Services	Communications	Advertising	Fees & Charges	3,000	2,082	(918)	(918)
Corporate Services	Business Support	External Printing and photocopying charges.	Fees & Charges	8,160	3,237	(4,923)	(4,923)
Corporate Services	Legal Fees	Legal Charges	Fees & Charges	14,330	3,156	(11,174)	(11,174)
Corporate Services	Corporate Support	Land Charges	Fixed - Set Locally	32,150	44,493	12,343	12,343
Economy	General Offices	Rental Income	Fees & Charges	810	33,078	32,268	7,503
Economy	Departmental	Reimbursement of staff costs and receipts for external works	SLA				
				70,469	38,000	(32,469)	0
Environment	Household & Trade Waste Collection	Trade Waste Collection & Disposal Income - Commercial	Fees & Charges	0	0	0	0
Environment	Enforcement Team		Fees & Charges	2,030	17,657	15,627	0
Environment	Recycling Collection	Recycling Collection & Disposal Income - Commercial Customers	Fees & Charges	0	0	0	93,856
Environment	Trade Waste	Trade Waste Collection & Disposal Income - Commercial Customers	Fees & Charges	298,818	298,818	0	(80,112)
Environment	Bulky Waste Collection	Bulky Waste Collection	Fees & Charges	71,690	68,210	(3,480)	(6,394)
Environment	Recycling Disposal	Sale of Recyclate Materials	Fees & Charges	879,384	862,445	(16,939)	(16,939)
Environment	County Borough Cleansing	C&CR - External Cleansing Works	Fees & Charges	220	366	146	8,401
Environment	Cemeteries / Crematorium	Burial Fees	Fees & Charges	494,814	455,419	(39,395)	(39,395)
Environment	Cemeteries / Crematorium	General Properties	Fees & Charges	3,000	3,000	0	0
Social Services	Meals On Wheels	Sale of Meals	Fees & Charges	175,280	154,889	(20,391)	(10,391)
Environment	Grounds Maintenance	Income from Letting of Playing Fields, Ground Rent & Way Leaves	Fees & Charges	76,395	130,994	54,599	54,599
Environment	General Properties	Rental Income	Fees & Charges	8,160	6,642	(1,518)	(1,518)
Environment	Cwmcrachen Caravan Site	Rental	Fees & Charges	113,948	115,683	1,735	3,425
Environment	Dog Wardens - now in	Byelaw Enforcement Fees	Fees & Charges	0	0	0	0
Environment	Corporate Landlord	Civic Centre - Rental of Land	Miscellaneous	184	309	125	125
Environment	School Catering Service	Sale of Meals	Fees & Charges	954,054	834,679	(119,375)	(112,214)
Financial Management and Strategy	Accountancy Division	Administration charges for administering Appointeeships	Fees & Charges	26,030	26,945	915	(7,882)
Infrastructure	Technical Services - Engineering & Property Management	Reimbursement of staff costs and receipts for external works	Fees & Charges	427,317	326,059	(101,258)	0
Infrastructure	FEP - Increase in Income	Fees	Fees & Charges	0	0	0	0
Infrastructure	Licensing (Highway Permits)	Skips & Scaffolding Permits	Fees & Charges	52,369	52,369	0	0
Infrastructure	General Administration and Markets	Rental income	Fees & Charges	30,351	14,340	(16,011)	0
Infrastructure	Traffic Orders	Income from contractors, Welsh Water etc. for road works	Fees & Charges	25,307	51,012	25,705	0
Infrastructure	Road and Street Works Acts	Inspection fees, section 74's, FPN, coring, Dropped kerbs etc.	Fees & Charges	52,850	52,850	0	0
Infrastructure	Highways Adoptions	Highway Searches	Fees & Charges	9,950	8,550	(1,400)	0
Infrastructure	Multi-storey Carparks	Charge to Coleg Gwent	Fees & Charges	30,000	30,000	0	0
Infrastructure	Civil Parking Enforcement	FPN's	Fees & Charges	105,000	89,942	(15,058)	(44,880)
Infrastructure	Public Transport Co-Ordination	Charge to bus companies for use of Brynmawr Bus Station	Fees & Charges	234	234	0	0
Licensing	Hackney Carriages	Licence Fees	Fees & Charges	46,931	41,299	(5,631)	(7,267)
Licensing	Private Hire Vehicles	Licence Fees	Fees & Charges	1,830	3,337	1,507	2,392
Licensing	Scrap Metal	Sale of Scrap Metal	Fees & Charges	600	3,102	2,502	2,483
Planning	Enforcement	Enforcement Fees	Fees & Charges	610	0	(610)	(610)
Planning	Development Plans	Heritage Officer Income	Fees & Charges	0	0	0	0
Social Services	Other Children's and Family Services	Training Fees (Early Years tied in with expenditure which is set	Fees & Charges	0	0	0	0
Social Services	Older People aged 65 or over	Fees & Charges in respect of Care (Cwrt Mytton, Home Care, Extra Care & Joint Day Care Unit)	Fees & Charges	598,350	562,346	(36,004)	5,584
Social Services	Adults aged under 65 with Learning Disabilities	Fees & Charges in respect of Care (Augusta, Supported Living Bungalows & Community Options)	Fees & Charges	341,150	75,094	(266,056)	(268,042)
Social Services	Adults aged under 65 with Mental Health Needs	Fees & Charges in respect of Care (Vision House & Ysbyty'r Tri Chwm)	Fees & Charges	25,420	1,174	(24,246)	(24,246)
Social Services	Support Service and Management Costs	Fees & Charges in respect of Piper Alarms (IAA)	Fees & Charges	0	0	0	0
			Sub - Total	4,981,195	4,411,810	(569,385)	(446,195)

Fees and Charges Forecast 2022/2023 (As at September 2022)

Portfolio	Service	Description of Income	Income Source	Revised Estimate 2022/2023	Forecast	Variance Favourable / (Adverse)	Variance Favourable / (Adverse) as at June 2022	
				£	£	£	£	
Fees & Charges - Set Nationally								
Corporate Services	Registration of Births, Marriages and Deaths	Registration of Births, Marriages and Deaths	Fixed - Set Nationally	94,770	86,095	(8,675)	(8,675)	
Environment	Food Safety	Hygiene ratings & Health Certificates	Fixed - Set Nationally	2,162	13,414	11,252	11,252	
Environment	Control of Pollution	Environmental Permits	Fixed - Set Nationally	17,228	10,378	(6,850)	(6,850)	
Environment	Health and Safety at Work (Commercial Prem.)	Petroleum + Tattoo Licences	Fixed - Set Nationally	0	2,865	2,865	2,565	
Environment	Trading Standards	Explosives Licences	Fixed - Set Nationally	0	0	0	0	
Licensing	Licence Fees	Various (Gambling, Premises/ Clubs & Street Trading)	Fixed - Set Nationally	56,968	56,278	(690)	(687)	
Planning	Dealing with Applications	Planning Application Fees	Fees & Charges	213,360	216,878	3,518	0	
Planning	Building Regulations	Building Regulation Fees	Fixed - Set Nationally	95,620	95,620	0	0	
Social Services	Older People aged 65 or over	CHC Income (Home Care)	Fixed - Set Nationally	0	19,671	19,671	44,671	
Social Services	Adults aged under 65 with Learning Disabilities	CHC Income (Augusta House; Supported Living Bungalows; Community Options)	Fixed - Set Nationally	50,000	109,500	59,500	23,288	
Social Services	Community Care	Fees & Charges in respect of Care	Fixed - Set Nationally	2,896,975	2,973,192	76,217	(39,397)	
Social Services	Older People aged 65 or over	Sale of Property (Cwrt Mytton)	Fixed - Set Nationally	0	0	0	44,671	
Social Services	Community Care	Sale of Property	Fixed - Set Nationally	292,340	15,730	(276,610)	(288,599)	
Social Services	Community Care	CHC Income	Fixed - Set Nationally	0	0	0	(690)	
Social Services	Support Service and Management Costs	CHC Income (Adult Service Managers)	Fixed - Set Nationally	0	0	0	0	
				Sub - Total	3,719,423	3,599,621	(119,802)	(218,451)
Fees & Charges - In Line with Local Agreements								
Economy	Industrial Land	Ground rent and commercial bookings	Fixed - Set Locally	2,750	2,750	0	0	
Economy	Nursery Units/Misc. Industrial Premises	Rental income for industrial units	Fixed - Set Locally	808,200	890,726	82,526	87,080	
Economy	Estates - Non Rechargeable	Ground Rent	Fixed - Set Locally	145,110	118,200	(26,910)	(26,910)	
Economy	Financial Support to Business	Ground rent and commercial bookings	Fixed - Set Locally	2,650	2,650	0	0	
Economy	CSCS	Charges for Construction Skills Certificates	Fixed - Set Locally	10,200	524	(9,676)	(9,766)	
Environment	Corporate Landlord	Little Stars Nursery - Rent (Recovery of costs)	Miscellaneous	8,839	13,287	4,448	4,448	
Education	Inter Authority Recoupment	Charges to other Local Authorities for SEN placements within Blaenau Gwent Schools	Fixed - Set Locally	301,930	369,150	67,220	67,220	
				Sub - Total	1,279,679	1,397,287	117,608	122,072
				TOTAL - FEES & CHARGES	9,980,297	9,408,718	(571,579)	(542,573)
SLA								
Aneurin Leisure Trust	SLA Income	Provision of Support Services	SLA	213,410	213,410	0	0	
Environment	Grounds Maintenance	SLA	SLA	168,220	162,671	(5,549)	(472)	
Financial Management and Strategy	Accountancy Division	Support Services SLA with Schools	SLA	185,480	185,480	0	0	
Corporate Services	Organisational Development, Payroll & Health & Safety	Support Services SLA with Schools	SLA	319,620	319,620	0	0	
Corporate Services	Legal Fees & GDPR	Support Services SLA with Schools	SLA	41,980	41,980	0	0	
Corporate Services	Communications	Support Services SLA with Schools	SLA	3,250	3,250	0	0	
Corporate Services	Performance (SIMS Support)	Support Services SLA with Schools	SLA	77,270	77,270	0	0	
Corporate Services	Business Support (Courier)	Support Services SLA with Schools	SLA	5,770	5,770	0	0	
Financial Management and Strategy	Creditors Division	Support Services SLA with Schools	SLA	6,480	6,480	0	0	
Corporate Services	ICT	Support Services SLA with Schools	SLA	0	0	0	0	
Environment	School Catering	SLA with Schools (excludes Corporate Landlord)	SLA	1,179,391	1,179,391	0	0	
Environment	Cleaning Services	SLA with Schools	SLA	1,124,130	1,124,130	0	0	
Infrastructure	CPM - Schools Biodiversity SLA	SLA with Schools	SLA	14,566	20,625	6,059	8,634	
Infrastructure	Winter Maintenance	SLA with LA's for salt Storage	SLA	13,260	13,260	0	0	
				Sub - Total	3,352,827	3,353,337	510	8,162

Fees and Charges Forecast 2022/2023 (As at September 2022)

Portfolio	Service	Description of Income	Income Source	Revised Estimate 2022/2023	Forecast	Variance Favourable / (Adverse)	Variance Favourable / (Adverse) as at June 2022
				£	£	£	£
Court Fees/Fixed Penalty Notices/Fines							
Corporate Services	Corporate Services and Strategy	Legal income and land charges. Advertising	Court Fees/FPN/Fines/Legal	10,000	2,640	(7,360)	(7,360)
Education	Welfare Service	Fixed Penalty Notices	Court Fees/FPN/Fines/Legal	2,190	1,928	(262)	(263)
Environment	Littering and Dog Control Orders -	Income in relation to FPNs	Court Fees/FPN/Fines/Legal	0	0	0	0
Corporate Services	Payroll Division	Attachment Orders	Court Fees/FPN/Fines/Legal	1,020	343	(677)	(677)
Financial Management and Strategy	Council Tax Collection	Court Costs	Court Fees/FPN/Fines/Legal	162,680	162,680	0	0
Financial Management and Strategy	NNDR	Court Costs	Court Fees/FPN/Fines/Legal	1,800	0	(1,800)	(1,800)
Corporate Services	Housing Benefits Account	Admin Penalties	Court Fees/FPN/Fines/Legal	25,000	0	(25,000)	(25,000)
			Sub - Total	202,690	167,591	(35,099)	(35,100)
Consortium Arrangements							
Economy	General Offices	Annual Service & Rental Charge to Torfaen CBC in relation to Archives	Consortium Arrangements	49,970	71,981	22,011	0
Environment	Disposal Of Waste	Contribution from SVWS	Consortium Arrangements	110,000	0	(110,000)	(110,000)
Environment	Cemeteries / Crematorium	Crematorium Income - Reallocation of surplus at year end	Consortium Arrangements	41,925	41,925	0	0
Environment	20 Church Street	Housing Advice Centre Contribution	Consortium Arrangements	12,454	13,550	1,096	1,096
Environment	Housing Access	Income from Housing Associations in relation to Administration of the Common Housing Register	Consortium Arrangements	110,760	128,392	17,632	10,083
Environment	Environmental Health	Public Protection Collaboration with Torfaen CC	Consortium Arrangements	0	0	0	0
			Sub - Total	325,109	255,848	(69,261)	(98,821)
Miscellaneous							
Education	Supporting Special Educational Needs	Internal Income - Recovery of pupil lead funding from schools.	Internal Income	104,040	69,296	(34,744)	(34,744)
Corporate Services	Cross Cutting	Rebates - Energy & Randstad	Miscellaneous	32,500	32,500	0	0
Corporate Services	Cross Cutting	Purchase Card Income	Miscellaneous	26,810	26,810	0	0
Infrastructure	L&A - Invasive Weeds	Contribution from Caerphilly for Treatment of Knotweed	Miscellaneous	10,200	10,200	0	0
			Sub - Total	173,550	138,806	(34,744)	(34,744)
			OVERALL TOTAL	14,034,473	13,324,300	(710,173)	(703,076)

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Agenda Item 8

Cabinet and Council only

Date signed off by the Monitoring Officer:

Date signed off by the Section 151 Officer:

Committee: **Corporate Overview and Performance Scrutiny Committee**
Date of meeting: **15th December 2022**
Report Subject: **Capital Budget Monitoring, Forecast for 2022/2023
Financial Year (As at 30 September 2022)**
Portfolio Holder: **Cllr S Thomas – Leader and Cabinet Member Corporate
Overview & Performance**
Report Submitted by: **Rhian Hayden – Chief Officer Resources**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Governance Audit Committee	Democratic Services Committee	Scrutiny Committee	Cabinet	Council	Other (please state)
	24/11/2022	06.12.22			15/12/22	18/01/22		

1. Purpose of the Report

- 1.1 To provide Members of the Corporate Overview and Performance Scrutiny Committee with an overview of each Portfolio's actual and forecast capital expenditure against funding approvals for the 2022/2023 financial year, as at 30th September 2022.

2. Scope and Background

- 2.1 This report provides details on the following:

- Forecast financial position to 31st March 2023 across all portfolios
- Details of any significant adverse and/or favourable variances

- 2.2 This report forms part of the councils financial reporting framework.

3. Options for Recommendation

3.1 Option 1 (Recommended Option)

To accept the report and

- Provide appropriate challenge to the financial outcomes in the report.
- Continue to support appropriate financial control procedures agreed by Council.
- To note the budgetary control and monitoring procedures in place within the Capital Team, to safeguard Authority funding.

3.2 Option 2

Do not accept the report.

4. **Evidence of how does this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**

4.1 This report supports the Forward Looking Corporate Plan 2022/27 as it ensures effective forward financial planning arrangements are in place to support the Council’s financial resilience. This is a key element to achieving “An ambitious and innovative council delivering quality services at the right time and in the right place”

The Capital programme allows the council to invest in connectivity, Community & Decarbonisation measures, to aid us in “Responding to the nature and climate crisis and enable connected communities”.

5. **Implications Against Each Option**

5.1 ***Impact on Budget (short and long term impact)***

5.1.1 The current capital programme is approximately £136m and is funded by: -

WG Grant -£108m
 Other grant funding - £6m
 Council Resources – £22m

It is forecast that expenditure of £68.7m will be incurred on capital projects / schemes during 2022/23, with the remainder allocated for use in future years.

The overall financial position as forecast at 30th September 2022 indicates a minor overspend of £0.015m against a total in year capital budget of £68.7m.

The overall position across all Portfolios is shown below: -

Total Approvals Q1 (Sept 2022)	Future funding	In year funding	Forecast Expenditure to 31/03/2023	Actual Expenditure to 30/09/2022 (Month 6)	Forecast Variance underspent / (overspent)
£000	£000	£000	£000	£000	£000
136,000	66,946	69,054	68,720	11,563	(16)

5.1.2 The overspend relates to two schemes:-

- Innovation for Decarbonisation – WBRID – adverse variance £8,125
- Play Equipment – adverse variance £7,635

Budget holders are reviewing costs and exploring funding options.

- 5.1.3 There is a high level of uncertainty surrounding the impact inflation will have on construction costs, particularly where contracts have yet to be let / awarded.
- 5.1.4 Technical Services have been proactive in value engineering such as substitution of materials and methods with less expensive alternatives, without sacrificing functionality to ensure contracts are kept within budget.
- 5.1.5 Accountancy are working with Budget holders to ensure early identification of projects at risk of exceeding the budget. Where overspends are identified, budget holders will explore options for funding variation or re-profile.

5.2 Risk including Mitigating Actions

- 5.2.1 Expenditure against external funding approvals needs to be maximised in order to avoid loss of funding. If significant delays in capital expenditure are anticipated or contract costs rise due to the impact of Covid-19, inflation pressures and the cost of living crisis, liaison with funding bodies will be required at the earliest opportunity in order to secure approval for funding re-profile.
- 5.2.2 There is a high level of uncertainty surrounding the impact inflation will have on construction costs, particularly where contracts have yet to be let / awarded. For those contracts which have been let and are on site, Technical Services have been proactive in value engineering such as substitution of materials and methods with less expensive alternatives, without sacrificing functionality to ensure contracts are kept within budget. Where budgets are forecast to be exceeded, project officers are either exploring funding variations or re-profile.
- 5.2.3 If funding re-profile cannot be agreed and capital schemes are not kept within budget, then capital reserves may be committed beyond affordable levels, with the consequence that projects that have not yet commenced may be deferred or not undertaken, so impacting upon future Capital Programmes.
- 5.2.4 If capital schemes do not achieve the required level of expenditure within the correct financial year and further peaks of inflation results in projects facing significant delay, funding may be lost to the Authority and be detrimental to the Authority's chances of securing future funding.
- 5.2.5 The aforementioned risks are mitigated as far as possible through close working relationship with Budget Holders, Technical Services and external funding bodies such as Welsh Government. This ensures that where possible, funding is maximised or funding amendments are secured should the need arise
- 5.2.6 Where overall funding approvals are likely to be exceeded and additional compensatory funding sources cannot be identified, budget holders will initially report the consequences to the Corporate Leadership Team, including proposals to defer/delete other approved schemes.

5.3 Legal N/A

5.4 **Human Resources**
N/A

6. **Supporting Evidence**

6.1 ***Performance Information and Data***

6.1.2 The Capital Expenditure Report is attached at Appendix 1.

6.1.3 Appendix 2 provides information of funding changes since the first quarter report.

6.2 ***Expected outcome for the public***

6.2.1 The report details the financial implications for the Council in providing capital investment for the communities of Blaenau Gwent.

All forecast overspends and underspends are managed in order that secured funding approvals are not lost and to mitigate any potential adverse impact upon future Capital investment in Blaenau Gwent.

6.3 ***Involvement (consultation, engagement, participation)***

The Capital Programme is developed to support the Council's strategic priorities and is considered and agreed by full Council. Corporate Overview & Performance Scrutiny and Cabinet consider the budget monitoring reports on a quarterly basis and provide challenge as appropriate.

6.4 ***Thinking for the Long term (forward planning)***

It is essential that all forecast overspends and underspends are managed in order that secured funding approvals are not lost and to mitigate any potential adverse impact upon the future capital programme.

6.5 ***Preventative focus***

Accountancy will continue their close working relationship with budget holders and external funding bodies to ensure that funding is maximised or funding amendments are secured in future financial years.

Accountancy with Budget holders monitor schemes / projects to ensure early identification of schemes / projects at risk of exceeding the budget. Where potential overspends are identified, budget holders will explore options to mitigate / minimise the forecast overspend.

6.6 ***Collaboration / partnership working***

Accountancy works closely with budget holders in producing the financial forecast and with external funding bodies to ensure that where possible funding is maximised or funding amendments are secured should the need arise.

6.7 ***Integration (across service areas)***

N/A

6.8 ***Decarbonisation and Reducing Carbon Emissions***

The Council is committed to the Decarbonisation Plan to achieve a carbon neutral public sector by 2030. The Capital Programme currently contains schemes which promote the reduction of carbon emissions such as ReFIT, Electric Vehicle Charge Points, Innovation for Decarbonisation - WBRID and the purchase of Ultra Low Emission Vehicles. New Council buildings should be designed to the latest energy efficiency standards.

6.9 ***Integrated Impact Assessment***

N/A

7. ***Monitoring Arrangements***

The Corporate Leadership Team, Corporate Overview & Performance Scrutiny Committee and Cabinet consider the budget monitoring reports on a quarterly basis and provide challenge as appropriate.

Background Documents /Electronic Links

- Appendix 1 – Funding Estimates Summary
- Appendix 2 – Information on Capital Funding Changes 2022/23

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Capital Programme Funding Estimates Summary

<i>Portfolio</i>	<i>Total Funding</i>	<i>In Year Budget</i>	<i>Future Funding</i>	<i>Expenditure To: September 2022</i>	<i>Remaining in Year Budget</i>	<i>Forecast Expenditure</i>	<i>Forecast Variance (Adv)/Fav</i>
Corporate Services Portfolio	2,105,459	722,723	1,382,736	51,644	671,079	722,723	0
Social Services Portfolio	5,525,471	4,216,364	1,309,107	972,374	3,243,990	4,216,364	0
Economy Portfolio	17,021,418	9,039,915	7,981,503	1,734,081	7,313,959	9,048,040	(8,125)
Education and Active Living	32,884,836	15,408,407	17,476,429	1,329,605	14,086,437	15,416,042	(7,635)
Environment Portfolio	4,902,622	910,332	3,992,290	492,221	418,111	910,332	0
Infrastructure Portfolio	69,169,399	38,748,777	30,420,622	6,975,616	31,773,161	38,748,777	0
All Portfolios	4,390,816	7,152	4,383,664	7,152	0	7,152	0
Total Capital Funding	136,000,021	69,053,670	66,946,351	11,562,692	57,506,738	69,069,430	(15,760)

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Code	Scheme	Total Funding	In Year Budget	Future Funding	Expenditure to: September 2021	Remaining in Year Budget	Forecast Expenditure	Forecast Variance (Adv)/Fav
Corporate Services Portfolio								
Corporate Services								
327102	Corporate Properties H&S and Capital Wo	303,929	20,419	283,510	20,418	1	20,419	0
327103	Civic Centre Decommissioning	993,507	380,304	613,203	31,225	349,079	380,304	0
327104	Democratic & Community Hubs	44,412	0	44,412	0	0	0	0
327106	ICT Roadmap	763,611	322,000	441,611	0	322,000	322,000	0
Corporate Services		2,105,459	722,723	1,382,736	51,644	671,079	722,723	0
Corporate Services Portfolio		2,105,459	722,723	1,382,736	51,644	671,079	722,723	0

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Code	Scheme	Total Funding	In Year Budget	Future Funding	Expenditure to: September 2021	Remaining in Year Budget	Forecast Expenditure	Forecast Variance (Adv)/Fav
Social Services Portfolio								
Childrens Services								
323152	Beaufort Road - Extension Training Flat	38,978	38,978	0	32,827	6,151	38,978	0
324719	Flying Start - Cwm 2	30,000	30,000	0	0	30,000	30,000	0
324721	Flying Start - Ebbw Vale North	2,082	2,082	0	0	2,082	2,082	0
324724	Flying Start - Sirhowy Primary	3,840	3,840	0	90	3,750	3,840	0
324728	Flying Start - Blaina ICC	235,000	235,000	0	0	235,000	235,000	0
324735	Flying Start Brynithel FS Centre	606	606	0	0	606	606	0
324736	Flying Start Additional Works	85,153	85,153	0	24,058	61,095	85,153	0
324737	Flying Start Capital (Covid-funding)	12,863	12,863	0	0	12,863	12,863	0
324738	FS Covid Recovery - Cwm Dev. Garden S	109,150	109,150	0	520	108,630	109,150	0
324739	FS Covid Recovery - Scout Hall	49,671	49,671	0	493	49,178	49,671	0
324771	Childcare Offer - Badminton Scheme	1,500,000	1,500,000	0	0	1,500,000	1,500,000	0
324772	Childcare Offer - Blaina ICC Scheme	1,101,552	428,936	672,616	1,255	427,681	428,936	0
324773	Childcare Offer - Swfryd Scheme	726,632	726,632	0	432,050	294,582	726,632	0
324775	Childcare Offer - Brynmawr	532,230	2,200	530,030	2,200	0	2,200	0
Childrens Services		4,427,757	3,225,111	1,202,646	493,493	2,731,618	3,225,111	0
Adult Services								
323003	Health & Safety	35,121	35,121	0	34,590	531	35,121	0
323005	Tackling Food Poverty - WLGA	34,279	4,535	29,744	4,535	0	4,535	0
323120	Disabled equipment	285,000	285,000	0	179,750	105,250	285,000	0
323144	ICF Main Capital Programme	75,789	2,205	73,584	2,205	0	2,205	0

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<i>Code</i>	<i>Scheme</i>	<i>Total Funding</i>	<i>In Year Budget</i>	<i>Future Funding</i>	<i>Expenditure to: September 2022</i>	<i>Remaining in Year Budget</i>	<i>Forecast Expenditure</i>	<i>Forecast Variance (Adv)/Fav</i>
323147	Intermediate Care Fund	3,133	0	3,133	0	0	0	0
323149	Better Care Capital Project	13,862	13,862	0	12,515	1,347	13,862	0
323151	Augusta House - Enablement Pods	463,197	463,197	0	174,378	288,819	463,197	0
323154	WLGA - Care & Support Equipment & Ada	187,333	187,333	0	70,909	116,424	187,333	0
	Adult Services	1,097,714	991,253	106,461	478,882	512,371	991,253	0
	Social Services Portfolio	5,525,471	4,216,364	1,309,107	972,374	3,243,990	4,216,364	0

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Code	Scheme	Total Funding	In Year Budget	Future Funding	Expenditure to: September 2022	Remaining in Year Budget	Forecast Expenditure	Forecast Variance (Adv)/Fav
Economy Portfolio								
Tredegar Regeneration								
326163	Tredegar HLF	524,123	0	524,123	0	0	0	0
	Tredegar Regeneration	524,123	0	524,123	0	0	0	0
Ebbw Vale Town Centre								
326191	TRI - Urban Centre Commercial Property I	505,570	505,570	0	243,424	262,147	505,570	0
	Ebbw Vale Town Centre	505,570	505,570	0	243,424	262,147	505,570	0
Valleys Regional Park								
326200	VRP Ebbw Fach Trail	899	0	899	0	0	0	0
326205	VRP - Discovery Gateway	19,778	0	19,778	0	0	0	0
326207	Parc Bryn Bach - Co Working Space	298	0	298	0	0	0	0
	Valleys Regional Park	20,975	0	20,975	0	0	0	0
The Works Site								
325097	Big Arch	960,057	960,057	0	797,174	162,883	960,057	0
325103	Learning Works	37,985	0	37,985	0	0	0	0
325220	Site Investigation Works	19,001	0	19,001	0	0	0	0
	The Works Site	1,017,043	960,057	56,986	797,174	162,883	960,057	0
Other Regeneration								
326006	Tech Valley s Initiative	403,604	0	403,604	0	0	0	0

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Code	Scheme	Total Funding	In Year Budget	Future Funding	Expenditure to: September 2022	Remaining in Year Budget	Forecast Expenditure	Forecast Variance (Adv)/Fav
326180	Lime Avenue Business Park	430,679	11,096	419,583	11,096	0	11,096	0
326181	Lime Avenue Employment park	2,495,101	0	2,495,101	0	0	0	0
326182	Box Works	5,251	5,251	0	5,251	0	5,251	0
326183	Regain 2	5,122,418	5,122,418	0	354,971	4,767,447	5,122,418	0
326184	Brexit Schemes	419,465	0	419,465	0	0	0	0
326193	TRI - Town Centre COVID-19 recovery ad:	488,710	6,225	482,485	6,225	0	6,225	0
326194	TT - Trinity Chapel & Abertillery Librar	1,150,388	1,150,388	0	0	1,150,388	1,150,388	0
326225	Heat Networks Project	17,385	0	17,385	0	0	0	0
326227	Innovation for Decarbonisation - WBRID	201,240	201,240	0	209,365	0	209,365	(8,125)
326251	Constrained Units	190,000	0	190,000	0	0	0	0
326252	Constrained Units - Roseheyworth	6,409	0	6,409	0	0	0	0
326265	Victoria Business Park - Development	8,747	0	8,747	0	0	0	0
326266	Brynmawr Retail Development	747,929	747,929	0	0	747,929	747,929	0
326267	Blaenau Gwent Digital	36,218	20,581	15,637	20,581	0	20,581	0
326268	Covid Recovery for Town Centres	55,902	18,133	37,769	18,133	0	18,133	0
326269	HiVE – Hi Value Engineering Centre - Mor	2,951,095	67,861	2,883,234	67,861	0	67,861	0
326271	Land Release Fund - Pithead Baths	223,166	223,166	0	0	223,166	223,166	0
Other Regeneration		14,953,707	7,574,288	7,379,419	693,483	6,888,930	7,582,413	(8,125)
Economy Portfolio		17,021,418	9,039,915	7,981,503	1,734,081	7,313,959	9,048,040	(8,125)

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Code	Scheme	Total Funding	In Year Budget	Future Funding	Expenditure to: September 2021	Remaining in Year Budget	Forecast Expenditure	Forecast Variance (Adv)/Fav
Education and Active Living								
Education Services								
324125	Education Minor Works	5,360	5,360	0	4,401	959	5,360	0
324138	Education Capital Maintenance	180,369	180,369	0	180,369	0	180,369	0
324139	Education Capital Maintenance 20/21	52,826	52,825	1	0	52,825	52,825	0
324141	Bryn Bach - Kitchen Rep & Classroom ren	30,000	30,000	0	0	30,000	30,000	0
324142	Georgetown Windows & Boiler Replaceme	6,206	6,206	0	0	6,206	6,206	0
324143	Rhos-y-fedwyn - Refurbishment	3,945	3,945	0	1,053	2,892	3,945	0
324144	St Marys - Refurbishment	187,270	187,270	0	12,979	174,291	187,270	0
324145	Tredegar Comp - Food & Technology	30,070	30,070	0	5,949	24,121	30,070	0
324146	Deighton - Kitchen	57,851	57,851	0	0	57,851	57,851	0
324147	Tredegar Comp Upgrade Services and Ac	3,450	3,450	0	0	3,450	3,450	0
324148	Coed y Garn Roof & Remedial Works	58,261	58,261	0	12,250	46,011	58,261	0
324149	Brynbach Primary Disabled Adaptations	60,061	60,061	0	14,170	45,891	60,061	0
324151	Tredegar Comp Upgrade Electrical Supply	10,625	10,625	0	0	10,625	10,625	0
324152	Brynmawr Refurbishment	81,198	81,198	0	80,221	977	81,198	0
324154	Abertillery Learning Community	193	193	0	0	193	193	0
324156	River Centre Boiler	3,367	3,367	0	0	3,367	3,367	0
324157	Tredegar Comprehensive Kitchen Electric	48,273	48,273	0	0	48,273	48,273	0
324161	Pen Y Cwm – Refurbishment Works	54,133	54,133	0	7,597	46,536	54,133	0
324166	Beaufort Hill Boiler	98,274	98,274	0	411	97,863	98,274	0
324167	Soffryd Boiler	50,000	50,000	0	411	49,589	50,000	0
324168	St Marys Boiler	99,213	99,213	0	822	98,391	99,213	0

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324170	Deighton Fire Alarm	11,453	11,453	0	0	11,453	11,453	0
324171	Abertillery LC Doors	60,025	60,025	0	49,145	10,880	60,025	0
324172	Brynmawr Foundation Doors	41,982	41,982	0	39,975	2,007	41,982	0
324174	River Centre Windows/Ventilation	95,401	95,401	0	81,929	13,472	95,401	0
324175	River Centre Classroom and Toilets	50,000	50,000	0	12,135	37,865	50,000	0
324179	Ebbw Fawr Internal Remodelling	100,000	100,000	0	27,995	72,005	100,000	0
324180	Tredegar Urgent Works IT suite staff roo	75,000	75,000	0	6,920	68,080	75,000	0
324182	Brynmawr Running Track	120,000	120,000	0	0	120,000	120,000	0
324183	Swffryd	120,000	120,000	0	0	120,000	120,000	0
324184	Tredegar Path	35,000	35,000	0	25,682	9,318	35,000	0
324185	Glanhowy Ramp	100,000	100,000	0	0	100,000	100,000	0
324186	Roseheyworth Primary - Reboiling	50,000	50,000	0	210	49,790	50,000	0
324201	Class Size - Willowtown	5,444	5,444	0	0	5,444	5,444	0
324203	Period Poverty	5,028	5,028	0	0	5,028	5,028	0
324206	Georgetown S106	69,557	0	69,557	0	0	0	0
324207	St. Josephs s106	35,000	35,000	0	7,301	27,699	35,000	0
324250	Electrical Upgrade - Blaen y Cwm	101,681	101,681	0	2,384	99,297	101,681	0
324251	Electrical Upgrade - Georgetown	29,652	29,652	0	6,560	23,092	29,652	0
324252	Electrical Upgrade - Glanhowy	9,763	9,763	0	9,763	0	9,763	0
324253	Universal Free School Meals Equipment	757,915	757,915	0	247,329	510,586	757,915	0
324260	Electrical Kitchen Upgrade-Sofrydd Prima	80,787	80,787	0	98	80,689	80,787	0
324262	Electrical Kitchen Upgrade-St Marys CIW	19,346	19,346	0	5,893	13,453	19,346	0
324263	Electrical Kitchen Upgrade-St Josephs Pr	15,000	15,000	0	86	14,914	15,000	0

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Code	Scheme	Total Funding	In Year Budget	Future Funding	Expenditure to: September 2022	Remaining in Year Budget	Forecast Expenditure	Forecast Variance (Adv)/Fav
324519	Digital 2030 Capital Grant - Post 16	4,621	0	4,621	0	0	0	0
324530	ALN	403,998	381,699	22,299	25	381,674	381,699	0
324532	Ebbw Fawr ASD	3,890	0	3,890	0	0	0	0
324560	Schools IT Infrastructure	2,809	2,809	0	2,809	0	2,809	0
324580	Brynmaur 3G Pitch	173,004	173,004	0	138,038	34,966	173,004	0
324743	21st Century Schools Six Bells Project	326,624	326,624	0	887	325,737	326,624	0
324750	Band B - Welsh Medium New Build	9,853,337	5,433,331	4,420,006	22,810	5,410,521	5,433,331	0
324751	Band B - New Primary Ebbw Fawr Valley	8,569,508	4,895,000	3,674,508	4,056	4,890,944	4,895,000	0
324752	Band B - Secondary Remodelling Brynmaur	3,133,817	200,000	2,933,817	0	200,000	200,000	0
324753	Band B - Secondary Remodelling Abertillery	3,197,316	200,000	2,997,316	0	200,000	200,000	0
324754	Band B - Secondary Remodelling Tredegar	3,196,970	200,000	2,996,970	0	200,000	200,000	0
324755	Band B - Welsh Medium Remodelling Bro Morgannwg	751,111	431,058	320,053	183,845	247,213	431,058	0
324756	Band B - Rhosyfedwen	52,678	52,678	0	52,678	0	52,678	0
Education Services		32,778,662	15,335,624	17,443,038	1,249,187	14,086,437	15,335,624	0
Active Living Services								
329088	Bryn Bach Park Roof	12,439	0	12,439	0	0	0	0
329089	Abertillery LC Demolition	952	0	952	0	0	0	0
329092	ALC - Changing Room Refurbishment	20,000	0	20,000	0	0	0	0
329095	AWPOG - Play Equipment	49,850	49,850	0	49,850	0	49,850	0
329097	Play Equipment	22,933	22,933	0	30,568	0	30,568	(7,635)
Active Living Services		106,174	72,783	33,391	80,418	0	80,418	(7,635)

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<i>Code</i>	<i>Scheme</i>	<i>Total Funding</i>	<i>In Year Budget</i>	<i>Future Funding</i>	<i>Expenditure to: September 2021</i>	<i>Remaining in Year Budget</i>	<i>Forecast Expenditure</i>	<i>Forecast Variance (Adv)/Fav</i>
	Education and Active Living	32,884,836	15,408,407	17,476,429	1,329,605	14,086,437	15,416,042	(7,635)

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Code	Scheme	Total Funding	In Year Budget	Future Funding	Expenditure to: September 2021	Remaining in Year Budget	Forecast Expenditure	Forecast Variance (Adv)/Fav
Environment Portfolio								
Environmental Services								
327039	Kerbside Collections	2,052	0	2,052	0	0	0	0
327044	AHP Waste Collections	52,380	0	52,380	0	0	0	0
327045	BRC Decommissioning Project	191,777	0	191,777	0	0	0	0
327046	Repair Cafe	1,066	0	1,066	0	0	0	0
327061	CATS	80,000	0	80,000	0	0	0	0
327065	Re:Fit	2,064,888	1,620	2,063,268	1,620	0	1,620	0
327067	Market Hall - Asbestos Removal	18,606	0	18,606	0	0	0	0
327068	Cemeteries Investment Programme	9,137	0	9,137	0	0	0	0
327070	WRAP Cymru Capital Funding	3,792	0	3,792	0	0	0	0
327071	Education Centre	297,265	297,265	0	196,135	101,130	297,265	0
327074	New Vale HWRC Refurbishment Works	145,439	0	145,439	0	0	0	0
327080	Cemetery Capacity - Cefn Golau Tredegar	527,028	877	526,151	877	0	877	0
327081	Cemetery Capacity - Dukestown Tredegar	218,834	0	218,834	0	0	0	0
327082	Cemetery Capacity - Brynmawr	133,334	0	133,334	0	0	0	0
327083	Cemetery Capacity - Brynithel Abertillr	96,334	0	96,334	0	0	0	0
327090	Fly Tipping CCTV	961	0	961	0	0	0	0
327110	Allotment Support Grant	30,698	25,576	5,122	2,156	23,420	25,576	0
Environmental Services		3,873,591	325,338	3,548,253	200,788	124,550	325,338	0
Housing Environmental Health								
328221	Remediation of Contaminated Land/Dereli	102,564	0	102,564	0	0	0	0

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<i>Code</i>	<i>Scheme</i>	<i>Total Funding</i>	<i>In Year Budget</i>	<i>Future Funding</i>	<i>Expenditure to: September 2021</i>	<i>Remaining in Year Budget</i>	<i>Forecast Expenditure</i>	<i>Forecast Variance (Adv)/Fav</i>
350510	Improvement grants - new scheme	608,254	407,256	200,998	197,246	210,010	407,256	0
350550	Support for Independent Living	159,283	139,186	20,097	55,635	83,551	139,186	0
350560	Empty Property Grants	158,930	38,552	120,378	38,552	0	38,552	0
	Housing Environmental Health	1,029,031	584,994	444,037	291,433	293,561	584,994	0
	Environment Portfolio	4,902,622	910,332	3,992,290	492,221	418,111	910,332	0

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Infrastructure Portfolio								
Engineering Services								
328149	SRIC - Tredegar Footway Improvements	25,000	25,000	0	25,000	0	25,000	0
328280	Coal Tip Safety	200,700	200,700	0	596	200,104	200,700	0
328310	Local Transport Fund	1,925	1,925	0	1,925	0	1,925	0
328315	Local Transport Fund - Project Retention	16,020	0	16,020	0	0	0	0
328318	Active Travel Fund	783,487	783,362	125	29,410	753,952	783,362	0
328323	Resilient Roads Fund	79,001	79,001	0	60,111	18,890	79,001	0
328340	LTF Metro Plus	772,337	772,337	0	82,365	689,972	772,337	0
328344	LTF Bus Stop Infrastructure	387,813	387,813	0	144,931	242,882	387,813	0
328346	Bus Infrastructure Fund	100,000	100,000	0	3,434	96,566	100,000	0
328360	Rail Infrastructure Programme	66,293,022	36,000,000	30,293,022	6,601,832	29,398,168	36,000,000	0
328370	20mph Core Allocation	230,054	230,054	0	0	230,054	230,054	0
	Engineering Services	68,889,359	38,580,192	30,309,167	6,949,604	31,630,588	38,580,192	0
Highways Network Management								
328063	Bridge Strengthening Works	1,857	0	1,857	0	0	0	0
328270	Highways Improvement Works	165,918	165,918	0	23,345	142,573	165,918	0
328334	LGBI - Trinant Hall	11,402	2,667	8,735	2,667	0	2,667	0
328404	Flood Damage - Emergency Repairs	828	0	828	0	0	0	0
328405	Aberbeeg Road Repairs	100,035	0	100,035	0	0	0	0
	Highways Network Management	280,040	168,585	111,455	26,012	142,573	168,585	0

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Capital Programme - 2022/23 Funding Estimates
Capital Report 2022/23

Management Reports		Capital Programme Funding Estimates						
<i>Reporting Year: and Period: 2023/6</i>								

<i>Code</i>	<i>Scheme</i>	<i>Total Funding</i>	<i>In Year Budget</i>	<i>Future Funding</i>	<i>Expenditure to: September 2021</i>	<i>Remaining in Year Budget</i>	<i>Forecast Expenditure</i>	<i>Forecast Variance (Adv)/Fav</i>
	Infrastructure Portfolio	69,169,399	38,748,777	30,420,622	6,975,616	31,773,161	38,748,777	0

Capital Programme - 2022/23 Funding Estimates
Capital Report 2022/23

Management Reports

Reporting Year: and Period: 2023/6

Capital Programme Funding Estimates

<i>Code</i>	<i>Scheme</i>	<i>Total Funding</i>	<i>In Year Budget</i>	<i>Future Funding</i>	<i>Expenditure to: September 2021</i>	<i>Remaining in Year Budget</i>	<i>Forecast Expenditure</i>	<i>Forecast Variance (Adv)/Fav</i>
All Portfolios								
All Portfolios								
300300	City Deal	3,662,700	0	3,662,700	0	0	0	0
303990	OS Capital Admin/Design & Supervision	524,000	0	524,000	0	0	0	0
321112	Disabled Access - Special Programme	7,152	7,152	0	7,152	0	7,152	0
324672	The Company Shop - Tred	196,964	0	196,964	0	0	0	0
All Portfolios		4,390,816	7,152	4,383,664	7,152	0	7,152	0
All Portfolios		4,390,816	7,152	4,383,664	7,152	0	7,152	0

Capital Programme - 2022/23 Funding Estimates
Capital Report 2022/23

Management Reports		Capital Programme Funding Estimates						
<i>Reporting Year: and Period: 2023/6</i>								

<i>Code</i>	<i>Scheme</i>	<i>Total Funding</i>	<i>In Year Budget</i>	<i>Future Funding</i>	<i>Expenditure to: September 2021</i>	<i>Remaining in Year Budget</i>	<i>Forecast Expenditure</i>	<i>Forecast Variance (Adv)/Fav</i>
Total Capital Funding		136,000,021	69,053,670	66,946,351	11,562,692	57,506,738	69,069,430	(15,760)

End of Report

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Information on Capital Funding Changes 2022/23
New Approvals and/or material Funding Changes in Quarter Two

APPENDIX 2

Portfolio	Cost Centre	Scheme	Amount (£)	Funding Body	Type	Additional Information
Corporate Services						
	327102	Corporate Properties H&S and Capital Wor	-30,000	Blaenau Gwent	Capital Programme	Transfer to projects as agreed by Budget Holder.
Economy						
	327050	Pond Road Industrial Units	30,000	Blaenau Gwent	Capital Programme	Transfer from Corporate Properties H&S as agreed by Budget Holder.
Education, Active Living and Learning						
	324138	Education Capital Maintenance	136,227	Welsh Government	Education Capital Maintenance	Virement to individual projects
	324139	Education Capital Maintenance 20/21	-136,227	Welsh Government	Education Capital Maintenance	Virement to individual projects
	324253	Universal Free School Meals Equipment	667,974	Welsh Government	Universal Free School Meals	New Approval - Capital Grant funding to support the rollout of universal primary free school meals
	324253	Universal Free School Meals Equipment	-246,633	Welsh Government	Universal Free School Meals	Transfer to individual projects
	324250	Electrical Upgrade - Blaen y Cwm	101,681	Welsh Government	Universal Free School Meals	Transfer to individual project
	324251	Electrical Upgrade - Georgetown	29,652	Welsh Government	Universal Free School Meals	Transfer to individual project
	324252	Electrical Upgrade - Glanhowy	265	Welsh Government	Universal Free School Meals	Transfer to individual project
	324260	Electrical Kitchen Upgrade-Sofrydd Primary	80,689	Welsh Government	Universal Free School Meals	Transfer to individual project
	324262	Electrical Kitchen Upgrade-St Marys CIW primary	19,346	Welsh Government	Universal Free School Meals	Transfer to individual project
	324263	Electrical Kitchen Upgrade-St Josephs Primary	15,000	Welsh Government	Universal Free School Meals	Transfer to individual project
	324530	ALN	381,699	Welsh Government		New Approval - Capital Funding Grant to Support Learners with Additional Learning Needs
	324752	Band B - Secondary Remodelling Brynmawr	-45,920	Welsh Government	Sustainable Communities for Learning	Transfer of funding between projects
	324756	Band B - Rhosyfedwen	45,920	Welsh Government	Sustainable Communities for Learning	Transfer of funding between projects
Environment						
	328221	Contaminated Land - Cwmcrachen & Other	-50,000	Blaenau Gwent	Capital Programme	Correction to Capital Programme allocations in previous years

It should be noted that the funding changes detailed above will not balance to total funding changes between Q1 to Q2

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Agenda Item 9

Cabinet and Council only

Date signed off by the Monitoring Officer: N/A

Date signed off by the Section 151 Officer: N/A

Committee: **Corporate and Performance Scrutiny Committee**

Date of meeting: **15th December 2022**

Report Subject: **Workforce Strategy 2021-2026**

Portfolio Holder: **Councillor S. Thomas - Leader / Cabinet Member
Corporate Overview and Performance**

Report Submitted by: **Andrea J. Prosser – Head of Organisational
Development**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Governance and Audit Committee	Democratic Services Committee	Scrutiny Committee	Cabinet	Council	Other (please state)
	01.12.22	07.12.22			15.12.22		26.01.23	

1. Purpose of the Report

- 1.1 The purpose of this report is to provide Members of the Corporate and Performance Scrutiny Committee with progress against the Council's Workforce Strategy delivery plan for 2021/22 and the opportunity to scrutinise the delivery plan for 2022/23.

2. Scope and Background

- 2.1 The Council's Workforce Strategy 2021-26 ('the Strategy') was endorsed at Council on the 29th July 2021 and is attached at Appendix 1.
- 2.2 The Strategy is a key enabler in delivering the Council's ambition, the New Council Operating Model, and key priorities. It has a focus on the future, integrating the Council's vision, objectives and financial planning arrangements. It links service outcomes with the workforce required to deliver them and an on-going understanding of how the workforce should look in the future through continual review, re-alignment and measurement of how outcomes are achieved. The Strategy aims to ensure we have the right people, with the right skills, in the right place, at the right level, and at the right cost.
- 2.3 The five-year Strategy is underpinned by an annual delivery plan that supports its implementation. The delivery plans are developed and prioritised following engagement with key stakeholders including senior management, headteachers and trade union representatives.
- 2.4 The Strategy sets out five priority outcomes for the workforce:
- Healthy culture, effective leadership
 - Excellence in management across the Council
 - A highly motivated and engaged workforce
 - Evidence based decision making, planning and delivery
 - Modern 'Employer of Choice'

- 2.5 The delivery plan for 2021/22 focused on the transition from responding to the Covid-19 pandemic to a new future working model - "Agile Services delivered by an Agile Workforce" and set out the key actions under each of the priority outcomes. There has been good progress over the last year in achieving the priorities within the delivery plan given the backdrop of the pandemic and the need to focus resources on getting back to business as usual.
- 2.6 The key actions delivered in 2021/22 are set out in Appendix 2 and include:
- New Council operating model to include agile working for the workforce.
 - Agile Working Policy developed in social partnership with the trade unions.
 - Agile working hubs identified.
 - Workforce engagement to design the agile workspaces.
 - Transitional and strategic leadership of an agile workforce development sessions for the wider leadership team.
 - Home working allowances and revised mileage policy implemented.
 - Recruitment processes refined to support new ways of working.
 - Annual workforce profiles published and an internal review of recruitment and retention, diversity and age in the current workforce to support the development of directorate workforce plans.
 - External review of communications to include internal communications.
 - Health and safety and workforce wellbeing focus to support agile working.
 - Weekly Wellbeing bulletins published including a range of provisions for supporting staff wellbeing.
 - Care First awareness sessions for managers and Mental Wellbeing sessions for employees.
 - Annual review of sickness reported to the Corporate Leadership Team and Scrutiny Committee.
 - Draft Leadership Development Model.
 - Review of the position and ambition with the HR / Payroll (iTrent) system – identified need for development capacity.
 - Medium / long term actions developed as part of corporate decarbonisation plan.
- 2.7 The second-year delivery plan has been developed and builds on the progress of the previous year and takes account of the key national, regional and local drivers, workforce trends and financial challenges that will be facing the Council. In addition, during 2021/22 a new framework for workforce planning was rolled out at a directorate level, key themes and actions from this process have been aligned to the Strategy priority outcomes. These include recruitment and retention, succession and workforce planning and wellbeing. The actions in the delivery plan were discussed and prioritised with the Council's Corporate Leadership Team. The delivery plan for 2022/23 is attached at Appendix 3.

3. **Options for Recommendation**

- 3.1 This report and Delivery Plan has been reviewed and prioritised with the Corporate Leadership Team.

3.2 **Option 1:** Members to review and note the progress against the 2021/22 delivery plan and endorse the 2022/23 delivery plan.

3.3 **Option 2:** Members to review and note progress against the 2021/22 delivery plan and to consider the 2022/23 delivery plan making suggestions/amendments for improvement.

4. **Evidence of how this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**

The Strategy aligns to the Corporate Plan and supports the delivery of Council priorities. It has been drafted in accordance with, and to comply with key employment legislation such as, the Equality Act 2010 and the Health and Safety at Work Act 1974 and to promote and support workforce wellbeing.

5. **Implications Against Each Option**

5.1 **Impact on Budget**

There are no direct budget implications with the review and development of the delivery plan. Any financial implications linked to the priorities will be scoped out and considered as part of the implementation of the delivery plan.

5.2 **Risk including Mitigating Actions**

The Strategy is a strategic plan to ensure the Council has a fit for purpose workforce to deliver services in line with Council priorities for the future.

5.3 **Legal**

There are no legal implications associated with this report.

5.4 **Human Resources**

The workforce is critical and the most important resource the Council has in delivering services to the community. The Strategy demonstrates the Council's commitment to its workforce and aims to create a good place to work – developing a workforce that feels connected to and can meet the current and future needs of our community is critical in the Council's ability to deliver ambitious outcomes.

6. **Supporting Evidence**

6.1 **Performance Information and Data**

Annual workforce profiles are published for the Council, Directorates and Schools.

6.2 **Expected outcome for the public**

The implementation of the Strategy will support enhancing the reputation of the Council as an employer and assists the delivery of key Council services and future challenges.

6.3 **Involvement (consultation, engagement, participation)**

There has been engagement with the Corporate Leadership Team, Elected Members and Trade Unions in the development of the Strategy. The Corporate Leadership Team has shaped and prioritised the year 2 delivery plan in line with Council priorities.

- 6.4 **Thinking for the Long term (forward planning)**
The Strategy is a 5-year commitment aiming to create a good place to work.
- 6.5 **Preventative focus**
Not applicable
- 6.6 **Collaboration / partnership working**
Continued collaboration at a local, regional and national level to ensure that delivery actions in the Strategy are modern and in line with any legislative changes.
- 6.7 **Integration (across service areas)**
The Strategy will continue to promote a 'one Council' approach.
- 6.8 **Decarbonisation and Reducing Carbon Emissions**
Medium to long term workforce actions have been developed as part of the corporate decarbonisation plan.
- 6.9a **Socio Economic Duty Impact Assessment**
The Council is the largest employer in the County Borough of Blaenau Gwent and the Strategy demonstrates the Councils commitment to the workforce.
- 6.9b **Equality Impact Assessment**
The Strategy will actively promote equality of opportunity and diversity in the workforce and as an organisation.
7. **Monitoring Arrangements**
The Strategy has an annual delivery plan and this will be monitored on an annual basis by the Corporate Leadership Team and Corporate and Performance Scrutiny Committee.

Background Documents /Electronic Links

Appendix 1 – Workforce Strategy 2021 – 2026

Appendix 2 – Workforce Strategy Delivery Plan 2021-22 Headline Achievements

Appendix 3 – Draft Workforce Strategy Delivery Plan 2022-23

Workforce Strategy 2021 - 2026

*“Agile Services delivered
by an Agile Workforce”*



FOREWARD

This Workforce Strategy aims to build on existing good practice and continuing to promote the Council as a good place to work – developing a workforce that feels connected to and can meet the current and future needs of our community. The Council is the major employer in Blaenau Gwent and any action which impacts on the workforce will also directly impact the community and levels of aspiration, income and employment. It provides and commissions some of the most important services to the community, working with a range of other public, private and voluntary organisations in ensuring that public services are delivered to high standards.

The Workforce Strategy demonstrates the Council’s commitment and investment in its workforce and wants staff to feel engaged and motivated so that the best services can be delivered to the residents of Blaenau Gwent.

There are clear drivers for change focussed on agility and sustainability by reducing environmental impact as well as property related costs that can be reinvested into front line services, improve resilience, organisational and individual outcomes, customer focus, and create a better work life and corporate social responsibility.

This is a five-year strategy focussed on the future, integrating the Council’s vision, objectives, financial planning arrangements and improving the Council as an employer. This includes working with services to achieve ambitions for the community and schools to become sector leading.

The COVID-19 pandemic has changed the way we live, work and travel. Many of our people have worked away from the office during lockdown. This Strategy will support the workforce to transition from responding to the emergency situation and act as a key lever to facilitate culture change and continue with transformational change and performance improvement.



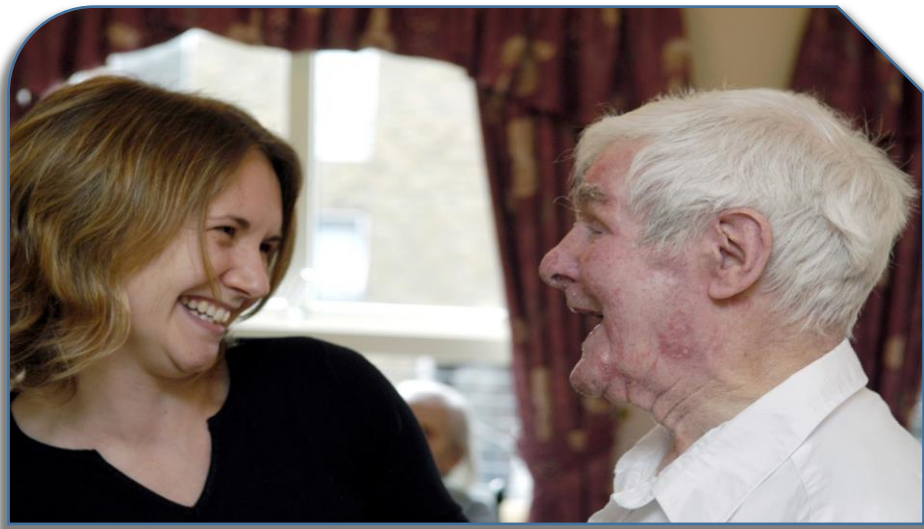
Councillor Nigel Daniels
Leader of the Council



Michelle Morris
Managing Director

AIMS OF THE STRATEGY

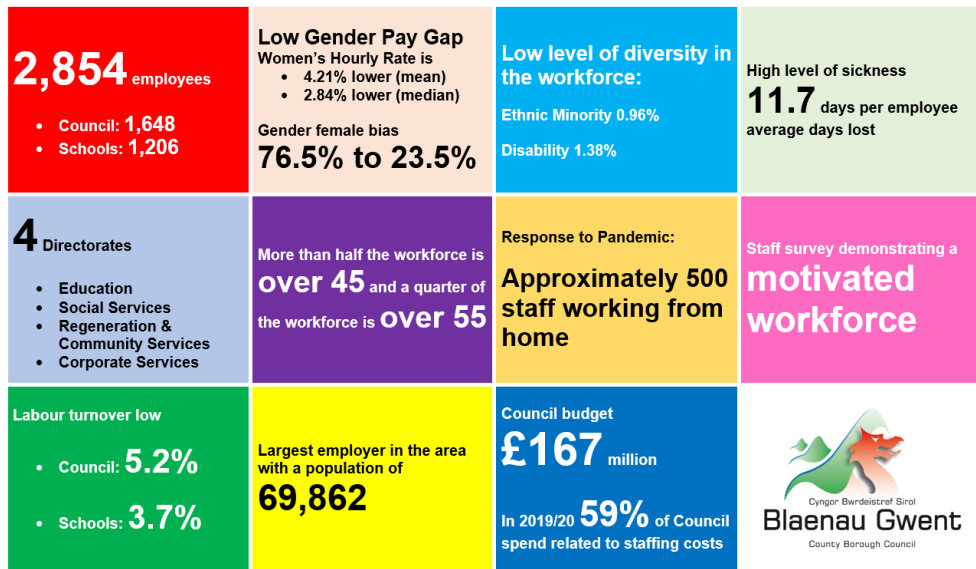
- The workforce voice will be heard and have influence in shaping the future of the Council
- The right people with the right skills, in the right place, at the right level and at the right cost
- An agile collaborative workforce delivering high quality services to the residents of Blaenau Gwent
- Safe working situations/environments and promotion of workforce health and well being
- The workforce demonstrates expected behaviours, standards and culture in line with the Council's values
- The workforce will be performance/outcome and results focussed with recognition of effort and accountability
- The workforce has the opportunity to develop and learn
- Promote diversity and equality



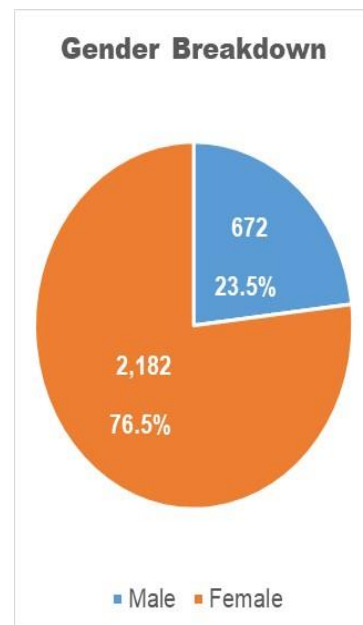
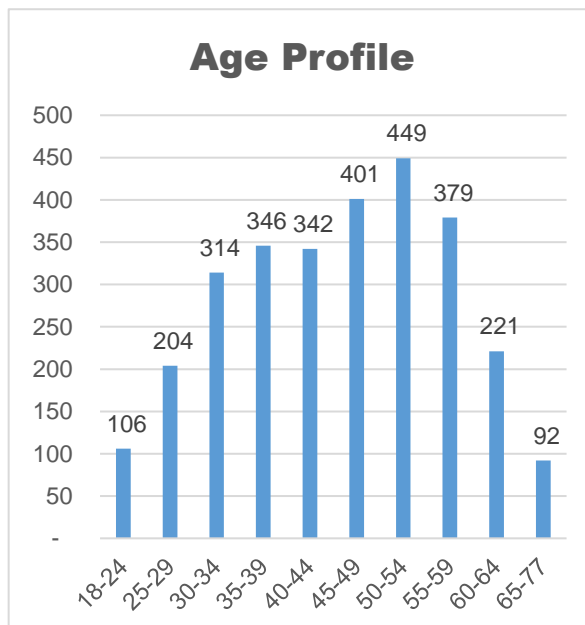
WHERE ARE WE NOW?

Blaenau Gwent serves a population of just under 70,000 with 62.1% of whom are of working age and 24.7% who are economically inactive. It is expected that funding will continue to be a challenge over the next 5 years, while demand for services and demographic pressures continues to increase. The Council has strived to realise efficiencies by for example; the introduction of a Commercial Strategy, financial efficiency, optimising income generation, redesigning services, reviewing service delivering models and reshaping the workforce. 2020/2021 has been a challenging year in responding to the COVID-19 pandemic and continuing to deliver services to the residents of Blaenau Gwent.

What do we currently look like?



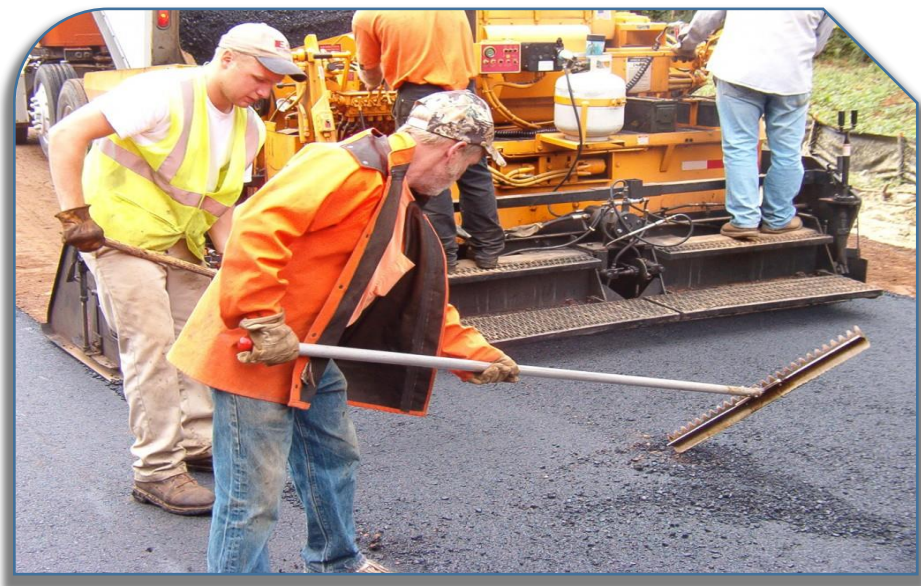
Workforce Profile		
Age Profile	See graphic below	31.3.21
Gender Profile	See graphic below	31.3.21
Turnover (Quarter 4)	4.69% (9% target)	1.4.20 - 31.3.21
Disability (Quarter 4)	1.38%	31.3.21
Ethnic Origin (Quarter 4)	0.96%	31.3.21
Sickness (Quarter 4)	11.67	1.4.20 - 31.3.21



Workforce Engagement

The Council recognises the critical need to communicate and engage staff in service delivery, transformation, change, new commercial thinking and financial efficiency. This is currently undertaken through a number of methods:

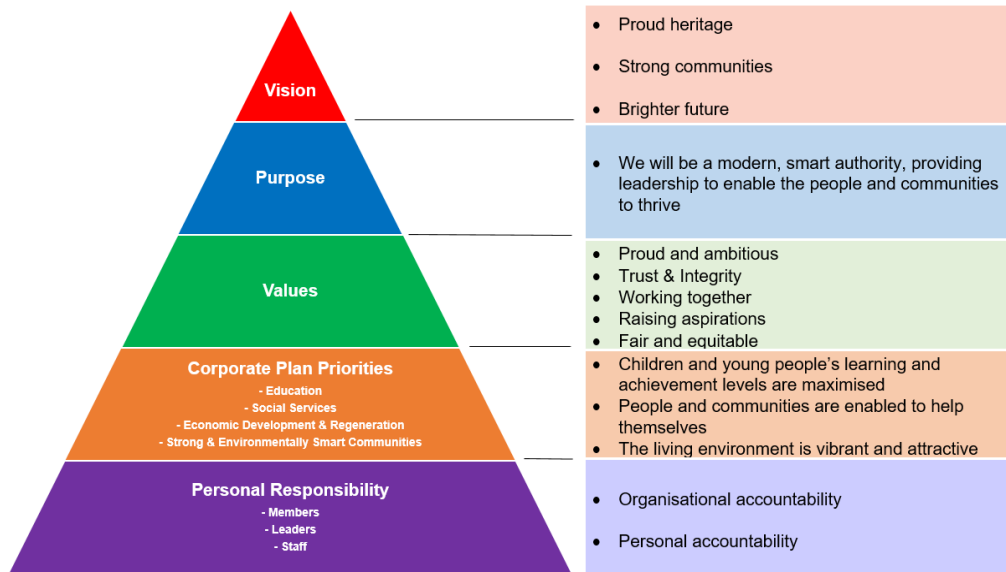
- Regular one to one performance coaching
- Annual performance review
- Team meetings
- Staff meetings
- Management team meetings
- Wider Leadership group
- Regular newsletter from the Managing Director
- Staff newsletter
- Managers brief
- Engagement in financial planning
- A dedicated engagement and consultation framework with trade unions
- Bi-annual staff surveys and pulse surveys



WHERE DO WE WANT TO BE?

The Council's Vision and Organisational Ambition

The Council's primary role is to facilitate the delivery of services that are high quality and the future model of service delivery is aiming to be sustainable, affordable and demonstrate the best value for money maintaining customer focus. The Council wants to be proactive, looking to embrace potential national, regional, partnership and local opportunities over the next few years to better meet the needs of the community. The Council has a clear ambition with a vision for the future articulating the organisational purpose, values and accountability.



WHAT DOES THE COUNCIL NEED TO LOOK LIKE?

To meet the challenges ahead the Council will not be able continue as it is and will need to prioritise planning and how its budget is spent. The organisation has significantly changed over the past few years and will need to continually change and will look differently in the future in creating agile services delivered by an agile workforce. The following list is not exhaustive but outlines some ambitions:

- Engaged, motivated and resilient – workforce well engaged and resilient to meet challenges
- Customer focus – ensuring the best customer service at all times
- Digitally competent
- Demonstrate leadership – demonstrable, visible, fair and proactive leadership ensuring staff are supported, but where there is poor performance it is identified and managed effectively
- Working in a safe, healthy and supportive environment – enabling staff to perform at their best
- One Council – internal and external collaboration
- Commercially minded, agile and business focussed with delivering services in different ways, tight management of spend, trading where possible, using technology
- Outcome focussed and high performing – identifiable outcomes for our residents with everyone working to 100%
- Council priorities and values – staff are clear about the direction of the organisation and how they contribute and the values that need to be demonstrated



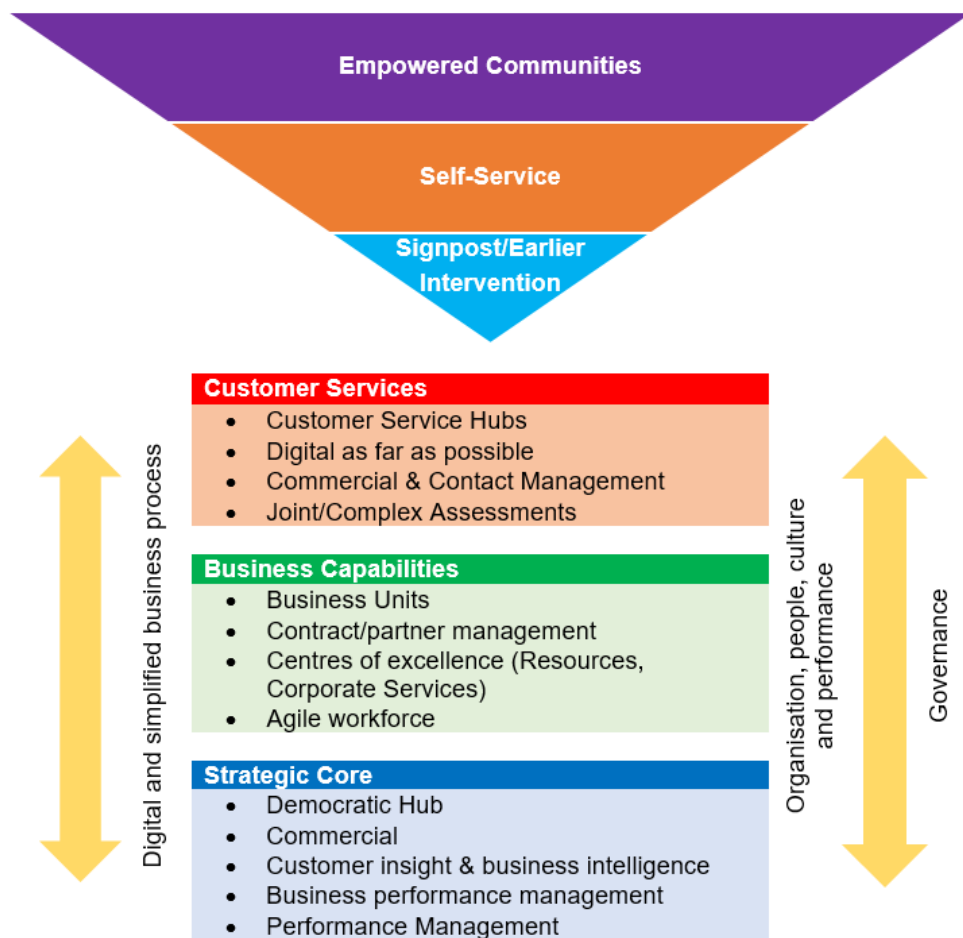
THE FUTURE SERVICE DELIVERY MODEL

The Council’s future delivery model will see the Council’s role focus on community leadership. Building community capacity through empowerment and cross-public sector collaboration. Promotion of early intervention and self service will support the reduction of dependence on the Council. A strong strategic core will enable the delivery of modern customer focussed services.

This will be achieved by:

- Promoting self-assessment and enabling self service
- Designing services around the customer
- Developing strong strategic capability
- Improving business processes and capabilities by taking a commercial approach and optimising the opportunity of digital technology

The following diagram illustrates the future service delivery model:



HOW ARE WE GOING TO GET THERE?

Workforce Strategy Priority Outcomes

Healthy Culture, Effective Leadership

- Leadership development
- 'Sparkly Leaders' to motivate and develop workforce
- Constructive partnership working with elected leaders to generate and deliver solutions
- Elected Members Development Programme
- Promotion of diversity and equality in everything
- Work in social partnership with trade unions

Excellence in management across the Council

- Development of managerial skills
- Consistent, robust and easy to follow HR policies
- Positive employee relations
- Commercial and financially astute in all we do
- Performance management and accountability
- Workforce policies and practices embraced, embedded and consistently applied

A highly motivated and engaged workforce

- Suggestions and feedback are valued – organisational listening and action
- Modern ongoing opportunities to engage
- Equipped to be flexible to respond to future challenges
- Staff empowered to make decisions and participate in service delivery and development

Evidence based decision making, planning and delivery

- Accurate workforce data, management information
- Optimisation of digital
- Workforce profiling and planning to assess future needs

Modern Employer of Choice

- Recruitment and retention align to workforce plans
- Reward and recognition align to workforce plans
- Employee engagement levels increase as staff identify the Council as a good place to work
- Career development and talent management
- Workforce health, well being and safety is prioritised



WORKFORCE STRATEGY: ACTION PLAN 2021/2022

The first action plan of the Workforce Strategy will focus on the transition from responding to the COVID-19 pandemic and transition to a future working model – “**Agile Services delivered by an Agile Workforce**”.

Healthy Culture, Effective Leadership

- Engagement and planning for future working model
- Leadership Development Model
- Transitional Leadership training/development
- Strategic Leadership and Managing an agile workforce training and development

Excellence in management across the Council

- Implementation of key strategies; Commercial, Digital and Communication
- Agile working policy and guidance
- Review of other HR policy to support agility in the workforce

Modern Employer of Choice

- Implementation of the agile and flexible working model
- Review and improvements to recruitment processes
- Increase the offer of the staff benefits scheme
- Implementation of modern agile designed workspace
- Initiatives to increase the diversity in the workforce

A highly motivated and engaged workforce

- Workforce engagement and communication plan and implementation – future Council Operating Model
- Learning and development for the workforce to support delivery of the future working model

Evidence based decision making, planning and delivery

- Development and implementation of digital solutions to support delivery of modern HR/Payroll service
- Review information requirements in line with key strategies e.g. Carbon Neutral ambitions
- Health, Safety and wellbeing to support through continued pandemic and transition to future working model
- Support schools causing concern

WORKFORCE STRATEGY ACTION PLAN 2021/22 PROGRESS

'Agile Services delivered by an agile workforce'

STRATEGIC PRIORITY OUTCOME	ACTIONS	PROGRESS	EVIDENCE	ACTIONS TO CARRY FORWARD TO 2022/23
<p>Healthy Culture, Effective Leadership</p>	<ul style="list-style-type: none"> Engagement and planning for future working model Leadership Development Model Transitional Leadership training/development Strategic Leadership and Managing an agile workforce training and development Healthy Organisation training 	<ul style="list-style-type: none"> Corporate Programme Board with regular position statements and communications to wider workforce Engagement plan for the future working model and regular communications to workforce via the Managing Director/Chief Executive newsletter Transitional Leadership Webinar held March 2021 Strategic Leadership of the Agile Workforce series of webinars for wider leadership across the Council held from May 2021 and further in November 2021 Workforce engagement webinars to design the agile workspace held summer 2021 Draft Leadership Development model 	<ul style="list-style-type: none"> Programme Board agenda and associated documents Transitional leadership for senior managers Managing an agile workforce – 62% attendance Designing the agile workspace 	<ul style="list-style-type: none"> Leadership Development Model Further development of 'Healthy Organisation'
<p>Excellence in management across the Council</p>	<ul style="list-style-type: none"> Implementation of key strategies; Commercial, Digital and Communication Agile working policy and guidance Review of other HR policy to support agility in the workforce Review of sickness absence 	<ul style="list-style-type: none"> Agile Working Policy developed in social partnership with trade unions and joint agreement Workforce designations with individual consultations and variation of contracts of employment Introduction and payment of appropriate home working allowances Health and Safety assessments and workforce wellbeing focus; Wellbeing Wednesdays and principles of wellbeing to support home working Procedure developed and operational for furniture and equipment to support home working Revised policy on mileage implemented Adverse Weather Guidance reviewed and implemented Recruitment processes refined to support new ways of working Annual review of sickness reported to CLT and Scrutiny 	<ul style="list-style-type: none"> Agile Working Policy in place and live September 2021 <ul style="list-style-type: none"> ➤ 32% of workforce Agile workers ➤ 11% of Workforce Permanent homeworkers ➤ 57% of workforce Service Based workers Payments in line with Agile Working Policy implemented for September 2021 Sickness absence review report to Corporate Overview Scrutiny – October 2021 Sickness absence statistics reported quarterly to the Corporate Leadership Team and as part of the corporate performance framework to elected members Policies published on the Intranet 	

STRATEGIC PRIORITY OUTCOME	ACTIONS	PROGRESS	EVIDENCE	ACTIONS TO CARRY FORWARD TO 2022/23
<p>Modern Employer of Choice</p>	<ul style="list-style-type: none"> Implementation of the agile and flexible working model Review and improvements to recruitment processes Increase the offer of the staff benefits scheme Implementation of modern agile designed workspace Initiatives to increase the diversity in the workforce 	<ul style="list-style-type: none"> New Council operating model implemented to include the introduction of community hubs, democratic hub, and agile working for the workforce Recruitment process reviewed to support agile working Agile Working hubs identified as; General Offices, Anvil Court, Blaina ICC, ViTecc, and Energy Centre Internal review of diversity and age in current workforce. Workspace developed for agile working with desk booking system and regular monitoring if usage 	<ul style="list-style-type: none"> Community hubs operating in town centres, democratic hub operating in General Offices and agile working policy operational September 2021 5 hubs identified and operating agile working Programme Board agenda and associated documents Webinar held to engage staff in designing a modern agile workspace. Plans in place for demolition of the Civic Centre 	<ul style="list-style-type: none"> Actions falling out of the internal review of diversity and age in the workforce
<p>A highly motivated and engaged workforce</p>	<ul style="list-style-type: none"> Workforce engagement and communication plan and implementation – future Council Operating Model Response and actions further to pulse survey on Wellbeing and Home Working Learning and development for the workforce to support delivery of the future working model 	<ul style="list-style-type: none"> Commissioned external review of communications to include internal communications Programme management with regular position statements and workforce communications to include a dedicated workforce engagement plan Regular updates and discussion with the Wider Leadership Team Regular updates in the Managing Director/Chief Executive’s newsletter Weekly Wellbeing bulletins published including a range of provisions for supporting staff wellbeing, including special editions to address key issues and topics. Care first awareness sessions for managers Mental Wellbeing sessions Menopause awareness sessions 	<ul style="list-style-type: none"> Agile working programme management arrangements to include dedicated communication and engagement of the workforce Leadership development webinars as detailed above 	<ul style="list-style-type: none"> Learning and development for the workforce to be identified as part of the outcome of the review into agile working – Autumn 2022
<p>Evidence based decision making, planning and delivery</p>	<ul style="list-style-type: none"> Development and implementation of digital solutions to support delivery of modern HR/Payroll service Review information requirements in line with key strategies e.g., Carbon Neutral ambitions Health, Safety and wellbeing to support through continued pandemic and transition to future working model Support schools causing concern 	<ul style="list-style-type: none"> Review of position and ambition with the HR / Payroll (iTrent) system – identified need for development capacity. Digital solutions in place during pandemic to carry out DBS’s. Medium to long term action plan developed as part of corporate decarbonisation plan Additional health and safety resource to support services in response to pandemic At least weekly - range of internal communications / guidance for the workforce and leaders during the pandemic. Weekly Wellbeing bulletins published including a range of provisions for supporting staff wellbeing, including special editions to address key issues and topics. Focused OD support for three schools identified as ‘causing concern’ Framework developed for a new process of directorate workforce planning to support the delivery of the workforce strategy 	<ul style="list-style-type: none"> Report to Chief Officer Commercial & Customer on the position with iTrent and ambitions. Corporate decarbonisation plan and OD action plan Internal communications and weekly wellbeing bulletins One school no longer causing concern Workforce planning template rolled out to directorates for 2022/23 	<ul style="list-style-type: none"> Formal position / decision on the development or not of iTrent (HR/Payroll system) Directorate workforce plans and year 2 action plan for delivery of workforce strategy Continued support for schools causing concern.

WORKFORCE STRATEGY DELIVERY PLAN 2022/23

Strategic Priority Outcome	Actions	Lead Officer	Governance	Timescale
Healthy Culture, Effective Leadership	<ul style="list-style-type: none"> Workforce Strategy Year 1 - Progress Review 	Head of OD	CLT and Scrutiny Committee	31 December 2022
	<ul style="list-style-type: none"> Workforce Strategy Year 2 - Action Plan 	Head of OD	CLT and Scrutiny Committee	31 December 2022
	<ul style="list-style-type: none"> Review of Agile Working 	Head of OD	CLT and Scrutiny Committee	31 March 2023
	<ul style="list-style-type: none"> Development of leadership delivery model 	Head of OD	CLT	31 March 2023
	<ul style="list-style-type: none"> Senior management recruitment 	Head of OD	Leader and Council	31 January 2023
Excellence in management across the Council	<ul style="list-style-type: none"> Facilitation of elected member training specific to workforce policy 	OD Manager HR	Head of OD and Head of Governance and Partnership	30 September 2022
	<ul style="list-style-type: none"> New suite of disciplinary policies - Disciplinary training for managers 	OD Manager HR	Head of OD and CLT	30 November 2022
	<ul style="list-style-type: none"> Enable managers in managing workforce attendance and reducing levels of sickness absence 	OD Manager HR	Head of OD, CLT and Scrutiny	Ongoing
	<ul style="list-style-type: none"> Enable managers to achieve high performing teams and respond to instances of poor performance, attendance, and behaviour, strengthening the management of employee relations and casework 	OD Manager HR	Head of OD and CLT	Ongoing
	<ul style="list-style-type: none"> Embed the principles of working in social partnership 	Chief Officer Commercial & Customer	CLT	31 March 2023
	<ul style="list-style-type: none"> Development of a corporate approach for lone working 	Service Manager Customer Experience and Transformation	CLT	31 March 2023
Modern Employer of Choice	<ul style="list-style-type: none"> Review of recruitment and retention 	Head of OD	CLT	31 March 2023
	<ul style="list-style-type: none"> Review of the implications of 2022/23 pay award on the pay structure from April 2023 	OD Manager Payroll	CLT, Scrutiny, Cabinet and Council	31 March 2023
	<ul style="list-style-type: none"> Pay Policy 23/24 	OD Manager HR	CLT and Council	31 March 2023
	<ul style="list-style-type: none"> Further development of the agile working workspace 	Corporate Director Regeneration and Community Services	CLT	31 March 2022
	<ul style="list-style-type: none"> Review and update HR & Health and Safety policies 	OD Manager HR & Payroll	CLT Scrutiny and Council	Rolling timetable of reviews
	<ul style="list-style-type: none"> Develop and implement neuro-diversity guidance 	OD Manager HR	CLT	31 March 2023
	<ul style="list-style-type: none"> Develop and implement an Employer Supported Volunteering Policy 	OD Manager HR	CLT and Council	31 July 2022

WORKFORCE STRATEGY DELIVERY PLAN 2022/23

Strategic Priority Outcome	Actions	Lead Officer	Governance	Timescale
	<ul style="list-style-type: none"> Deliver initiatives to further promote diversity of the workforce 	OD Manager HR	CLT	31 March 2023
	<ul style="list-style-type: none"> Deliver initiatives to support the ageing workforce 	OD Manager HR	CLT	31 March 2023
	<ul style="list-style-type: none"> Establish a network of equalities and inclusivity champions, who will act as representatives for all staff with protected characteristics; working in collaboration with the Equalities Team and the Trade Unions to drive the equalities agenda locally To develop and facilitate targeted events, promotions, and initiatives to celebrate diversity. Explore opportunities to enhance equalities training provision 	Head of Governance & Partnerships	CLT	31 March 2023
	<ul style="list-style-type: none"> Decarbonisation - embed the new operating model and assess its impact in terms of decarbonisation. Decarbonisation - consider how to further reduce commute / travel impact in wider areas of the business e.g., Schools and Social Services. Decarbonisation - explore how staff can be encouraged to switch to ULEV. 	Head of OD	CLT / Decarbonisation Board	31 March 2023
<i>A highly motivated and engaged workforce</i>	<ul style="list-style-type: none"> Deliver the internal Communications Plan 	Chief Officer Commercial & Customer	CLT	In line Communication Strategy
	<ul style="list-style-type: none"> Development of delivery options for workforce development - paper to CLT to include investment 	Head of OD	CLT	February / March 2023
	<ul style="list-style-type: none"> Procurement of a learner management / experience system to support workforce development and training 	Head of OD	CLT	2022/23
<i>Evidence based decision making, planning and delivery</i>	<ul style="list-style-type: none"> Implementation of Directorate Workforce Plans 	Head of OD / CLT	DMT's and CLT	December 2022
	<ul style="list-style-type: none"> Annual sickness absence review and reporting 	Head of OD/CLT	CLT, Scrutiny and Cabinet	30 September 2022
	<ul style="list-style-type: none"> Annual workforce profiles (data dashboard) - Directorates & Schools to inform workforce planning 	OD Manager HR	DMT's / Schools and CLT	31 October 2022 (Schools) 30 May 2023
	<ul style="list-style-type: none"> Quarterly sickness performance data to CLT and Elected Members 	OD Manager HR	CLT and Scrutiny	In line performance framework
	<ul style="list-style-type: none"> Development and implementation of digital solutions to support delivery of modern HR/Payroll service – Paper to CLT to scope and plan including investment 	Head of OD	CLT	February 2023
	<ul style="list-style-type: none"> Equal Pay Audit 	Head of OD	CLT	January 2023
	<ul style="list-style-type: none"> Support schools causing concern 	Corporate Director of Education and OD	Education Directorate	2022/23

Agenda Item 10

Cabinet and Council only

Date signed off by the Monitoring Officer:

Date signed off by the Section 151 Officer:

Committee: **Corporate Overview and Performance Scrutiny Committee**

Date of meeting: **15th December 2022**

Report Subject: **Review of the Finance and Performance Report**

Portfolio Holder: **Leader / Cabinet Member Corporate Services**

Report Submitted by: **Gemma Wasley, Service Manager Performance and Democratic**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Governance Audit Committee	Democratic Services Committee	Scrutiny Committee	Cabinet	Council	Other (please state)
	24/11/22 And Virtual	06.12.22			15/12/22	18/01/22		

1. Purpose of the Report

- 1.1 The purpose of the report is to present to the Corporate Overview and Performance Scrutiny Committee a draft finance and performance report for consideration (attached at Appendix 1).

2. Scope and Background

- 2.1 The Finance and Performance has been developed in order to provide a reporting framework against the Council's Corporate Plan, including areas of progress and where further improvement is needed. All Council business plans are aligned to the delivery of the Corporate Plan.
- 2.2 The Finance and Performance Report is to be used as a key improvement tool for the Authority.
- 2.3 With a new Corporate Plan 2022/27 being approved by Council in October provides an opportune time to consider how the Council will report against the Plan.
- 2.4 The Council's new democratic arrangements also provide an opportunity to review what is reported, when and where. It has been established that the Finance and Performance report should be the main monitoring tool for the Council and for the majority of strategic reporting to be aligned to this.
- 2.5 Information included within the Finance and Performance report is gathered from a number of different sources including updates from business plans, drawing evidence from strategic reports and data analysis. This provides a detailed view of the activity and performance of the Council.
- 2.6 The report forms part of an on-going process of development within the Council's Performance Management Framework.

- 2.7 Appendix 1 provides an example of how the Finance and Performance Report will look moving forward. The information provided within the example is Blaenau Gwent data and information from 2021/22 and to be used for illustration purposes only.
- 2.8 The format has been adapted to be more visual and engaging using data and extracts of narrative as part of an infographic format. The narrative provided will be more succinct and will include updates on key strategies and plans, finance and risk.
- 2.9 The template will also provide an opportunity to develop 'themed' pages in order to highlight key activity within a certain area e.g. cost of living, safeguarding etc.
- 2.10 Key information and data will be included to show progress of:
- The Corporate Plan priorities:
 - Maximise learning and skills for all to create a prosperous, thriving, resilient Blaenau Gwent
 - Respond to the nature and climate crisis and enable connected communities
 - An ambitious and innovative council delivering quality services at the right time and in the right place
 - Empowering and supporting communities to be safe, independent and resilient
 - The sustainable development principles, a requirement of the Well-being of Future Generations Act:
 - Long term
 - Prevention
 - Collaboration
 - Integration
 - Involvement
- 2.11 The intention is for the Finance and Performance Report to be reported through the democratic processes in April 2023, in order to provide full years' worth of information. Following this it will be presented on a six monthly basis.

3. **Options for Recommendation**

3.1 The reviewed Finance and Performance Report has been approved by CLT at their meeting on 24th November 2022.

3.1.1 **Option 1**

Provide suggestions to the content of the Finance and Performance Report in order to make it more efficient and effective as a management tool, noting the inclusion of information as identified at 2.7 to 2.10, for approval at Cabinet.

3.1.2 **Option 2**

Accept the information as presented.

4. **Evidence of how this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**
- 4.1 The Council has a responsibility to provide performance related information to the public in order to scrutinise the Council's performance and to gauge how well the Council is doing. There is also a requirement for Members to scrutinise the Council's performance. Reporting of such information contributes to the Council's Performance Framework.
5. **Implications Against Each Option**
- 5.1 ***Impact on Budget (short and long term impact)***
Financial information is a key aspect of the Finance and Performance Report and it will be included in all Finance and Performance Reports split per directorate.
- 5.2 ***Risk including Mitigating Actions***
Risk information is a key aspect of the Council's performance management framework and updates on the Council's Corporate Risk Register is to be included in all Finance and Performance Reports.
- 5.2.1 The Finance and Performance Report acts as a key monitoring tool for the Council and is considered by external regulators which can have an impact on the reputation of the Council.
- 5.3 ***Legal***
There are no legal implications arising from this report.
- 5.4 ***Human Resources***
The Council's Self-Assessment report covering 2021/22 highlighted that the Council is experiencing challenges in relation to workforce capacity and work is to be undertaken to support workforce stability, recruitment and retention.
- 5.4.1 An update on the workforce will be included within future Finance and Performance Reports.
6. **Supporting Evidence**
- 6.1 ***Performance Information and Data***
Performance information and data is a key aspect of the Council's Performance Management Framework and will be included within all Finance and Performance Reports to show progress of the Corporate Plan and national data requirements.
- 6.2 ***Expected outcome for the public***
The information included within the report will provide opportunity for the public to scrutinise the Council's performance and provide accountability across the Council.

- 6.3 ***Involvement (consultation, engagement, participation)***
Services look to involve partners and involve citizens in consultation where possible. This information is included as part of the planning arrangements of the Council and will also be included in the Finance and Performance Report when available.
- 6.4 ***Thinking for the Long term (forward planning)***
The Finance and Performance Report is reported on regularly and is aligned to the Council's Corporate Plan.
- 6.5 ***Preventative focus***
The Council aims to work using a preventative approach wherever possible so that problems can be tackled before they are escalated. Preventative actions are included in the Council's business plans.
- 6.6 ***Collaboration / partnership working***
There are a number of collaborations that the Council is involved with and, where relevant, information on some of these has been included within the Finance and Performance Report.
- 6.7 ***Integration (across service areas)***
The Council's business plan includes where an integrated approach to planning and delivery is taking place.
- 6.8 ***EqIA***
The Finance and Performance Report has no negative impact on the protected characteristics.
7. **Monitoring Arrangements**
- 7.1 The report will be monitored quarterly through the Corporate Overview and Performance Scrutiny Committee and Cabinet.

Background Documents /Electronic Links

- Appendix 1 – Draft Example Finance and Performance Report

KEY ACHIEVEMENTS

£2064

The number of Covid-19 support grants awarded to Blaenau Gwent businesses

92%

The occupancy level of the Council's property portfolio with **736** jobs supported

MyST

The BG My Support Team engages with the whole support network around the child. This include school, youth workers and any community activity.

650 jobs

The Council has approved for the Ciner Glass Factory to be developed on the industrial site in Rassau.

Circa £2M

The Council has utilised monies to provide ICT facilities across all schools in BG as part of the Hwb Tech initiative

Community Hubs

The Community Hub model continues to be strengthened with relevant and focussed support provided to the community in the community.

October 2022

Council agree its Corporate Plan 2022/27. A strategic document which clearly sets out the priorities of the Council and how it will target its limited resources

User Voice

An important aspect of providing Social Services to service users is that their voice is heard and they are able to shape the services they receive.

For 2021/22 the Council's sickness outturn was 16.74 days on average per full time employee. This is an increase of 5.07 days per employee in comparison to 11.67 days the year before. If the COVID related absence is removed from the 16.74 days, the sickness outturn reduces to 14.20 days – which is still an increase in comparison to last year's 9.98 days (excluding COVID).

The next recycling target for Blaenau Gwent to achieve is 70% and if not met will incur a financial penalty from Welsh Government. Currently the recycling rate has plateaued. Assuming the total municipal waste remains constant, to achieve 70%, the Council would need to reduce residual waste and increase recycling by 1562.44 tonnes. For every 1% increase there would be a need to divert 308.66 tonnes from the residual tonnages to recycling/composting tonnages.

The establishment of a Blaenau Gwent MyST will provide capacity and decrease the overall numbers of children in residential care by 2 children each year over the next 3 years. The current average weekly cost of a Blaenau Gwent child to be in a residential placement is £4,000 a week or £208,000 per year. If the goal is to bring 2 children in residential care back to Blaenau Gwent is achieved, this will save the authority £416,000 per year (and offset the additional cost of the team).

There is an increasing number of pupils eligible for free school meals (eFSM) in all areas of Gwent. These numbers have accelerated in the last year, showing increasing inequality in the region. There are noticeable variations in attainment and qualification levels between areas in Gwent. Similarly, there are differences in attainment between less and more disadvantaged groups of children.



Maximise learning and skills for all to create a prosperous, thriving, resilient Blaenau Gwent



Respond to the nature and climate crisis and enable connected communities



An ambitious and innovative council delivering quality services at the right time and in the right place



Empowering and supporting communities to be safe, independent and resilient

Between 2010 to 2021 there was a significant reduction in the numbers of young people becoming NEET (not in employment, education or training) in Blaenau Gwent. This reduction was due to the work of the Youth Service's strategic multi-agency Raising Aspirations Group, and implementation of the Early Identification Tool. Continuing work has seen numbers remain low and reach an unverified level of 1.5% (9 young people) for 2021. This equals Blaenau Gwent's lowest level to date and is below the Welsh average of 1.7%.

The total number of adults suspected of being at risk of abuse or neglect reported during 2021/22 was 415, an increase from the previous year where the figure was 394. The number of children on the child protection register at 31st March 2022 was 64, an increase of 12 from the previous year.

In both 2019/20 and 2020/21, Blaenau Gwent exceeded the Welsh Government statutory recycling target of 64%, achieving 65.31% and 64.29% respectively.

As at 31st March 2021 the Council had £28.3M of usable financial reserves. This is the equivalent of 19.4% of the Council's annual spend, the 8th lowest of all 22 Welsh local authorities.

Corporate Plan Priority 1

Blaenau Gwent Council's Decarbonisation Plan

was adopted in September 2020 at the same time we declared a Climate Emergency. Blaenau Gwent was responsible for the establishment of the first Climate Assembly in Wales, which took place online in March 2021

The Blaenau Gwent Learning Zone's

performance at Key Stage 5 (KS5) for A-level A*-C and A*-E grades continue to be strong and in line with the all-Wales means at 99.1%.

The Energy Prospectus

has been designed to stimulate interest in energy development across the borough that will facilitate a supply of renewable energy to meet the future energy needs of Blaenau Gwent

The Council's **Community Hub model** continues to be strengthened with relevant and focussed support provided to the community in the community. The Hubs proactively look to support those in the community experiencing poverty and the options available to them.

The Council entered into a Joint Venture with the Welsh Government to develop **Hybrid Units** at **Lime Avenue**, creating high quality business space, comprising **3 separate buildings** housing **9 units**.

The Children Looked After (CLA) Reduction Strategy and Prevention and Early Intervention Strategy have supported a **downward trend of Children Looked After**, moving from **200 to 198**

Early intervention for homelessness has meant that **75.2%** of potentially homeless households were **prevented** from becoming **homeless**.

Key Stage 4 (KS4) results for Summer 2021 **demonstrated progress** in

Capped 9 and Level 2 inclusive scores

415 adults suspected of being at risk of abuse

or neglect an increase from the previous year at 394.

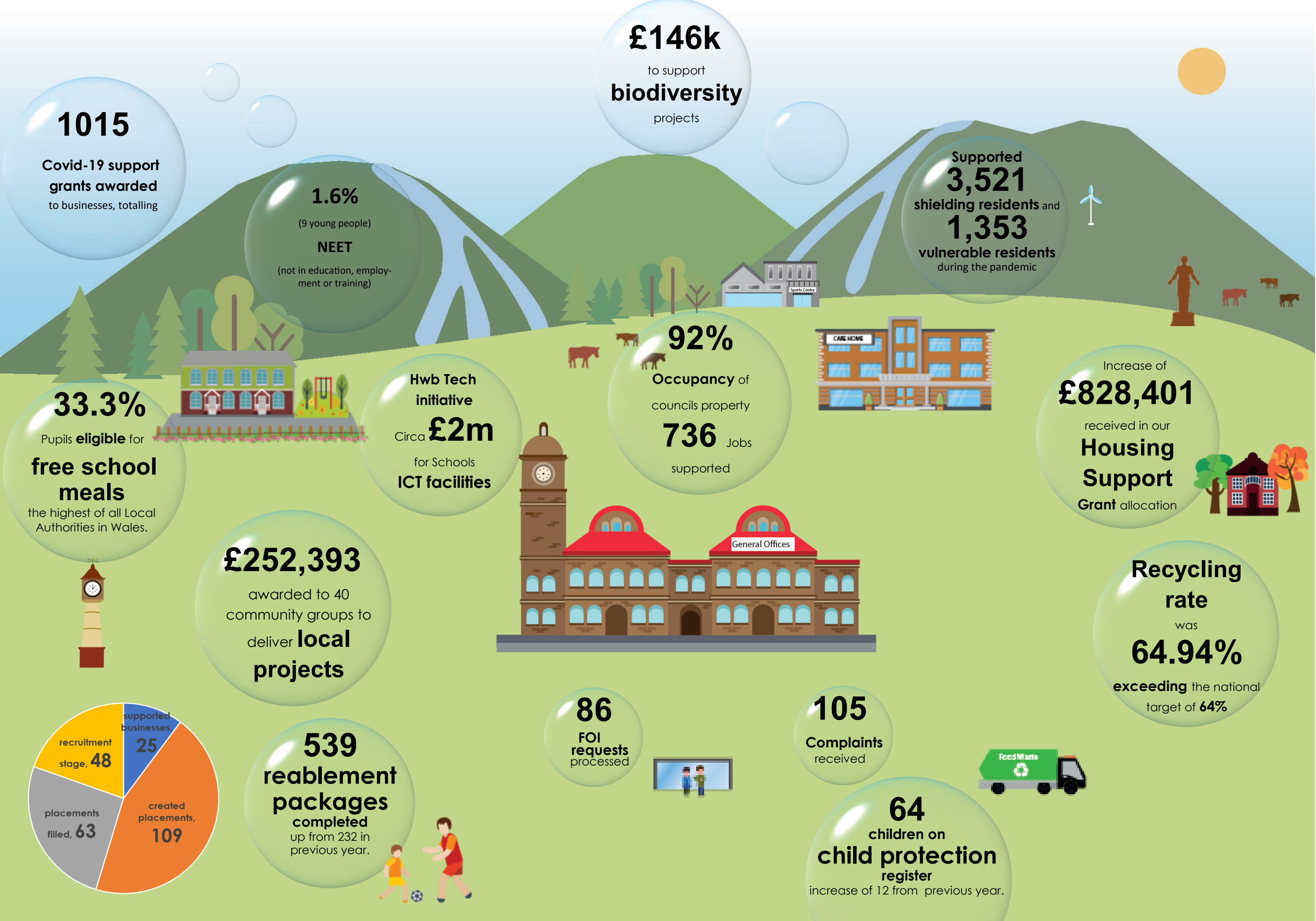
Safeguarding is recognised corporately as being everybody's responsibility. The Safeguarding Policy has recently been updated.

32 Children and Young People took part in a **climate change workshop**

The Council has successfully raised awareness and understanding of numerous International and National **Equality and Cohesion Campaigns** via social media, as well as delivering on specific Initiatives with staff, communities and stakeholders

What you told us...

I have learned about the lets go zero campaign walk to school or cycle to save carbon dioxide I learnt that climate change is affecting our Earth



1015
Covid-19 support grants awarded to businesses, totalling

1.6%
(9 young people)
NEET
(not in education, employment or training)

£146k
to support biodiversity projects

Supported **3,521** shielding residents and **1,353** vulnerable residents during the pandemic

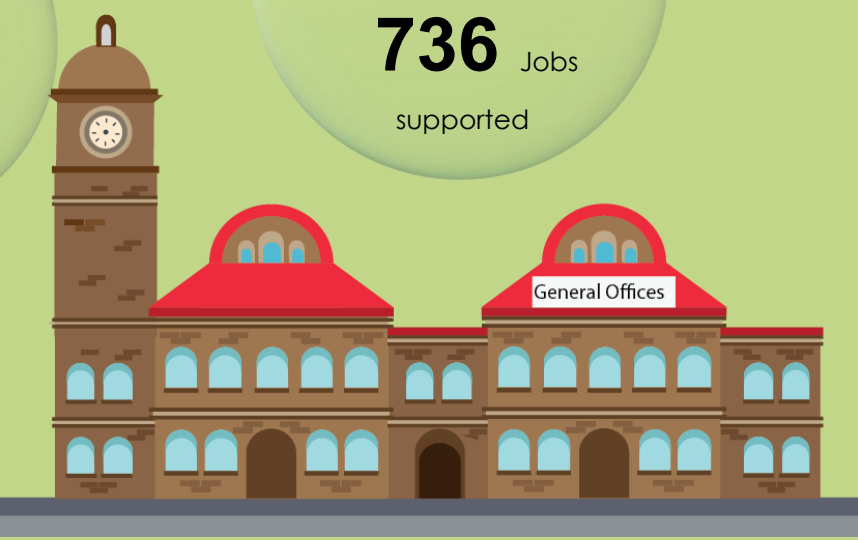
33.3%
Pupils eligible for **free school meals**
the highest of all Local Authorities in Wales.

Hwb Tech initiative
Circa **£2m** for Schools ICT facilities

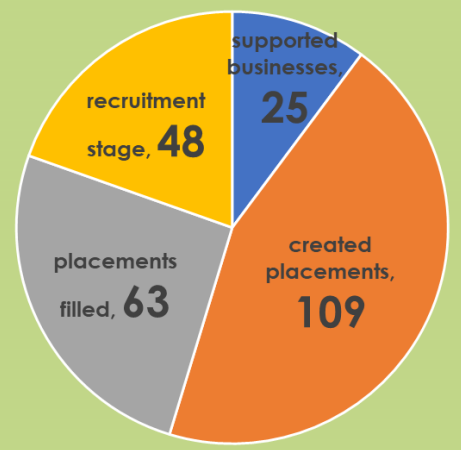
92% Occupancy of councils property
736 Jobs supported

Increase of **£828,401** received in our **Housing Support Grant** allocation

£252,393 awarded to 40 community groups to deliver **local projects**



Recycling rate was **64.94%** exceeding the national target of **64%**



539 reablement packages completed up from 232 in previous year.

86 FOI requests processed

105 Complaints received

64 children on **child protection register**
increase of 12 from previous year.



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Agenda Item 11

Cabinet and Council only

Date signed off by the Monitoring Officer:

Date signed off by the Section 151 Officer:

Committee: **Corporate Overview and Performance Scrutiny Committee**

Date of meeting: **15th December 2022**

Report Subject: **Welsh Language Promotion Strategy 2022/27**

Portfolio Holder: **Cllr Steve Thomas, Leader / Cabinet Member Corporate Overview and Performance**

Report Submitted by: **Emma Scherptong, Professional Lead for Engagement, Equality & Welsh Language**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Governance and Audit Committee	Democratic Services Committee	Scrutiny Committee	Cabinet	Council	Other (please state)
	10.11.22	07.12.22			15.12.22	18.01.23		

1. Purpose of the Report

The purpose of the Report is to present the Council's Welsh Language Promotion Strategy 2022/27.

2. Scope and Background

2.1 The Council has a legal obligation to produce and publish the strategy under the Welsh Language (Wales) Measure 2011, Standard 145 and Standard 146 as set out below:

2.2 Standard 145

You must produce, and publish on your website, a five-year strategy that sets out how you propose to promote the Welsh language and to facilitate the use of the Welsh language more widely in your area; and the strategy must include (amongst other matters) –

- a) a target (in terms of the percentage of speakers in your area) for increasing or maintaining the number of Welsh speakers in your area by the end of the 5-year period concerned, and
- b) a statement setting out how you intend to reach that target; and you must review the strategy and publish a revised version on your website within 5 years of publishing a strategy (or of publishing a revised strategy).

2.3 Standard 146:

Five years after publishing a strategy you must –

- (a) assess to what extent you have followed that strategy and have reached the target set by it, and

(b) publish that assessment on your website, ensuring that it contains the following information –

- (i) the number of Welsh speakers in your area, and the age of those speakers
- (ii) a list of the activities that you have arranged or funded during the previous 5 years to promote the use of the Welsh language.

3. Options for Recommendation

3.1 CLT noted the draft Welsh Language Promotion Strategy 2022/27 (Appendix 1) and Assessment (Appendix 2) prior to formal consultation on the 10th November, 2022.

3.2 Option 1

Members to consider and recommend that Cabinet approve the Welsh Language Promotion Strategy 2022-27 prior to its publication.

3.3 Option 2

Members to consider the Welsh Language Promotion Strategy 2022-27 and recommend suggestions / amendments for improvement prior to approval by Cabinet.

4. Evidence of how this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan

4.1 The Council has a statutory requirement to produce and publish a five-year Welsh Language Promotion Strategy under the Welsh Language (Wales) Measure 2011.

4.2 The strategy is aligned and recognised within the Blaenau Gwent Corporate Plan 2022/27 and will support the Council's vision of 'Blaenau Gwent – a place that is fair, open, and welcoming to all by working with and for our communities'. In identifying Welsh as a key performance measure for helping us to achieve our priorities, positively demonstrates our commitment and continued support towards raising the profile and use of the Welsh language.

4.3 The strategy also contributes towards the national well-being goal of 'a Wales of vibrant culture and thriving Welsh language'.

5. Implications Against Each Option

5.1 *Impact on Budget (short and long term impact)*

Failure to comply with the requirement to produce a Welsh language promotion strategy could lead to financial penalties issued by the Welsh Language Commissioner. The quoted figure is £5,000 by breach. There is a small financial requirement for translation of the strategy into Welsh. This will need to be met by the Policy & Partnerships budget.

5.2 ***Risk including Mitigating Actions***

There is a reputational risk to the Council if the Welsh Language Promotion Strategy 2022/27 is not published, or it is not published on time.

The Welsh Language Commissioner can investigate without warning and has the authority to gain power of entry. Any evidence of failure to comply with a Standard could lead to a penalty.

5.3 ***Legal***

The Council has a statutory requirement to produce and publish a Welsh language promotion strategy under the Welsh Language (Wales) Measure 2011 (Welsh Language Standard 145).

5.4 ***Human Resources***

Organisational Development has a key role in supporting Objective 3 – ‘We will increase opportunities for people to use Welsh in the workplace’, including supporting training of staff in Welsh language skills and awareness and the promotion of Welsh language skills via its recruitment policies and procedures.

6. **Supporting Evidence**

6.1 ***Performance Information and Data***

6.1.1 Welsh Language Standard 145 sets out a requirement to set “a target (in terms of the percentage of speakers in your area) for increasing or maintaining the number of Welsh speakers in your area” by 2027 and “a statement setting out how you intend to reach that target”.

6.1.2 To meet a target of 46% increase of Welsh speakers by 2050, we would need to gain an additional 1,856 Welsh speakers against the 2021 Census’ Blaenau Gwent baseline of 4,035.

6.1.3 Therefore, this represents an average annual increase of 66 additional Welsh speakers i.e., 4% of the target figure of an additional 1,856 in Blaenau Gwent for the next 28 years.

6.2 ***Expected outcome for the public***

The production and publishing of the report exemplifies the Council’s commitment to the Welsh language speaking community within the area and looks to achieve the following outcomes:

- More people engage with the Welsh language
- More people attain fluency in the Welsh language
- More Council employees can use the Welsh language

6.3 ***Involvement (consultation, engagement, participation)***

Involvement to inform the development of the Welsh Language Promotion Strategy 2022/27 was delivered in two phases:

6.3.1 **Phase 1 (informal engagement)**

Citizen and professional insight was collated to determine what we did well; where we can improve and whether there are any gaps in our approach to achieving our former Welsh Language Promotion Strategy 2017/22.

6.3.2 **Phase 2 (formal consultation)**

We delivered a range of consultation activities including an online survey, offered workshops, and held a range of informal engagement activities (available in Welsh & English).

6.3.3 **Consultees:**

- Corporate Leadership Team
- Wider Corporate Leadership Team
- Blaenau Gwent Council Staff
- Members
- Blaenau Gwent Secondary & Primary Schools (pupils & parents)
- Blaenau Gwent Community Hubs
- Blaenau Gwent Welsh Network
- Blaenau Gwent Welsh in Education Forum
- Gwynllyw Secondary School (pupils & parents)
- Welsh Language Commissioner
- Grŵp Deddf
- Cymdeithas Cymraeg Blaenau Gwent
- Youth Forum & Blaenau Gwent Youth Network
- Older People's Network
- Blaenau Gwent Citizen Panel
- PSB Engagement Group
- Blaenau Gwent Local Delivery Partnership

6.3.4 We received 39 responses to our online survey. The feedback was considered and used to inform the development of our final plan. A summary of findings is as follows:

- Overall, there was positive feedback received about the plans use of language. People told us it was concise, easy to read, and understandable.
- People were supportive of our target but noted we could be more ambitious. People told us the plan should focus on education and learning for adults.
- Some people shared concerns towards having a Welsh Language Promotion Strategy for Blaenau Gwent and it being made a priority against other current pressing issues (for example, Cost of Living crisis), given Blaenau Gwent has the lowest number of Welsh speakers within Wales. This feedback has been considered and indicates the need to prioritise a positive change in attitude towards the Welsh language in the area as an action across all three of our objectives.
- Objective one - 67% of participants voting somewhat to fully supportive.
- Objective two - 80% of participants voting somewhat to fully supportive.

- Objective three - 75% of participants voting somewhat to fully supportive.

6.4 ***Thinking for the Long term (forward planning)***

Blaenau Gwent has had a Welsh Language Strategy since 1993 demonstrating a long-term commitment to the Welsh language. Blaenau Gwent is committed to safeguarding and promoting the Welsh language within the borough via its five-year Welsh Language Promotion Strategy 2022/27.

6.5 ***Preventative focus***

Meeting the requirements set by the Welsh Language Standards, which includes completing the Welsh language promotion strategy, will aim to prevent reputational and financial risk.

6.6 ***Collaboration / partnership working***

Blaenau Gwent will continue to work with neighbouring and regional local authorities to support the promotion of the Welsh Language. It will also work alongside the Blaenau Gwent Welsh Network which includes representation from local Welsh language organisations and community groups, and the Welsh in Education Forum which supports the delivery of the Welsh in Education Strategic Plan 2022-32.

6.7 ***Integration (across service areas)***

By considering a corporate approach to Welsh Language the Council is demonstrating it is taking an integrated approach.

6.8 ***Decarbonisation and Reducing Carbon Emissions***

Promotion of the Welsh language and increasing local Welsh-medium education provision will provide better accessibility to Welsh language services within the borough.

6.9 ***Integrated Impact Assessment***

Please see 'Background Documents / Electronic Links'.

7. **Monitoring Arrangements**

7.1 The Welsh Language Promotion Strategy 2022/27 is presented to Cabinet and Corporate Overview & Performance Scrutiny Committee.

Background Documents /Electronic Links

- *Draft Welsh Language Promotion Strategy 2022/27*
- *Assessment of Welsh Language Promotion Strategy 2017/22*
- *Integrated Impact Assessment*

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Blaenau Gwent County Borough Council

Draft

Welsh Language Promotion Strategy

2022-27

This plan has been developed under the requirements of the Welsh Language requirements of Welsh Language Standard 145 under the Welsh Language Standards (No. 1) Regulations 2015.

This document is available electronically on Blaenau Gwent Council's website on '[The Welsh Language in Blaenau Gwent](#)' page and paper copies are available in Blaenau Gwent's local libraries and community hubs.

If you would like to receive a copy of this document in another format, you can contact the Policy & Partnerships Team by emailing pps@blaenau-gwent.gov.uk or by writing to

Blaenau Gwent County Borough Council

General Offices
Steelworks Road,
Ebbw Vale
Blaenau Gwent
NP23 6AA



Mae'r ddogfen hon ar gael yn Gymraeg

This document is available in Welsh

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Foreword

We are pleased to introduce our second Welsh Language Promotion Strategy 2022/27.

The plan is aligned with the [Blaenau Gwent Corporate Plan 2022/27](#) which recognises Welsh as being a key performance measure for achieving our priorities over the next five years, including contributing to the [Well-being of Future Generations \(Wales\) Act 2015](#) national well-being Goal of ‘*a Wales of vibrant culture and thriving Welsh language*’.

Developed alongside our local Welsh language organisations as well as our key stakeholders and partners during our formal consultation process, who are fundamental in helping us to achieve our objectives and intended steps, the plan clearly sets out our intentions for promoting the Welsh language, increasing its use and the number of Welsh speakers within our communities, places of work and educational settings.

Since our last plan Blaenau Gwent has made positive progress towards supporting Welsh Government’s [Cymraeg 2050: A million Welsh speakers](#). For example, planning approval has been granted for new Welsh Medium Primary School in Tredegar. The 210-place ‘seedling’ school demonstrates the Council’s ongoing commitment to increasing its Welsh education opportunities through the delivery of our [Welsh in Education Strategic Plan 2022/32](#).

We look to build on our progress and will continue to demonstrate our ongoing commitment to increasing the use of the Welsh language over the next five years as well as raising its profile across Blaenau Gwent.

May I take the opportunity to thank everyone who helped support us in developing the plan.



Leader

Cllr Steven Thomas



Chief Executive

Damien McCann

1. Introduction

This is the Council's second Welsh Language Promotion Strategy 2022/27 which meets the Welsh Language Standards (No. 1) Regulations 2015. It has been developed following an assessment of progress against our first plan in-line with Welsh Language Standard (146). For further information please see Section 2, 'Assessing our progress: Welsh Language Promotion Strategy 2017/22'.

The plan is aligned and recognised within the [Blaenau Gwent Corporate Plan 2022/27](#) and will support the Council's vision of '*Blaenau Gwent – a place that is fair, open, and welcoming to all by working with and for our communities*'. In identifying Welsh as a key performance measure for helping us to achieve our priorities, positively demonstrates our commitment and continued support towards raising the profile and use of the Welsh language.

The five-year plan sets out our three objectives and our intended steps for promoting the Welsh language, increasing its use and the number of Welsh speakers within our communities, places of work and educational settings. For further information please see Section 4 'Our Objectives' and Section 10 'Our Action Plan'.

The plan has been developed alongside local Welsh language organisations, as well as our key stakeholders and partners during our formal consultation process. Recognising the value of joined up working in supporting the plans delivery as well as the continued involvement of people who live, work, or visit Blaenau Gwent. For further information please see Section 9 'Our Partners'.

2. Assessing our progress: Welsh Language Promotion Strategy 2017/22

Covid-19 (March 2020 – December 2021)

Please note that due to the global pandemic our statutory work, such as the Welsh Language Standards (No.1) Regulations 2015, was paused by the Welsh Language Commissioner to enable public service organisations to deal with the immediate response to the crisis and recovery planning, during this period.

This had a direct impact on the delivery of our five-year strategy and is reflected in our assessment.

To assess the progress made against our first Welsh Language Promotion Strategy 2017/22 we considered the following:

- Reviewed to what extent we achieved our three objectives, through the delivery of actions reported via our Welsh Language Annual Monitoring Report and Welsh in Education Strategic Plan Annual Report.
- Reviewed feedback received from our Local Welsh language organisations and partners via the Blaenau Gwent Welsh Network.

For further information please refer to Annex 1.

3. An overview of Blaenau Gwent

Results from the 2021 Census found that Blaenau Gwent's population size has decreased by 4.2%, from around 69,800 in 2011 to 66,900. This is the second largest percentage reduction in population of 22 local authorities in Wales and Blaenau Gwent is one of only seven local authorities with a reduction in population. This also means that Blaenau Gwent now has the second smallest population in Wales, while in 2011 it had the third smallest population. Overall, in Wales, there was a population increase of 1.4%, increasing by 44,000 to 3,107,500.

The 2011 Census identified 5,284 Welsh speakers living in Blaenau Gwent, which equated to 7.8% of its population, this was a significant increase compared to the 1991 Census, which showed only 2.2% (n1,539) spoke Welsh*.

The Well-being National Indicators Report fluency levels have remained stable at 10-11% across Wales since 2012-13. The percentage of people who can speak Welsh but not fluently is 24% (which has been increasing over recent years).

The Annual Population Survey for Wales (July 2021 to June 2022) reported that 29.7% of people aged three or older were able to speak Welsh. This figure equates to around 899,500 people. This is 0.5 percentage points higher than the previous year (year ending 30 June 2021), equating to around 13,700 more people. Notably the lowest numbers of Welsh speakers across Wales are in Blaenau Gwent (11,000) which is also the lowest percentage at 16.6%.

The National Population Survey for Wales (April 2021 to March 2022) reported that in Blaenau Gwent only 12% (approximately 8,029) of the total population understands spoken Welsh with there being no significant change since the 16/17 survey results. Furthermore, only 10% (approximately 6,690) of the total population can read Welsh. This corresponds with findings that 61% (approximately 40,809) of the total population can only speak a little Welsh; and 81% (approximately 54,189) cannot speak Welsh.

Interestingly, the report also found that 97% (approximately 64,893) of the total population do not use Welsh as part of their everyday life, whereas the Census 2011 data reported that 7.8% of the total population speaks Welsh. Therefore, potentially nearly half of Blaenau Gwent's Welsh language speakers (3.8%, approximately 2,542) are not using their Welsh language skills. Further research to determine to what extent this is the case and the reasons why Welsh language speakers are not using their abilities as part of everyday life needs to be explored, however the findings could be an indicator of the potential lack of opportunity or confidence to use the Welsh language. These are the types of issues which this plan will look to address through proactive promotional campaigns to encourage greater Welsh language use.

According to the Pupil-level Annual School Census (PLASC) 2019-20, Year 1 Cohort (total of 728 pupils), 29 pupils (4%) are taught via the medium of Welsh. In-line with Cymraeg 2050 Strategy - the target is for 75 (10%) of Year 1 Cohort to be

taught via the medium of Welsh (6 percentage point increase). Furthermore, the School Workforce Annual Census (SWAC) 2019-20, reported that very few primary and secondary school practitioners identify as having high level Welsh language skills or being proficient. For example, within the primary phase only 12% can teach through the medium of Welsh (total staff 228, 27 can); within the secondary phase only 4% can teach through the medium of Welsh (total staff 82, 3 can); and within post-16 settings only 1% of staff have Welsh language fluency.

** This information will be updated when the Census 2021 data on Welsh language speakers is released.*

4. Our Objectives

Vision

Welsh Government has committed to 'A million Welsh speakers by 2050.'

Objectives

Blaenau Gwent has identified the following three Welsh Language Promotion objectives to work with our partners on:

1. We will promote and encourage the use of the Welsh language within families and the community.
2. We will increase the provision of Welsh language education and informal activities for children and young people.
3. We will increase opportunities for people to use Welsh in the workplace.

5. Our five-year target

Welsh Language Standard 145 sets out a requirement to set “a target (in terms of the percentage of speakers in your area) for increasing or maintaining the number of Welsh speakers in your area” by 2027 and “a statement setting out how you intend to reach that target”.

To meet a target of 46% increase of Welsh speakers by 2050, we would need to gain an additional 1,856 Welsh speakers against the 2021 Census' Blaenau Gwent baseline of 4,035.

Therefore, this represents an average annual increase of 66 additional Welsh speakers i.e., 4% of the target figure of an additional 1,856 in Blaenau Gwent for the next 28 years.

To achieve this target, Blaenau Gwent County Borough Council will need to work in partnership with a broad range of partners to promote Welsh language in education settings and more easy-to-access opportunities in communities; and promote Welsh in the workplace.

Positive steps towards increasing our Welsh language education provision have been achieved through our Welsh in Education Strategic Plan, including the planning approval being granted for a new Welsh Medium Primary School in Tredegar. The 210-place 'seedling' school demonstrates the Council's ongoing commitment to increasing its Welsh education opportunities through the delivery of our [Welsh in Education Strategic Plan 2022/32](#).

6. Legislative background

Welsh Language Standards

The Council has a legal obligation to produce this plan under the Welsh Language (Wales) Measure 2011, Standard 145 and Standard 146 as set out below:

Standard 145

You must produce, and publish on your website, a five-year strategy that sets out how you propose to promote the Welsh language and to facilitate the use of the Welsh language more widely in your area; and the strategy must include (amongst other matters) –

- a) a target (in terms of the percentage of speakers in your area) for increasing or maintaining the number of Welsh speakers in your area by the end of the 5-year period concerned, and
- b) a statement setting out how you intend to reach that target; and you must review the strategy and publish a revised version on your website within 5 years of publishing a strategy (or of publishing a revised strategy).

Standard 146:

Five years after publishing a strategy you must –

- (a) assess to what extent you have followed that strategy and have reached the target set by it, and
- (b) publish that assessment on your website, ensuring that it contains the following information –
 - (i) the number of Welsh speakers in your area, and the age of those speakers
 - (ii) a list of the activities that you have arranged or funded during the previous 5 years in order to promote the use of the Welsh language.

Welsh Government's [Cymraeg 2050: A million Welsh speakers](#)

Welsh Government has set its vision for achieving one million speakers by 2050 across Wales. This is a significant challenge for Blaenau Gwent, which consistently has the lowest use of Welsh Language in Wales, along with other Authority areas in South East Wales.

Nevertheless, Blaenau Gwent County Borough Council is committed to making a valued contribution towards this ambitious target, where together, we can grow the Welsh language and promote bilingual opportunities.

Well-being of Future Generations (Wales) Act 2015

The Well-being of Future Generations (Wales) Act 2015 is ground-breaking legislation which aims to improve the social, economic, environmental, and cultural well-being of Wales and create a Wales that we all want to live in, now and in the future. Achieving our Welsh Language Promotion Strategy 2022/27 will help contribute to the national well-being goal for 'a Wales of vibrant culture and thriving Welsh language', alongside other national well-being goals by supporting the achievement of Blaenau Gwent's Corporate Plan 2022/27.

Welsh Language (Wales) Measure 2011

The Welsh Language (Wales) Measure 2011 sets out to modernise the legal framework regarding the use of the Welsh language in the delivery of public services. In September 2015, the Council was issued its Welsh language [Compliance Notice](#).

The aim of the Welsh Language Standards is to:

- Improve the services Welsh-speakers can expect to receive from specified organisations in Welsh
- Increase the use people make of Welsh-language services
- Make it clear to organisations what they need to do in terms of the Welsh language; and
- Ensure that there is an appropriate degree of consistency in terms of the duties placed on bodies in the same sectors.

The measure also established the role of an independent Commissioner for the Welsh language whose aim is to promote and facilitate the use of the Welsh language via the following two principles:

- In Wales, the Welsh language should be treated no less favourably than the English language
- Persons in Wales should be able to live their lives through the medium of the Welsh language if they choose to do so

Welsh Government's [More than just words 2022/27](#)

Welsh Government's More than just words 2022/27 is a Welsh language plan for health and social care which aims to ensure people can access the care they deserve and require in the preferred language choice. It aims to improve and promote Welsh language services across all health settings, in recognition of this helping to improve well-being outcomes for individuals in-line with the Social Services and Well-being (Wales) Act 2014. Under the Act's Code of Practice, local

authorities are required to ensure Welsh language services are included within service planning and delivery and that services are offered in Welsh, to Welsh speakers, without them having to request it as required by the 'Active Offer'.

7. Policy background

[Blaenau Gwent Corporate Plan 2022/27](#)

Our Corporate Plan sets out the Council's vision, values, and priorities for 2022/27. It sets out the main priorities we will be delivering against to begin transforming Blaenau Gwent into a more prosperous and welcoming area and how we intend to achieve real outcomes for our local people and communities, now and in the future. The plan is a requirement under the Well-being of Future Generations (Wales) Act 2015.

The Act intends to make the Council think more about the long term, work better with people and communities, look to prevent problems, and take a more joined-up approach.

Our four main priorities are:

1. Maximise learning and skills for all to create a prosperous, thriving, resilient Blaenau Gwent.
2. Respond to the nature and climate crisis and enable connected communities.
3. An ambitious and innovative council delivering quality services at the right time and in the right place
4. Empowering and supporting communities to be safe, independent, and resilient

We have identified the achievement of our Welsh Language Promotion Strategy 2022/27 as being integral to the delivery of our corporate priorities. Including Welsh as a key performance measure, reflects our commitment and continued effort to improve our Welsh language service offer; increase the use of Welsh and the number of people with Welsh language skills in our area, despite the area having the lowest number of Welsh language speakers. For further information, please see Section 3 'An Overview of Blaenau Gwent'.

[Blaenau Gwent's Welsh in Education Strategic Plan 2022/27](#)

The School Standard and Organisation (Wales) Act 2013 places a statutory requirement on local authorities to prepare and introduce a Welsh in Education Strategic Plan (WESP). The WESP sets out how the local authority will carry out its education functions to improve and increase the use of Welsh in Education over the next ten years. The plan will contribute towards the achievement of this plan and Welsh Government's Cymraeg 2050 – 1 million speakers initiative.

[Blaenau Gwent's Strategic Equality Plan 2020-24](#)

The plan sets out our equality objectives which aims to strengthen and advance equity across all our service areas to deliver outcomes of equality for residents, communities, staff, and visitors in-line with our Public Sector Equality Duty under the Equality (Wales) Act 2010. We recognise achievement of our equality

objectives will help to achieve delivery of our Welsh Language Promotion Strategy 2022/27 objectives and vice versa.

8. Our consultation method

In meeting the requirements of Welsh Language Standard 146 the Council undertook a review of its first Welsh Language Promotion Strategy 2017/22 to assess the extent we met what we said we would do to promote and increase the use and number of Welsh speakers in our area.

To help us do this we considered key data and information (quantitative research) as well as proactively engaged our local partners and key stakeholders to gain citizen and professional insight to determine what we did well; where we can improve and whether there are any gaps in our approach to achieving our target.

Our consultation method was delivered in two phases:

Phase One – Informal consultation (November 2020 – February 2021)

Led and facilitated by our partner Menter Iaith BGTm, the Blaenau Gwent Welsh Network group was established in November. The group held its first meeting online and held a workshop to discuss feedback gathered from a preliminary survey to reflect on progress against our first Welsh Language Promotion Strategy 2017/22 and to consider opportunities for developing our second Welsh Language Promotion Strategy 2022-27.

General feedback

- Better promotion of the formal strategy (more visible to the public).
- Need for measurable targets and regular action plan progress evaluation.
- Better alignment with the Welsh in Education Strategic Plan.
- Action to map programmes and projects already being delivered.
- More information about partners and local Welsh organisations (e.g., Blaenau Gwent Welsh Society).

Achieving our targets

- Welsh in the workplace – promote Welsh language training being available during work time.
- Community – support community and cultural events which promote the use and awareness of the Welsh language and Welsh-medium education.
- Children & Young People, Family – Greater promotion of support available for non-Welsh speaking parents and extra-curricular activities.

Ideas on changing attitudes towards the Welsh language

- Develop promotional videos in English which showcase local Welsh-speakers stories; cultural history; and why the language is important.
- Ensure all children learn Wales's National Anthem.

Suggestions on how the local authority can support local groups to increase the community use of Welsh

- Community grants or rewards scheme for local Welsh language groups.

- Create informal chat groups and run /support events (e.g., Welsh festivals).

Additional consultation feedback on Blaenau Gwent Council's Welsh in Education Strategic Plan 2022/32 via the Welsh in Education Forum was also considered and used to inform our review.

Phase Two – Statutory consultation (December 2022)

Our statutory consultation period was supported by an online survey, workshops, and a range of informal engagement activities during December 2022 which was promoted extensively through social media and via our established groups and networks.

Engaging with a wide range of stakeholders listed below as well as our partners (please see Section 8 'Our Partners'), we also undertook targeted engagement to ensure we were reaching key community groups and residents to get involved and share their views on our draft Welsh Language Promotion Strategy 2022/27:

- Corporate Leadership Team & Wider Corporate Leadership Team
- Blaenau Gwent Council Staff
- Members
- Blaenau Gwent Secondary & Primary Schools (pupils & parents)
- Blaenau Gwent Community Hubs
- Blaenau Gwent Welsh Network - Workshop
- Blaenau Gwent Welsh in Education Forum - Workshop
- Gwynllyw Secondary School (pupils & parents)
- Welsh Language Commissioner
- (Blaenau Gwent Welsh Society)
- Grŵp Deddf
- Cymdeithas Cymraeg Blaenau Gwent
- Youth Forum & Blaenau Gwent Youth Network
- Older People's Network
- Blaenau Gwent Citizen Panel
- PSB Engagement Group
- Blaenau Gwent Local Delivery Partnership

We received 39 responses to our online survey. The feedback was considered and used to inform the development of our final plan. A summary of findings is as follows:

- Overall, there was positive feedback received about the plans use of language. People told us it was concise, easy to read, and understandable.
- People were supportive of our target but noted we could be more ambitious. People told us the plan should focus on education and learning for adults.
- Some people shared concerns towards having a Welsh Language Promotion Strategy for Blaenau Gwent and it being made a priority against

other current pressing issues (for example, Cost of Living crisis), given Blaenau Gwent has the lowest number of Welsh speakers within Wales. This feedback has been considered and indicates the need to prioritise a positive change in attitude towards the Welsh language in the area as an action across all three of our objectives.

- Objective one - 67% of participants voting somewhat to fully supportive.
- Objective two - 80% of participants voting somewhat to fully supportive.
- Objective three - 75% of participants voting somewhat to fully supportive.

9. Our partners

We know by working together with our partners and key stakeholders we will be able to achieve more. Below is a list of some of the key organisations, agencies and groups who will help support us to deliver the aims and objectives of this plan:

Menter Iaith BGTM

Menter Iaith is a voluntary organisation aimed at promoting the Welsh language.

Menter Iaith BGTM was established in 2007 making it one of the youngest Welsh Language Initiatives, or 'Mentrau Iaith' amongst the 22 that exist across Wales. The Menter serves three counties – Blaenau Gwent, Torfaen, and Monmouthshire.

Practically, the 'Mentrau Iaith' were established to arrange a variety of events for people of all ages, background, and linguistic ability to enjoy and socialise in Welsh including parents, families, children and young people, adults, and learners. The Mentrau offer community events and activities to promote use of the Welsh language.

Urdd Gobaith Cymru

Urdd Gobaith Cymru is a National Voluntary Youth Organisation with over 55,000 members between the ages of 8 – 25 years old. Since 1922, they have provided opportunities through the medium of Welsh for children and young people in Wales to enable them to make positive contributions to their communities.

Mudiad Meithrin

Mudiad Meithrin was established in 1971 to help nurture a rich landscape of Welsh-medium play and learning experiences for children from birth to school-age.

A voluntary organisation who is passionate about celebrating and encouraging the use of the Welsh language.

Blaenau Gwent Welsh Network

Led and facilitated by Menter Iaith BGTM, the network brings together a mix of organisations and agencies who directly support the promotion and use of the Welsh language, including key local authority services, and Blaenau Gwent citizens to support the delivery of the Welsh language Promotion strategy.

The purpose of the group will be to support the monitoring and evaluation of progress against delivering the plan on a quarterly basis. Linking with Blaenau Gwent Council's corporate performance management arrangements.

Blaenau Gwent Welsh in Education Forum (WEF)

Led and facilitated by Blaenau Gwent Council, the Welsh in Education Forum is the strategic driving force behind the Council's 10-year Welsh in Education Strategic Plan 2022/27 (WESP) whose role is to monitor and evaluate progress.

The forum meets every term, with dedicated sub-groups taking place in and around meetings, to focus on specific themes. The Forum provides a formal channel of communication between key partners and stakeholders, who work collectively towards achieving the vision, aims, objectives strategic priorities and targets set out within the plan and Blaenau Gwent Council's Welsh Language Promotion Strategy 2022/27.

Blaenau Gwent Welsh Society

All Blaenau Gwent Secondary and Primary Schools

Urdd Club in Ysgol Gyfun Gwynllyw

[Blaenau Gwent Learning Zone - Coleg Gwent](#)

[Learn Welsh Gwent](#)

[Blaenau Gwent Council's Family Information Service](#)

RhAG (Rhieni dros Addysg Gymraeg / Parents for Welsh Medium Education)

Rhywdlaith Regional Network

The Rhywdlaith Network is made up of council members and Welsh Local Government Association members, including national park authorities, and fire and rescue services with guest speakers being invited when necessary and was established in December 2021. The purpose of the network is to provide opportunities to share good practice, and to discuss ways of overcoming common challenges and share strategic ideas to support greater engagement with the Welsh language.

Grŵp Deddf

Grŵp Deddf as their motto 'working for the language' would suggest is a group that acts as a support network to officers with responsibility for ensuring compliance with the Welsh Language Standards across South East Wales. The group was established in 1998 and since the implementation of the Standards, they have expanded considerably. There are now 50 different member organisations, including the Welsh Government, Local Government, the health sector, education institutions, national organisations, emergency organisations and partner organisations.

Regional Officers Network – More than just words

[Gwent Public Services Board](#) & Blaenau Gwent's Local Delivery Partnership

10. Delivering Our Objectives – Action Plans

Families and Community	
Objective 1: <i>Working with our partners we will promote and encourage the use of the Welsh language within families and the community.</i>	
Indicator(s): <ul style="list-style-type: none"> The number of Welsh language activities which are arranged and held within communities across the county borough. The % increase in Welsh Medium childcare admissions. 	
Outcomes: <ul style="list-style-type: none"> More people engage with the Welsh language. More people attain fluency in the Welsh language. More Council employees can use Welsh Language. 	
Action Reference	Action
Action 1.1	Map and promote informal Welsh / bilingual social activities provided in Blaenau Gwent through a range of channels i.e., website, social media, posters etc.
Action 1.2	Promote opportunities for more formal learning i.e., cwrs Mynediad etc.
Action 1.3	Promote leisure opportunities through the medium of Welsh
Action 1.4	Promote and evaluate access channels (i.e., website, social media, C2BG etc.) to local authority services in the medium of Welsh in line with the Welsh Language Standards
Action 1.5	Increase the number of children, young people and adults who declare their language preference (Welsh/English/bilingual) in relation to how they engage with local council services
Partners: We will be working with the following partners to achieve this objective: Children, young people and adults in Blaenau Gwent, Coleg Gwent, Blaenau Gwent Learning Zone, Learn Welsh Gwent, Menter Iaith, Aneurin Leisure Trust, Aneurin Bevan University Health Board, Mudiad Meithrin, Urdd Gobaith Cymru, South East Wales Regional Forum, Blaenau Gwent Council's Family Information Service, RhAG (Rhieni dros Addysg Gymraeg / Parents for Welsh Medium Education), Welsh Language Youth Forum, Urdd Gobaith Cymru, Urdd Club in Ysgol Gyfun Gwynllyw, Grŵp Deddf, Corporate Equality Network, All Schools, Welsh Language Commissioner's Office	

Children and Young People	
Objective 2: <i>To increase the provision of Welsh language education and informal activities for children and young people</i>	
Indicator(s):	
<ul style="list-style-type: none"> • Number of children in WM early year provision • Transition rates from WM primary to WM secondary 	
Outcomes:	
<ul style="list-style-type: none"> • More people engage with the Welsh language. • More people attain fluency in the Welsh language. • More Council employees can use Welsh Language. 	
Action Reference	Action
Action 2.1	Increase the early year's provision offer to stimulate parental demand
Action 2.2	Increase transition rates from Welsh-medium nursery provision to Ysgol Gymraeg Bro Helyg
Action 2.3	Raise the profile and levels of participation for Welsh-medium education
Action 2.4	Promote extra-curricular Welsh language/bilingual activities and social opportunities for children and young people from both Welsh medium and English medium schools
Action 2.5	Promote opportunities for parents/carers/grandparents to improve their Welsh language / bilingual skills to support their children through Welsh / bilingual education
<p>Partners: We will be working with the following partners to achieve this objective:</p> <p>Children, young people and adults in Blaenau Gwent, Coleg Gwent, Blaenau Gwent Learning Zone, Learn Welsh Gwent, Menter Iaith, Aneurin Leisure Trust, Mudiad Meithrin, Urdd Gobaith Cymru, South East Wales Regional Forum, Blaenau Gwent Council's Family Information Service, RhAG (Rhieni dros Addysg Gymraeg / Parents for Welsh Medium Education), Welsh Language Youth Forum, Grŵp Deddf, Corporate Equality Network, All Schools, Welsh Language Commissioner's Office</p>	

Welsh in the Workplace

Objective 3: *To increase opportunities for people to use Welsh in the workplace*

Indicator(s):

- The number of staff employed by partner organisations who use the Welsh language in the workplace.
- The number of staff learning Welsh.
- The number of positions advertised encouraging Welsh language skills ‘essential’, ‘desirable’ and ‘willing to learn’.

Outcomes:

- More people engage with the Welsh language.
- More people attain fluency in the Welsh language.
- More Council employees can use Welsh Language.

Action Reference	Action
Action 3.1	Increase the number of employees who can use Welsh via training and encourage them to wear the ‘Dysgu’ badges to help Welsh learners socially and improve their confidence.
Action 3.2	Encourage Welsh-speaking employees to improve their fluency in Welsh via training and encourage them to wear the ‘Cymraeg’ badges to help promote bilingual services.
Action 3.3	Promote Welsh language awareness and language training courses and encourage more employees to attend these
Action 3.4	Provide a range of guides and support materials to increase engagement with and confidence in the use of Welsh language in the workplace
Action 3.5	Support all departments to effectively implement the Welsh language standards as per the Council’s Compliance Notice
Action 3.6	Effectively monitor the jobs within the Council advertised that go through the Welsh language assessment process
Action 3.7	Provide informal opportunities for colleagues to engage with each other in the medium of Welsh
Action 3.8	Increase Welsh language skills of Social Services staff in-line with More than just words 2022/27 strategy

Partners: We will be working with the following partners to achieve this objective:

Blaenau County Borough Council employees, Menter Iaith, Coleg Gwent, Blaenau Gwent Learning Zone, Learn Welsh Gwent, Aneurin Leisure Trust, Grŵp Deddf, Corporate Equality Network, all School-based staff, Welsh Language Commissioner's Office

Monitoring Arrangements

We will track our progress against the delivery of the plan by considering a range of performance data, including a review of key indicators we have identified within our strategy on a quarterly basis, including information provided via our business planning arrangements.

This will be monitored by a new Corporate Equality/Welsh Network which is to be established to support the delivery of these two statutory policy areas. Representation on the group will include middle to senior managers from key service areas, including the Professional Lead for Engagement, Equality & Welsh, who are instrumental in supporting us achieve our objectives through action and will be accountable for ensuring the Council is meeting its requirements under the Welsh Language Standards (No. 1) Regulations 2015.

The Corporate Equality/Welsh Network will work alongside the Blaenau Gwent Welsh Network and will also play an important role in helping to monitor performance on a quarterly basis as well as acting as the driving force for supporting the delivery of our action plans over the next five years.

Also, the Council's Welsh in Education Forum who monitor the implementation of the Welsh in Education Strategic Plan 2022/32 will provide key performance data (such as monitoring the provision of Welsh-medium education) for review. This is also reported annually to Welsh Government, with reports being taken via the Council's political processes annually, as well as the Sustainable Communities for Learning Programme Board and Admissions Forum.

All our quarterly performance information will be collated and used to inform our Welsh Language Annual Monitoring Report (Welsh Language Standards 158, 164 & 170) which is to be published in June each year up to 2027. The annual report will be presented for review via our professional and democratic arrangements, including our Corporate Leadership Team and scrutiny process via Corporate Overview and Performance Scrutiny Committee and Cabinet as part of their annual work programmes.

Assessment of Objectives and Actions WLPS 2017-2022

(Evidence/Data retrieved from WESP, BG Annual Reports 2016-2022, Partnerships feedback)

Objective 1 – We will promote and encourage the use of the Welsh language within families and the community

Action 1:1 - Promote informal Welsh / bilingual social activities provided in Blaenau Gwent through a range of channels i.e. website, social media, posters etc.

Action 1:2 – Promote opportunities for formal learning i.e. Cwrs Myndiad etc

Action 1:3 – Promote leisure opportunities through the medium of Welsh

Action 1:4 – Promote Welsh medium or bilingual services in line with e.g. national guidance such as ‘More than words..’

Action 1:5 - Promote and evaluate access channels (i.e. website, social media, C2BG etc.) to local authority services in the medium of Welsh in line with the Welsh Language Standards

Action 1:6 - Increase the number of children, young people and adults who declare their language preference (Welsh/English/bilingual) in relation to how they engage with local council services

In order to encourage the use of the Welsh language within the community we need to ensure that the language is visible and accessible within the area. To do this we must, as stated in Action 1:5, ‘evaluate access channels to local authority services in line with the Welsh Language standards’, this has been actioned with a detailed review of the Blaenau Gwent website, with all pages and sub-sections being evaluated. This evaluation ensured all pages and related documents were available in Welsh with appropriate translation. Any areas that failed to present their information in line with the Welsh Language Standards were flagged and sent to their respective department heads for immediate amendments. This is intended as a continuous process not only from a legislative perspective but a desire to make our Welsh language version of the website as user friendly as possible. Thus encouraging Welsh language users to opt for the Welsh medium version of the site.

Internally the 'Welsh Language Guidance' on the Intranet has been updated in the past 6 months to make it more user friendly for those with little Welsh language ability. This includes amendments to the 'Standards Overview Document' to reflect procedures as we shift into the working from home model we have adopted on the back of the COVID-19 Pandemic. These revisions ensure our service delivery does not treat the Welsh language any less favourably. The telephone procedures also have been evaluated and developed to ensure a proactive approach to using our services through the medium of Welsh. Members of the call centre staff received in-house training from the Welsh Language Support Officer prioritising compliance with Standards 8-22. This training covered how to make and answer calls effectively promoting the option to continue the call/access the service in Welsh, as well as general conversational Welsh to use when interacting with Welsh speaking members of the public.

In terms of the promotion of informal Welsh language activities we have identified this as an area to build on. There is provision in place for these activities and much work has been and is continuing to be done by our partners to provide opportunities for families and the community to use the Welsh language. The Aneurin Leisure Trust provides a range of leisure activities through the medium of Welsh, there is a Welsh society in place (Cymdeithas Cymraeg Blaenau Gwent) that promote activities through social media, Menter Iaith host numerous activities throughout the year from nature walks to quizzes to name a few. Despite the large amount of opportunities for Welsh language use socially when reviewing our position against objective 1 we acknowledge a need for mapping and monitoring of these opportunities in order to promote them effectively. This has been incorporated into the 2022-2027 plan and is a key action to be taken moving forward. We will achieve this by strengthening our existing partnerships and inviting prospective partners to play a part in the implementation of our new objectives over the coming five-year period. The council has recently reinstated the Welsh Language Support Officer role, and as such have the provision to have more consistent presence with the BG Welsh Network Forum, and aims to work more collaboratively with the surrounding councils while we implement the 2022-2027 Welsh Language Promotion Strategy. We aim to have updates on the 2022-2027 Promotion Strategy (for example a Welsh activity calendar update) as a statutory item on the agendas when meeting with our partners. This will aid the identification of successes against our objectives, and any challenging areas as we progress in order to rectify them as soon as they become apparent.

Objective 2 - To increase the provision of Welsh language education and informal activities for children and young people and to increase their awareness of the value of the language.

Action 2:1 - Increase the early year's provision offer to stimulate parental demand

Action 2:2 - Increase transition rates from Welsh-medium nursery provision to Ysgol Gymraeg Bro Helyg

Action 2:3 – Raise the profile and levels of participation for Welsh-medium learners

Action 2:4 – Improve Welsh medium learner outcomes

Action 2:5 - Work regionally with South East Wales Local Authorities and to promote Welsh medium opportunities in further and higher educational institutions

Action 2:6 - Promote extra-curricular Welsh language/bilingual activities and social opportunities for children and young people from both Welsh medium and English medium schools

Action 2:7 - Promote opportunities for parents/carers/grandparents to improve their Welsh language / bilingual skills to support their children through Welsh / bilingual education

Over the five-year period of the 2017-2022 WLPS there is consistent evidence that the provision provided for children and young people that increases awareness of the value of the Welsh language. Promotion of Welsh language awareness and the opportunities to further your learning and use your existing skills is promoted to parents from the early stages of their child's life beginning with the role the health visitors play. Health Visitors have access to online modules through our Aneurin University Health Board Provision to develop their Welsh language skills and training surrounding language awareness can be delivered internally upon request as well as free Welsh language courses. It is made clear that it is the role of the Health Visitors to provide information on Welsh medium education by directing new parents to the Family Information Service. The Family Information Service provide information on the childcare, nursery and informal activities such as the Cymraeg i Blant services available. Furthermore, providing Welsh book start bags to new parents to encourage the use of Welsh as a family and contribute to the uptake of the Cymraeg i Blant provision.

Cymraeg i Blant is a Mudiad Meithrin project that has been growing since the publication of the 2017-2022 Promotion Strategy. They offer a range of weekly classes such as, Welsh Rhyme time and sign, Baby Massage and yoga, Cuppa & Cymraeg (online) and Me and my baby sessions for prospective and new parents on advantages of being bilingual (online) and more. In the past three years there has been a significant increase of 229% in the number of groups on offer, with projections of further increase with the development of an additional Meithrin group in Tredegar.

There has been a steady upward five-year trend in the % of Welsh medium nursery places available within the Blaenau Gwent. Of these places there has similarly been an upward trend of places being filled, rising from 3% in 2017 to 6% in 2021 of the cohort. Therefore, it is evident that there has been more engagement with early year's provision (Jan 2021 PLASC Data). This is a clear indication of the fulfilment of Action 2:2 of the 2017-22 Welsh Language Promotional Plan to 'increase early years' provision offer to stimulate parental

demand.' Places remaining available have broadly sat at 3% indicating that at present there is sufficient capacity to meet parental demand within Blaenau Gwent's Welsh medium nursery place availability. In addition, transition rates between primary and secondary for 2019/20 were 100%.

The Cabinet Secretary for Finance announced on 16th January 2018 that £30 million would be allocated to support capital projects dedicated to and growing Welsh language in education. The grant application process was initiated in March 2018. Blaenau Gwent Council received confirmation in October 2018, that they were successful in securing £6 million in creating additional primary provision. Following revenue implications, the project was put on hold early in 2019 pending discussions between the Council and Welsh Government. The Consultation process was then able to be initiated in December 2020 through till January 2021 post a financial review, it was determined at an informal Executive/Corporate Leadership team meeting in February 2020, that the project could proceed to statutory consultation stage - subject to a report to the Executive Committee in the autumn-term 2020. The response of the consultation process was positively in favour of the new school development with 93% of email and survey responses noting their support of the proposal. (8 email and 190 survey). This primary school is now scheduled to open in September 2023 admitting 210 students, a step that will needless to say contribute to our five-year target.

We believe we are in a good position for progression considering the factors above and aim to use our successes as springboards for increasing the provision of Welsh language education and informal activities for children and young people. Our improvements surrounding the mapping of activities available in the area detailed in Action 1:1 of the 2022-2027 Promotion Strategy will also play a part in succeeding with this objective. Using the mapping we will be able to identify areas with less engagement with informal social activities and target said areas leading to stimulation of parental interest in Welsh medium Education.

Objective 3 - To increase opportunities for people to use Welsh in the workplace

Action 3:1 – Increase the number of employees who can use Welsh and encourage them to wear the ‘Dysgu’ and badges to help Welsh learners socially and improve their confidence.

Action 3:2 - Encourage employees to improve their fluency in Welsh and encourage them to wear the ‘Cymraeg’ badges to help promote bilingual services.

Action 3:3 - Promote Welsh training courses and encourage more employees to attend these

Action 3:4 - Provide a range of guides and support materials to increase engagement with and confidence in the use of Welsh language in the workplace.

Action 3:5 - Support all departments to effectively implement the Welsh language standards as per the Council’s Compliance Notice.

Action 3:6 - Effectively monitor the jobs within the Council advertised that go through the Welsh language assessment process.

Action 3.7 - Promote more opportunities for colleagues to engage with each other in the medium of Welsh

In accordance with Standard 127 stating that ‘a body must assess the Welsh language skills of its employees’ and by extension document this tracking in their Annual Report as per Standard 170. Looking at this data we can see some indication of the progression in the opportunities provided for staff to use their Welsh language skills in the Blaenau Gwent Council workplace.

Following the introduction of the promotion strategy, 2017, we saw an increase, 3%, in the number of employees who have categorized themselves as being able to speak, a little, moderately, quite well or fluently, from the previous annual report in 2016. 2017-2018 annual report does not report language preferences. The following report, 2018- 2019, noted, on the councils iTrent Organizational Development System, 3 employees as having as their language preference as Welsh. 2019-2020 saw a significant increase in this number with an additional 12 employees indicating a Welsh language preference. Since this increase, a self-service system has been introduced enabling staff to amend their language preferences freely. The following years have seen a consistent number of employees with Welsh Language speaking abilities. Remaining at a steady 19% of the staff body. Since 2016, all roles within the council are advertised as Welsh Language Skills desirable, this has remained a policy throughout the 5-year promotion plan. A number of roles (25) have been advertised as Welsh Language essential. In 2021, the Policy and Partnership Team, under their commitment to support Children and Young Peoples Participation, enrolled on the Kickstart Scheme apprenticeship programme to provide opportunities to young people to gain direct skills and experience within the public sector. Recognising the importance and need for Welsh language support, a trainee Welsh language support officer role was

introduced. Following its success this has since become a fixed term role within the council itself.

While training has been consistently promoted throughout this five-year period there has been little uptake in online session with averaging 1-2 members of staff making use of these training opportunities during this five-year period. Although in house training was delivered to 19 members of staff in 2022 that prioritised the effective implementation of the updated telephone procedure, said updates coming into place when the Welsh language guidance for staff was updated. In 2018 in accordance with action 3:4 of the 2017-2022 Promotion Strategy 'a range of guides and support materials to increase engagement with and confidence in the use of Welsh language in the workplace' was published internally. These guides have since been amended to make sure the content actively promotes the use of the language within the workplace with their improved accessibility. Incorporating the slides from the training sessions in the 'Answering the Telephone' procedure, these include two recordings of all key phrases a slowly recited version that emphasises key sounds and pronunciation and the phrase spoken at a normal pace. Similarly, we have also incorporated audio files within our 'Bilingual Greetings' and 'Useful Phrases' documents, alongside phonetic spellings. Staff have provided feedback on these updates being beneficial to supporting learning and increasing confidence levels in using Welsh more effectively.

Whilst assessing our progress against the actions in place over the past five years there are clear indicators to where we need to improve our promotion the primary indicator being the low engagement with training opportunities. While Blaenau Gwent, according to the Annual Population Survey (Oct 2020 to Sept 2021), does have the lowest percentage of Welsh language speakers at only 15.5%, we do currently have 19% of our staff identifying as having some Welsh language ability. We want to target those who have already declared any level of ability for refresher and confidence building courses on the basis of staff expressing an apprehension to use their language as they 'feel out of practice'. In the same vein we feel a need is evident for more promotion of courses for those with no ability. Arguably promoting awareness of Standard 130 that states that these training opportunities are to be provided during work hours will be of benefit in increasing our numbers of attendees as the responsibility to find the time to complete training does not fall into their free time. Increase in training will in turn contribute to the use of 'Dysgu' and 'Cymraeg' badges, lanyards and Microsoft Teams backgrounds as confidence in using the language increases as such contributing to the fulfilment of Actions 3:1 and 3:2 of the 2017-2022 strategy.

Qualitative Assessment – Blaenau Gwent Welsh Network Forum

1) Do you have any feedback or comments regarding the current Welsh language promotional strategy 2017-2022?

- *It was acknowledged that there had been more emphasis on promoting Welsh language services and bilingual signage since the standards came into force. It was noted that no members of the group were aware of the existence of a formal strategy.*
 - We have added stakeholders to the list to review the new plan.
BG workforce has appointed a Welsh Language Support Officer and as such we will have further capacity for engagement.
Make our partners more aware more aware of the indicators to ensure the plan Strategy is being consistently considered throughout the 5-year period. A review of progress to be included on agendas for BG Network Meetings
- *High staff turnover of many partners has made it difficult to maintain momentum
Need for measurable targets and regular evaluation of the progress of the strategy. The language forum should prioritise this work.*
 - The 2022-2027 Strategy includes more measurable targets with indicators for monitoring purposes. Work collaboratively with Welsh Forum to develop shared monitoring systems, with updates being addressed within the meetings.
- *An interesting document with lots of good ideas. However:
No details of how to approach in practice the objectives and actions e.g. Objective 2 states "Increase early years provision to stimulate parental demand"
Demand has already been proven in the Tredegar area. A decision was also made that a new Cylch Meithrin is needed in the area. Why then has this not happened and why is the Council not supporting the development. And why isn't this mentioned in the Strategy?*
 - Provision has been increased (including the establishing of a Cylch Meithrin Group within Tredegar) and further information is available in depth in the Welsh in Education Strategic Plan and explored within the Assessment Appendix of the 2017-2022 Promotion Strategy, and further action incorporated within the new 2022-2027 Plan.
- *A decision had already been made to open a second Welsh-medium primary school in the Tredegar area as emerging schools for Bro Helyg. Why not mention this in the strategy. The timetable for this development must surely be included in the strategy.*
 - The previous plan was published in 2017. The grant application process for funding of the Welsh-medium primary was initiated in March 2018. Blaenau Gwent Council received confirmation, October 2018, that they were successful in securing £6 million in creating additional primary provision. Scheduled to open in September 2023 admitting 210 students. As such this development has been included in 2022-2027 Welsh Language Promotion Plan.
- *FAMILIES AND COMMUNITIES - Disappointing non-recognition of the existence of the BLAENAU GWENT WELSH SOCIETY founded after the Heads of the Welsh National Eisteddfod in 2010. The group has been meeting monthly since then until March 2020. A little support from the Council would go far*

- We recognise the dedicated and consistent work for the Blaenau Gwent Welsh Society/Cymdeithas Cymraeg Blaenau Gwent and plan to have more involvement with their work.
- *FAMILIES AND COMMUNITIES - Coleg Gwent is named but there is no mention of all the various Welsh language classes being held across the Borough or the increase in the numbers learning Welsh. For me there is no point in having a strategy if it does not recognise the work that is already happening and the same applies to the Urdd and the Menter Iaith.*
- The increase in Welsh language learning opportunities is explored in the new promotion strategy.
- *If they aim to secure 70 New Welsh speakers annually for the next 33 years the Strategy MUST detail the actions. The Strategy dates are 2017 - 2022. One year on to achieve the aims and actions and no record of what has already been achieved.*
- Some allowances for lack of records during the Covid-19 Pandemic can be made, however, we acknowledge shortcomings in the monitoring in some areas of the plan. We are putting monitoring steps in place to ensure the strategy is being consistently considered within work and reviewed throughout its entire five-year period.

2) Do you have any suggestions for specific targets for the following areas:

- **The family**
- **Community Use**
- **Infrastructure (policies)**
- **Children and young people**
- **The workplace**

Do we need to prioritise a particular aspect of the strategy?

- *Prioritise the workplace so that adults do not have to use their spare time to learn the language. However, employers have to give the employees time to attend the class and it would be great to then hold informal clubs in the workplace for people to practise and socialise in Welsh. There is a need to communicate with high level managers to prioritise and enable staff to attend lessons over the long term.*
- *It was stated that the workplace needed to be prioritised - it was noted by some working in the public sector that things had improved since 2017 but the pandemic has had a negative impact on opportunities to use and learn Welsh at work although there are more opportunities available online.*
- *Need more community events e.g. guest speakers, trips, folk dancing, cooking lessons and so on.*
- We intend on increasing our engagement with our Welsh language community networks in order to increase the promotion and as such attendance to the opportunities already available.
- *Promoting Welsh-medium education - the new Strategy needs to be consistent with the aims and objectives of the new WESP.*

- The Welsh in Education Strategic Plan has been a key plan in the development for the new Welsh Language Promotion Plan 2022-2027. Using the past figures/information, future projections and how they intend on achieving these objectives to shape our plan.
- *Collaboration between partners targeting specific areas and holding community events to promote Welsh-medium education - we had good numbers for a Summer of Fun in Parc Bryn Bach but weaker online engagement in Blaenau Gwent compared to neighbouring areas.*
- We have evaluated the partners we already work with and have identified key areas that need support, such as Mudiad Meithrin and Dysgu Cymraeg to engage non-Welsh speaking parents with Welsh language education. Promoting the benefits of the language and the support they can receive as non-Welsh speakers to encourage the use of Welsh-language Education facilities.
- *Need to make parents aware of the support available to parents and how attending extra-curricular and community activities can help their children develop their confidence and ability in speaking the language - it is important that the activities are accessible and open to non-Welsh speaking parents.*
- The Cymraeg i Blant Officer works closely with local Midwifery and Health Visiting teams, signposting parents to the groups, and general provision available to them. Over the next five years we intend to further promote this provision and form connections between partners to strengthen the promotion and the support itself available to parents.
- *Community groups who want to resettle in the post-Covid-19 need help - many people have started learning Welsh during the pandemic but need social space to use the language. Possibly set up a community fund for groups?*
- We have considered the impact that the Covid-19 pandemic had on the increase in online learning and aim to use the steps in the upcoming plan to promote the community groups that target learners and those who want to practice their skills further.
- *Need to regularly map opportunities for young people and ensure that the local authority works with a wide cross section of partners who can provide services.*
- This is an area we are prioritising, we want to facilitate the monitoring of Welsh language opportunities, both formal and informal across all partners. The first steps in doing so will be keeping engagement tracking as a statutory item on the agendas for Blaenau Gwent Welsh Network Forums.

3) Do you have any ideas or suggestions on how to change attitudes towards the Welsh language?

- *Tough, but generally, by trying to normalise the language, perhaps by holding events in the community as well as behind closed doors, as it were – I am aware that this is already happening.*
- Within the Council we will continuously promote the use of conversational Welsh among colleagues, including those with very little ability and promote how this can be transferred during community events. Having taken on board comments from Welsh language users within the Council who feel apprehensive when using the language if they are out of practice, we aim to promote a positive and supported approach to using the language within all settings in Blaenau Gwent.

- *Creating promotional, English language videos, showing the stories of people in the area who have links to the language, even historically and showing local people talking about they are proud of the language a case study of a film kind of thing. Showcase them in the community and on YouTube etc.*
Create materials about the history of the area, which emphasise the importance of the language there historically. Show individuals who have a history in the area, who may have lost the language but have now reclaimed their Welsh. Anything that shows local people recapturing the language and thus shows that it is still relevant to the people of the area.
 - Taking this note on board from Dysgu Cymraeg we intend on exploring their ideas and how they feel they could be delivered.
- *Difficult but need to focus on changing the attitudes of children and young people by ensuring they have understanding and awareness of the history of the Welsh language locally, in Wales and in Britain.*
 - We too want to change the attitudes of the younger generation towards the Welsh language and intend on exploring ways of going about this such as work with '1Miliwn'.
- *Raise the confidence and pride of the children and ensure that every child in the area has the opportunity to learn the national anthem.*
 - A very constructive suggestion that can be applied to both Welsh Medium and English Medium Schools. We can consider implementing into work with the Blaenau Gwent Welsh in Education Forum.
- *Continue to ensure that the Welsh language is visible, prominent and treated equally on Council materials and in the public domain - place and building names, public announcements in order to normalise the language.*
 - With the reinstating of the role of Welsh language Support Officer we will have even more support in monitoring that the Council as a whole in complying with the Welsh Language Standards that ensure that the Welsh language is treated no less favourably.
- *Need resources and video content in English tailored for the area's residents to show the benefits of learning and using the Welsh language. Case studies - local people who have benefited from the Welsh language.*
 - We can see the potential of using ex-pupils from Blaenau Gwent who attended Welsh Medium education to work with us to create promotional resources that truly exemplify the benefits of the Welsh language in social, employment and well-being terms.
- *Language awareness sessions for local authority employees tailored to different sectors - set a quantitative target?*
 - Following the in-house training for call centre staff being tailored to aid them in the telephone answering procedures in place we aim to further increase training opportunities provided and taken across the different sectors.
- *Offer language awareness sessions to all local schools to ensure that children are aware of the context and local history of the Welsh language.*

- Working with our partners and alongside the Blaenau Gwent Education forum taking their targets noted in the Welsh in Education Strategic Plan we aim to aid the increase in Welsh Language awareness.

4) Do we need to invite any additional partners not identified in the 2017-2022 Strategy?

- *Possibly Gwent Police?*
- *Blaenau Gwent Welsh Language Society*
- *Local businesses, cafes, shopkeeper's association*

5) How could the Local Authority assist local groups to increase community use of the language?

- *Hold joint events? Offering free / discounted facilities for Welsh language events looking for a venue to host a group? Offer grants for projects that will help achieve areas that need a boost in terms of the Welsh language?*
- Funding opportunities will be promoted to Welsh language services more proactively where applicable.
- *Make funding and support available to community groups looking to develop projects
More help for adults learning Welsh e.g. chat groups at council offices.
Public presence for the language e.g. set up treasure hunts for families in Blaenau Gwent's parks.*
- Funding opportunities will be promoted to Welsh language services more proactively where applicable.
- *Ensure a presence at the Language Forum in order to stimulate co-operation between local organisations and scrutinise the Strategy*
- Given the Welsh Language Support Officer Role being reinstated the Policy and Partnerships Team should have consistent presence at the Welsh Language Forum.
- *Establish a 'Promoting the Welsh Language' fund for community projects that are consistent with the aims of the new strategy*
- Funding opportunities will be promoted to Welsh language services more proactively where applicable.
- *Follow the example of other local authorities and support the annual Welsh Language Festival*
- We aim to work more collaboratively with neighbouring authorities to share resources and best practices.

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Integrated Impact Assessment (IIA)

The Integrated Impact Assessment (IIA) has been designed to help support the Council in making informed and effective decisions whilst ensuring compliance with a range of statutory legislation, such as the Equality Act 2010. It consists of 10 main sections as outlined below:

- Section 1 - Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Section 2 - Welsh Language (Wales) Measure 2011 and Welsh Language Standards
- Section 3 - Socio-economic Duty
- Section 4 - Children’s Rights Approach – The Right Way
- Section 5 - Data
- Section 6 - Consultation
- Section 7 - Decision

Lead Officer	Head of Service	Service Area & Department	Date
Emma Scherptong	Sarah King	Governance & Partnerships	23/11/22

Briefly outline the proposal indicating what change or decision is to be made, also provide any documentation that may be used to support this. **What is the proposal that needs to be assessed?**

Draft Welsh Language Promotion Strategy 2022/27 which sets out 3 objectives and an action plan for promoting and facilitating the use of the Welsh language within Blaenau Gwent. It also sets a target for increasing and maintaining the number of Welsh language speakers over the five-year period of the plan:

- 1) Working with our partners we will promote and encourage the use of the Welsh language within families and the community.

- 2) Increase the provision for Welsh language education and informal activities for children and young people.**
- 3) Increase the opportunities for people to use Welsh in the workplace.**

Section 1 – Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

Briefly outline below if there will be any positive or negative impacts, on any groups of people with protected characteristics, who are covered by the Equality Act 2010, as a result of the proposal being considered.

Protected characteristics	Will the proposal have any positive impacts on those with a protected characteristics?	Will the proposal have any negative impacts on those with a protected characteristics?	Outline how the proposal could maximise any positive impacts or minimise any negative impact. Please indicate any views evidence you have that supports this.
Age <i>(people of all ages)</i>	The strategy will have a positive impact on all ages. For example, encouraging the use of Welsh by all generations (e.g. early years learning to elderly receiving care).	No negative impacts identified.	The action plan sets out how to increase Welsh-medium education provision from early years to post-16 learning and lifelong learning. The action plan sets out how to encourage the use and facilitation of Welsh language services available to people of all ages within Blaenau Gwent.
Disability <i>(people with disabilities/ long term conditions)</i>	The strategy is aligned to Welsh Government's More than Words strategic framework to strengthen Welsh language provision in health and social care. It's aim is to support Welsh-speakers to receive services in their first language.	No negative impacts identified.	The action plan seeks to maximise outcomes for Welsh-speakers recognising that receiving services in the language of your choice improves health and well-being outcomes.

<p>Gender Reassignment <i>(anybody who's gender identity or gender expression is different to the sex they were assigned at birth)</i></p>	<p>The strategy will have a positive impact for all genders and is inclusive.</p>	<p>No negative impacts identified.</p>	<p>The action plan sets out to increase the use of the Welsh language across all Blaenau Gwent communities, in the work place and within education settings.</p>
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Protected characteristics	Will the proposal have any positive impacts on those with a protected characteristics?	Will the proposal have any negative impacts on those with a protected characteristics?	Outline how the proposal could maximise any positive impacts or minimise any negative impact. Please indicate any views evidence you have that supports this.
Marriage or Civil Partnership <i>(people who are married or in a civil partnership)</i>	The strategy will have a positive impact for people who are married or in a civil partnership and is inclusive. It aims to promote and facilitate the use of Welsh within the family and community.	No negative impacts identified.	The action plan sets out to increase the use of the Welsh language across all Blaenau Gwent communities, in the work place and within education settings.
Pregnancy and Maternity <i>(women who are pregnant and/or on maternity leave)</i>	The strategy will have a positive impact for women who are pregnant and/ or on maternity leave and is inclusive. It aims to promote and facilitate the use of Welsh within the family and community.	No negative impacts identified.	The action plan sets out to increase the use of the Welsh language across all Blaenau Gwent communities, in the work place and within education settings.
Race <i>(people from black, Asian and minority ethnic communities and different racial backgrounds)</i>	The strategy will have a positive impact for people from Black, Asian and ethnic communities and is inclusive.	No negative impacts identified.	The action plan sets out to increase the use of the Welsh language across all Blaenau Gwent communities, in the work place and within education settings.

<p>Religion or Belief <i>(people with different religions and beliefs including people with no beliefs)</i></p>	<p>The strategy will have a positive impact for people with different religions and beliefs including people with no believe and is inclusive.</p>	<p>No negative impacts identified.</p>	<p>The action plan sets out to increase the use of the Welsh language across all Blaenau Gwent communities, in the work place and within education settings.</p>
<p>Sex <i>(women and men, girls and boys and those who self-identify their gender)</i></p>	<p>The strategy will have a positive impact for women and men and is inclusive.</p>	<p>No negative impacts identified.</p>	<p>The action plan sets out to increase the use of the Welsh language across all Blaenau Gwent communities, in the work place and within education settings.</p>
<p>Sexual Orientation <i>(lesbian, gay, bisexual, heterosexual, other)</i></p>	<p>The strategy will have a positive impact for people who are lesbian, gay, bisexual and heterosexual is inclusive.</p>	<p>No negative impacts identified.</p>	<p>The action plan sets out to increase the use of the Welsh language across all Blaenau Gwent communities, in the work place and within education settings.</p>

Section 2 - Welsh Language (Wales) Measure 2011 and Welsh Language Standards

The Welsh Language Measure 2011 and the [Welsh Language Standards](#) require the Council to have 'due regard' for any positive or negative impacts that proposal may have on opportunities to use the Welsh language.

Requirements	Does the proposal have any positive, negative, or neutral impacts with regards to the below?	What can be done to mitigate any negative impacts?	Please demonstrate any evidence used to form this opinion.
<p>Compliance with the Welsh Language Standards. <i>For example, Standards 88 - 93 – policy development and review of existing policies)</i></p>	<p>The strategy has been developed and produced in-line with the Welsh Language Standards (No. 1) 2015.</p>	<p>No negative impacts identified.</p>	<p>By default the Welsh Language Promotion Strategy 2022/27 encourages the use and facilitation of Welsh.</p>
<p>What opportunities are there to promote the Welsh Language? <i>For example, status, use of Welsh language services, use of Welsh in everyday life in work / community</i></p>	<p>The strategy has been developed and produced in-line with the Welsh Language Standards (No. 1) 2015 and centres on promoting the use and facilitation of Welsh.</p>	<p>No negative impacts identified.</p>	<p>By default the Welsh Language Promotion Strategy 2022/27 encourages the use and facilitation of Welsh.</p>
<p>What opportunities are there for a person to use the Welsh Language? <i>For example, staff, residents, and visitors</i></p>	<p>The strategy has been developed and produced in-line with the Welsh Language Standards (No. 1) 2015 and centres on promoting the use and facilitation of Welsh.</p>	<p>No negative impacts identified.</p>	<p>By default the Welsh Language Promotion Strategy 2022/27 encourages the use and facilitation of Welsh.</p>

<p>Is the Welsh language being treated no less favourably than the English language?</p>	<p>The strategy has been developed and produced in-line with the Welsh Language Standards (No. 1) 2015 and centres on promoting the use and facilitation of Welsh.</p>	<p>No negative impacts identified.</p>	<p>By default the Welsh Language Promotion Strategy 2022/27 encourages the use and facilitation of Welsh.</p>
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Section 3 - Socio-economic Duty (Strategic Decisions Only – Please refer to our Corporate Reporting Guidance)

Welsh Government’s [Socio-economic Duty](#) provides a framework to ensure tackling inequality of outcome is at the forefront of decision making.

Please consider how your proposal could affect the following groups:

- Single parents and vulnerable families
- People with low literacy/numeracy
- Pensioners
- Looked after children
- Homeless people
- Carers
- Armed Forces Community
- Students
- Single adult households
- People who have experienced the asylum system
- People of all ages leaving a care setting
- People living in the most deprived areas in Wales (WIMD)
- People involved in the criminal justice system
- People misusing substances

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Socio Economic Disadvantages	Will the proposal have a positive, negative, or neutral impact?	How could you mitigate the negative impacts outlined?	Please highlight any evidence that has been considered (quantitative or qualitative)
Low Income / Income Poverty <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i>	The Welsh Language Promotion Strategy will have a positive impact on socio-economic	Promotion of fully or part funded Welsh language training courses.	The ability to speak, read, write, and understand Welsh is a valuable skill which is highly sought after by employers across

	<p>disadvantage as it aims to promote and facilitate the use of the Welsh language (ability and access to services).</p> <p>Access to non-funded Welsh language training courses, Welsh clubs or events, early years childcare provision may not be viable for socio-economically disadvantaged groups.</p>	<p>As far as reasonably possible Welsh clubs or events are free or concessionary rates are provided.</p> <p>Programmes which can provide financial assistance to eligible parents wanting to access Welsh-medium early years childcare provision is offered.</p>	<p>Wales and can increase overall job prospects.</p> <p>Greater accessibility of key services if provided via preferred language choice.</p>
<p>Low and/or No Wealth <i>(enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future)</i></p>	<p>The Welsh Language Promotion Strategy will have a positive impact on socio-economic disadvantage as it aims to promote and facilitate the use of the Welsh language (ability and access to services).</p> <p>Access to non-funded Welsh language training courses, Welsh clubs or</p>	<p>Promotion of fully or part funded Welsh language training courses.</p> <p>As far as reasonably possible Welsh clubs or events are free or concessionary rates are provided.</p> <p>Programmes which can provide financial assistance to eligible</p>	<p>The ability to speak, read, write, and understand Welsh is a valuable skill which is highly sought after by employers across Wales and can increase overall job prospects.</p> <p>Greater accessibility of key services if provided via preferred language choice.</p>

	<p>events, early years childcare provision may not be viable for socio-economically disadvantaged groups.</p>	<p>parents wanting to access Welsh-medium early years childcare provision is offered.</p>	
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<p>Material Deprivation (<i>unable to access basic goods and services i.e., financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.</i>)</p>	<p>The Welsh Language Promotion Strategy will have a positive impact on socio-economic disadvantage as it aims to promote and facilitate the use of the Welsh language (ability and access to services).</p> <p>Access to non-funded Welsh language training courses, Welsh clubs or events, early years childcare provision may not be viable for socio-economically disadvantaged groups.</p>	<p>Promotion of fully or part funded Welsh language training courses.</p> <p>As far as reasonably possible Welsh clubs or events are free or concessionary rates are provided.</p> <p>Programmes which can provide financial assistance to eligible parents wanting to access Welsh-medium early years childcare provision is offered.</p>	<p>The ability to speak, read, write, and understand Welsh is a valuable skill which is highly sought after by employers across Wales and can increase overall job prospects.</p> <p>Greater accessibility of key services if provided via preferred language choice.</p>
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<p>Area Deprivation <i>(where you live (rural areas), where you work (accessibility of public transport) Impact on the environment?</i></p>	<p>The Welsh Language Promotion Strategy will have a positive impact on socio-economic disadvantage as it aims to promote and facilitate the use of the Welsh language (ability and access to services).</p> <p>Access to non-funded Welsh language training courses, Welsh clubs or events, early years childcare provision may not be viable for socio-economically disadvantaged groups.</p>	<p>Promotion of fully or part funded Welsh language training courses.</p> <p>As far as reasonably possible Welsh clubs or events are free or concessionary rates are provided.</p> <p>Programmes which can provide financial assistance to eligible parents wanting to access Welsh-medium early years childcare provision is offered.</p>	<p>The ability to speak, read, write, and understand Welsh is a valuable skill which is highly sought after by employers across Wales and can increase overall job prospects.</p> <p>Greater accessibility of key services if provided via preferred language choice.</p>
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<p>Socio-economic Background <i>(social class i.e., parents' education, employment and income)</i></p>	<p>The Welsh Language Promotion Strategy will have a positive impact on socio-economic disadvantage as it aims to promote and facilitate the use of the Welsh</p>	<p>Promotion of fully or part funded Welsh language training courses.</p> <p>As far as reasonably possible Welsh clubs or events are free or</p>	<p>The ability to speak, read, write, and understand Welsh is a valuable skill which is highly sought after by employers across Wales and can increase overall job prospects.</p>
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	<p>language (ability and access to services).</p> <p>Access to non-funded Welsh language training courses, Welsh clubs or events, early years childcare provision may not be viable for socio-economically disadvantaged groups.</p>	<p>concessionary rates are provided.</p> <p>Programmes which can provide financial assistance to eligible parents wanting to access Welsh-medium early years childcare provision is offered.</p>	<p>Greater accessibility of key services if provided via preferred language choice.</p>
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<p>Socio-economic Disadvantage <i>(What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged)</i></p>	<p>The Welsh Language Promotion Strategy will have a positive impact on socio-economic disadvantage as it aims to promote and facilitate the use of the Welsh language (ability and access to services).</p> <p>Access to non-funded Welsh language training courses, Welsh clubs or events, early years childcare provision may</p>	<p>Promotion of fully or part funded Welsh language training courses.</p> <p>As far as reasonably possible Welsh clubs or events are free or concessionary rates are provided.</p> <p>Programmes which can provide financial assistance to eligible parents wanting to access Welsh-medium early</p>	<p>The ability to speak, read, write, and understand Welsh is a valuable skill which is highly sought after by employers across Wales and can increase overall job prospects.</p> <p>Greater accessibility of key services if provided via preferred language choice.</p>
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	not be viable for socio-economically disadvantaged groups.	years childcare provision is offered.	
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Section 4 – Children’s Rights Approach - [The Right Way](#)

The Children’s Rights Approach – The Right Way is a framework for working with children, grounded in the UN Convention on the Rights of the Child (UNCRC). It places the UNCRC at the core of planning and service delivery and integrates children’s rights into every aspect of decision-making, policy, and practice. The Right Way focuses on three main them Participation, Provision and Protection.

Protected characteristics	Will the proposal have any positive impacts on the Children’s Rights Approach?	Will the proposal have any negative impacts on the Children’s Rights Approach?	Outline how the proposal could maximise any positive impacts or minimise any negative impact. Please indicate any views evidence you have that supports this.
Participation (child or young person as someone who actively contributes to society as a citizen)	Yes, the strategy looks to promote and facilitate the use of Welsh language for children and young people.	No negative impacts identified.	Increasing Welsh-medium education provision from early years to post-16 learning. Increasing the awareness and understanding of the cultural history of the Welsh language, therefore raising its profile and value. Facilitating the increase of access to Welsh language services.
Provision (the basic rights of children and young people to survive and develop)	Yes, the strategy looks to promote and facilitate the use of Welsh language for children and young people.	No negative impacts identified.	Increasing Welsh-medium education provision from early years to post-16 learning. Increasing the awareness and understanding of the cultural history of the Welsh language, therefore raising its profile and value. Facilitating the increase of access to Welsh language services.
Protection (children and young people are protected against	Yes, the strategy looks to promote and facilitate the use of Welsh language for	No negative impacts identified.	Facilitating the increase of access to Welsh language services.

exploitation, abuse or discrimination	children and young people.		
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Section 5 - Data

Please outline any data or evidence that has been used to develop the proposal. For example, this can be previous consultations, national/regional/local data, pilot projects, reports, feedback from clients etc.

What data/evidence was used? - provide any links.	What were the key findings?	How has the data/evidence informed this proposal?
<p>Well-being National Indicators - National data giving an overview of Welsh language use across Wales https://gov.wales/wellbeing-wales-2022-wales-vibrant-culture-and-thriving-welsh-language-html</p> <p>Annual Population Survey (October 2020 to September 2021)</p>	<p>Fluency levels have remained stable at 10-11% since 2012-13. The percentage of people who can speak Welsh but not fluently is 24% (which has been increasing over recent years).</p> <p>For the year ending 30 September 2021, the Annual Population Survey reported that 29.5% of people aged three or older were able to speak Welsh. This figure equates to around 892,500 people.</p> <p>This is 0.8 percentage points higher than the previous year (year ending 30 September</p>	<p>Supported the assessment of the former Welsh Language Promotion Strategy 2017/22 and used as a baseline to inform development of the new strategy's objectives and action plan.</p>

National Population Survey (Survey for Wales) (April 2021 to March 2022)

2020), equating to around 20,300 more people.

The lowest numbers of Welsh speakers are in Blaenau Gwent (10,300)

The lowest percentages of Welsh speakers are in Blaenau Gwent (15.5%)

Understands spoken Welsh –
 Yes (12%), No (88%)

Read Welsh –
 Yes (10%), No (90%)

Welsh speaking ability –
 I can only speak a little Welsh (61%)

Ability in spoken Welsh (adults) – Can't speak Welsh (81%) 88% can't speak Welsh

People using the Welsh language in everyday life - No 97%

Pupil-level Annual School Census (PLASC) (2019-20)

Year 1 Cohort (total of 728 pupils)
 29 pupils (4%) are taught via the medium of Welsh.

In-line with Cymraeg 2050 Strategy - the target is for 75 (10%) of Year 1 Cohort to be taught via the medium of Welsh (6 percentage point increase).

School Workforce Annual Census (SWAC) (2019-20)

A number English-medium primary and secondary school practitioners identify as having no entry, or foundation level Welsh language skills. Very few identify as having higher language skills or as being proficient.

Primary - Teach through the medium of Welsh (12%) (Total staff 228, 27 can)

Secondary - Teach through the medium of Welsh (4%) (Total staff 82, 3 can)

Post-16 Coleg Gwent - Staff Welsh fluency (1%); Advanced Welsh (2%)

Are there any data or information gaps and if so what are they and how do you intend to address them?

At the time of this Integrated Impact Assessment being undertaken the Welsh Language Promotion Strategy 2022/27 statutory target was based on Census 2011 data. Census 2021 Welsh language data was released on 6th December 2022 and has been used to inform Blaenau Gwent's statutory target.

Section 6 - Consultation.

Using the questions below please provide details of any planned consultations or consultations that have been undertaken to support the proposal, referring to the Gunning Principles as appropriate:

Principle 1: Consultation must take place when the proposals are still at a formative stage. You must not have already made up your mind.

Principle 2: Sufficient reasons must be put forward to allow for intelligent consideration and response. Have people been given the information and opportunity to influence?

Principle 3: Adequate time must be given for consideration and response. Is the consultation long enough bearing in mind the circumstances?

Principle 4: The product of consultation must be conscientiously taken into account when finalising the decision

Please consider the following questions:

1. Who did you consult?

The strategy underwent two consultation phases (informal and statutory) and feedback on the proposed strategy was sought from a range of stakeholders referenced within the strategy. As part of the statutory consultation period there were 39 survey respondents.

2. When did the consultation take place and was adequate time given for a response?

December 2021 and November to December 2022.

3. Was there enough information provided to respond effectively?

A stakeholder workshop was held to assess the former Welsh Language Promotion Strategy 2017/22 to help shape the development of the new strategy.

During the formal consultation period a copy of the Welsh Language Promotion Strategy 2017/22 Assessment, alongside a copy of the draft Welsh Language Promotion Strategy 2022/27 was provided.

4. What were the findings?

A key part of the statutory consultation phase for Blaenau Gwent's Welsh Language Promotion Strategy 2022-27 stakeholders received the opportunity to provide feedback on the draft strategy via an online survey (available in Welsh and English).

The survey was made up of general questions surrounding the structure of the strategy; questions on our annual Welsh language speaker target; questions on our draft objectives; and 'About You' demographic questions. This was circulated to all stakeholders who are referenced within the strategy.

Overall, there was positive feedback received about the plans use of language with comments made that it was concise, easy to read, and understandable. A few comments suggested less jargon and statistics could be used, however we feel setting out the legislative and policy context for the strategy is important.

Generally, people were supportive of our Welsh language use target, but a few respondents suggested we could be more ambitious. Please note, the target is subject to change following the publication of the Census 2021 Welsh language data on the 6th December 2022.

Some respondents shared their concerns towards having a Welsh Language Promotion Strategy for Blaenau Gwent and it being made a priority against other current pressing issues (for example, Cost of Living crisis), given Blaenau Gwent has the lowest number of Welsh speakers within Wales. This feedback has been considered and indicates the need to prioritise a positive change in attitude towards the Welsh language in the area as an action across all three of our objectives.

People told us that focusing on education and supporting and promoting Welsh language training for adults would best help us in meeting and or exceeding the aims of the plan. The promotion of such opportunities across Blaenau Gwent features within our action plan.

Objective one

67% of participants voting somewhat supportive to fully supportive.

Comments which were not supportive outlined that use and facilitation of the Welsh language should be a matter of choice, but many of the responses were positive towards the plan enabling people to use the Welsh language and Welsh language promotion.

Feedback also centred on Welsh language lessons being made available to the public and the promotion of all opportunities across Blaenau Gwent features within our action plan.

Objective two

80% of participants voting somewhat to fully supportive.

This is consistent with the focus on education being the most present topic in our feedback, an area which features within the plan and closely aligns to the work of the Welsh in Education Strategic Plan 2022/32. Suggestions to aid fulfilling this objective such as setting up social media pages to support parents with children on Welsh education as well as forming/promoting clubs are suggestions which feature within our action plan.

Objective three

75% of participants voting somewhat to fully supportive.

Most responses acknowledged the challenges given our number of Welsh speakers, although there were positive suggestions made that we have already begun putting in place such as more promotion of training available to staff and the use of 'Dysgu Cymraeg' (Learn Welsh) badges.

In conclusion, respondents were generally supportive of our draft Welsh Language Promotion Strategy 2022/27 objectives and action plan. All ideas and suggestions provided have been collated and will be used to help shape the steps and actions we take to support its delivery which will enable us to meet or exceed our annual target.

5. Have the findings been considered with regards to the decision?

The feedback received was welcomed and will be used to help shape the implementation of the strategy (for example, positive suggestions on how we can increase and facilitate the use of Welsh in the community etc.).

Section 7 - Decision

Using the information you have gathered from sections 1-9 please state in the table below whether you are able to proceed with the proposal.

Continue with the proposal in its current form	Yes X	No <input type="checkbox"/>
Continue with proposal but take into account reasonable steps to mitigate any negative impacts of the proposal	Yes <input type="checkbox"/>	No X

Please contact Policy & Partnerships should you require any further advice or guidance on completing your assessment via lissa.friel@blaenau-gwent.gov.uk or emma.scherptong@blaenau-gwent.gov.uk.

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Pwyllgor: Trosolwg a Pherfformiad Corfforaethol

Dyddiad y cyfarfod: 15 Rhagfyr 2022

Testun yr Adroddiad: Strategaeth Hyrwyddo'r Gymraeg 2022/27

Deiliad Portffolio: Y Cyngorydd Steve Thomas / Gwasanaethau Corfforaethol

Cyflwynwyd yr Adroddiad gan: Emma Scherptong, Arweinydd Proffesiynol ar gyfer Ymgysylltu, Cydraddoldeb a'r Iaith Gymraeg

Llwybr Adrodd								
Tim Rheoli'r Gyfarwyddiaeth	Tim Arwain Corfforaethol	Deiliad / Cadeirydd Portffolio	Pwyllgor Archwilio	Pwyllgor Gwasanaethau Democrataidd	Pwyllgor Craffu	Pwyllgor Gwaith	Y Cyngor	Arall (nodwch)
	10.11.22	07.12.22			15.12.22	18.01.23		

1. **Pwrpas yr Adroddiad**
 Pwrpas yr Adroddiad yw cyflwyno Strategaeth Hyrwyddo'r Gymraeg y Cyngor 2022/27.

2. **Cwmpas a Chefndir**
 - 2.1 Mae gan y Cyngor rwymedigaeth gyfreithiol i gynhyrchu a chyhoeddi'r strategaeth o dan Fesur y Gymraeg (Cymru) 2011, Safon 145 a Safon 146 fel y nodir isod:
 - 2.2 **Safon 145**

 Rhaid ichi lunio, a chyhoeddi ar eich gwefan, strategaeth 5 mlynedd sy'n esbonio sut yr ydych yn bwriadu mynd ati i hybu'r Gymraeg ac i hwyluso defnyddio'r Gymraeg yn ehangach yn eich ardal; a rhaid i'r strategaeth gynnwys (ymysg pethau eraill) —
 - (a) targed (yn nhermau canran y siaradwyr yn eich ardal) ar gyfer cynyddu neu gynnal nifer y siaradwyr Cymraeg yn eich ardal erbyn diwedd y cyfnod o 5 mlynedd o dan sylw, a
 - (b) datganiad sy'n esbonio sut yr ydych yn bwriadu cyrraedd y targed hwnnw; a rhaid ichi adolygu'r strategaeth a chyhoeddi fersiwn ddiwygiedig ohoni ar eich gwefan o fewn 5 mlynedd i ddyddiad cyhoeddi'r strategaeth (neu i ddyddiad cyhoeddi fersiwn ddiwygiedig ohoni).
 - 2.3 **Safon 146:**

 Bum mlynedd ar ôl cyhoeddi strategaeth yn unol â safon 145 rhaid ichi —

(a) asesu i ba raddau yr ydych wedi dilyn y strategaeth honno ac wedi cyrraedd y targed a osodwyd ganddi, a

(b) cyhoeddi'r asesiad ar eich gwefan, gan sicrhau ei fod yn cynnwys yr wybodaeth a ganlyn —

(i) nifer y siaradwyr Cymraeg yn eich ardal, ac oedran y siaradwyr hynny;

(ii) rhestr o'r gweithgareddau a drefnwyd gennych neu a ariannwyd gennych yn ystod y 5 mlynedd flaenorol er mwyn hybu defnyddio'r Gymraeg.

3. **Opsiynau ar gyfer Argymhelliad**

3.1 Nododd y Tîm Arwain Strategaeth Hyrwyddo'r Gymraeg ddrafft 2022/27 (Atodiad 1) a'r Asesiad (Atodiad 2) cyn ymgynghoriad ffurfiol ar 10 Tachwedd 2022.

3.2 **Opsiwn 1**

Aelodau i ystyried ac argymhell bod y Cabinet yn cymeradwyo Strategaeth Hyrwyddo'r Gymraeg 2022-27 cyn ei chyhoeddi.

3.3 **Opsiwn 2**

Aelodau i ystyried Strategaeth Hyrwyddo'r Gymraeg 2022-27 ac argymhell awgrymiadau / diwygiadau ar gyfer gwella cyn i'r Cabinet ei chymeradwyo.

4. **Tystiolaeth o sut mae'r pwnc hwn yn cefnogi cyflawniad y Cynllun Corfforaethol / Cyfrifoldebau Statudol / Cynllun Llesiant Blaenau Gwent**

4.1 Mae gofyniad statudol ar y Cyngor i gynhyrchu a chyhoeddi Strategaeth Hyrwyddo'r Gymraeg pum mlynedd o dan Fesur y Gymraeg (Cymru) 2011.

4.2 Mae'r strategaeth wedi'i halinio a'i chydabod o fewn Cynllun Corfforaethol Blaenau Gwent 2022/27 a bydd yn cefnogi gweledigaeth y Cyngor o 'Blaenau Gwent – lle sy'n deg, yn agored ac yn groesawgar i bawb drwy weithio gyda'n cymunedau ac ar eu rhan'. Wrth nodi'r Gymraeg fel mesur perfformiad allweddol i'n helpu i gyflawni ein blaenoriaethau, mae'n dangos yn gadarnhaol ein hymrwymiad a'n cefnogaeth barhaus tuag at godi proffil a defnydd o'r Gymraeg.

Mae'r strategaeth hefyd yn cyfrannu at y nod llesiant cenedlaethol o 'Gymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu'.

5. **Goblygiadau Yn Erbyn Pob Opsiwn**

5.1 ***Effaith ar y Gyllideb (effaith tymor byr a hirdymor)***

Gallai methu â chydymffurfio â'r gofyniad i lunio strategaeth hyrwyddo'r Gymraeg arwain at gosbau ariannol gan Gomisiynydd y Gymraeg. Y ffigwr a ddyfynnwyd yw £5,000 am doriad. Mae gofyniad ariannol bychan ar gyfer

cyfieithu'r strategaeth i'r Gymraeg. Bydd angen i'r gyllideb Polisi a Phartneriaethau gwrdd â hyn.

5.2 ***Risg gan gynnwys Camau Gweithredu Lliniaru***

Mae risg i enw da'r Cyngor os na chaiff Strategaeth Hyrwyddo'r Gymraeg 2022/27 ei chyhoeddi, neu os na chaiff ei chyhoeddi mewn pryd.

Gall Comisiynydd y Gymraeg ymchwilio heb rybudd ac mae ganddo'r awdurdod i ennill pŵer mynediad. Gallai unrhyw dystiolaeth o fethu â chydymffurfio â Safon arwain at gosb.

5.3 ***Cyfreithiol***

Mae gofyniad statudol ar y Cyngor i lunio a chyhoeddi strategaeth hyrwyddo'r Gymraeg o dan Fesur y Gymraeg (Cymru) 2011 (Safon y Gymraeg 145).

5.4 ***Adnoddau Dynol***

Mae gan Datblygu Sefydliadol rôl allweddol i'w chwarae wrth gefnogi Amcan 3 – 'Byddwn yn cynyddu'r cyfleoedd i bobl ddefnyddio'r Gymraeg yn y gweithle', gan gynnwys cefnogi hyfforddi staff mewn sgiliau ac ymwybyddiaeth o'r Gymraeg a hybu sgiliau Cymraeg drwy ei bolisïau a gweithdrefnau recriwtio.

6. **Tystiolaeth Ategol**

6.1 ***Gwybodaeth a Data Perfformiad***

6.1.1 Mae Safon y Gymraeg 145 yn nodi gofyniad i osod "targed (o ran canran y siaradwyr yn eich ardal) ar gyfer cynyddu neu gynnal nifer y siaradwyr Cymraeg yn eich ardal" erbyn 2027 a "datganiad yn nodi sut yr ydych yn bwriadu cyrraedd y targed hwnnw".

6.1.2 Er mwyn cyrraedd targed o gynnydd o 46% yn nifer y siaradwyr Cymraeg erbyn 2050, byddai angen i ni ennill 1,856 o siaradwyr Cymraeg ychwanegol yn erbyn llinell sylfaen Cyfrifiad 2021 Blaenau Gwent o 4,035.

6.1.3 Felly, mae hyn yn cynrychioli cynnydd blynyddol cyfartalog o 66 o siaradwyr Cymraeg ychwanegol h.y., 4% o'r ffigur targed o 1,856 ychwanegol ym Mlaenau Gwent am y 28 mlynedd nesaf.

6.2 ***Canlyniad disgwylidig i'r cyhoedd***

Mae cynhyrchu a chyhoeddi'r adroddiad yn enghreifftio ymrwymiad y Cyngor i'r gymuned Gymraeg ei hiaith o fewn yr ardal ac yn ceisio cyflawni'r canlyniadau a ganlyn:

- Mwy o bobl yn ymgysylltu â'r Gymraeg
- Mwy o bobl yn dod yn rhugl yn y Gymraeg
- Mwy o weithwyr y Cyngor yn gallu defnyddio'r Gymraeg

6.3 **Ymglymiad (ymgynggori, ymgysylltu, cyfranogiad)**
Cyflawnwyd ymglymiad i lywio datblygiad Strategaeth Hyrwyddo'r Gymraeg 2022/27 mewn dau gam:

6.3.1 **Cam 1 (ymgysylltu anffurfiol)**
Casglwyd mewnwelediad y dinesydd a phroffesiynolion i benderfynu beth wnaethom yn dda; ble y gallwn wella ac a oes unrhyw fylchau yn ein dull o gyflawni ein hen Strategaeth Hyrwyddo'r Gymraeg 2017/22.

6.3.2 **Cam 2 (ymgynggoriad ffurfiol)**
Fe wnaethom gyflwyno amrywiaeth o weithgareddau ymgynghori gan gynnwys arolwg ar-lein, cynnig gweithdai, a chynnal amrywiaeth o weithgareddau ymgysylltu anffurfiol (ar gael yn Gymraeg a Saesneg).

6.3.3 **Ymgynghorwyr:**

- Tîm Arwain Corfforaethol
- Tîm Arwain Corfforaethol Ehangach
- Staff Cyngor Blaenau Gwent
- Aelodau
- Ysgolion Uwchradd a Chynradd Blaenau Gwent (disgyblion a rhieni)
- Hybiau Cymunedol Blaenau Gwent
- Rhwydwaith Cymraeg Blaenau Gwent
- Fforwm Cymraeg mewn Addysg Blaenau Gwent
- Ysgol Uwchradd Gwynllyw (disgyblion a rhieni)
- Comisiynydd y Gymraeg
- Grŵp Deddf
- Cymdeithas Gymraeg Blaenau Gwent
- Fforwm Ieuenctid a Rhwydwaith Ieuenctid Blaenau Gwent
- Rhwydwaith Pobl Hŷn
- Panel Dinasyddion Blaenau Gwent
- Grŵp Ymgysylltu'r Bwrdd Gwasanaethau Cyhoeddus
- Partneriaeth Cyflenwi Lleol Blaenau Gwent

6.3.4 Cawsom 39 o ymatebion i'n harolwg ar-lein. Ystyriwyd a defnyddiwyd yr adborth i lywio datblygiad ein cynllun terfynol. Mae crynodeb o'r canfyddiadau fel a ganlyn:

- Ar y cyfan, cafwyd adborth cadarnhaol ynglŷn â defnydd iaith y cynlluniau. Dywedodd pobl wrthym ei fod yn gryno, yn hawdd ei ddarllen, ac yn ddealladwy.
- Roedd pobl yn gefnogol i'n targed ond yn nodi y gallem fod yn fwy uchelgeisiol. Dywedodd pobl wrthym y dylai'r cynllun ganolbwyntio ar addysg a dysgu i oedolion.
- Roedd rhai pobl yn rhannu pryderon ynghylch cael Strategaeth Hyrwyddo'r Gymraeg ar gyfer Blaenau Gwent a'i bod yn cael ei gwneud yn flaenoriaeth yn erbyn materion dybryd cyfredol (er enghraifft, argyfwng Costau Byw), o ystyried mai Blaenau Gwent sydd â'r nifer lleiaf o siaradwyr Cymraeg yng Nghymru. Ystyriwyd yr

adborth hwn ac mae'n nodi'r angen i flaenoriaethu newid cadarnhaol mewn agwedd tuag at y Gymraeg yn yr ardal fel cam gweithredu ar draws pob un o'n tri amcan.

- Amcan un - 67% o'r cyfranogwyr yn pleidleisio eu bod yn weddol neu'n gwbl gefnogol.
- Amcan dau - 80% o'r cyfranogwyr yn pleidleisio eu bod yn weddol neu'n gwbl gefnogol.
- Amcan tri - 75% o'r cyfranogwyr yn pleidleisio eu bod yn weddol neu'n gwbl gefnogol.

6.4 ***Meddwl ar gyfer y tymor hir (cynllunio ymlaen llaw)***

Mae gan Flaenau Gwent Strategaeth Iaith Gymraeg ers 1993 sy'n dangos ymrwymiad hirdymor i'r Gymraeg. Mae Blaenau Gwent wedi ymrwymo i ddiogelu a hyrwyddo'r Gymraeg yn y fwrdeistref drwy ei Strategaeth Hyrwyddo'r Gymraeg 2022/27 pum mlynedd.

6.5 ***Ffocws ataliol***

Bydd bodloni'r gofynion a osodwyd gan Safonau'r Gymraeg, sy'n cynnwys cwblhau'r strategaeth hyrwyddo'r Gymraeg, yn anelu at atal risg i enw da ac ariannol.

6.6 ***Cydweithio / gweithio mewn partneriaeth***

Bydd Blaenau Gwent yn parhau i weithio gydag awdurdodau lleol cyfagos a rhanbarthol i gefnogi hyrwyddo'r Gymraeg. Bydd hefyd yn gweithio ochr yn ochr â Rhwydwaith Cymraeg Blaenau Gwent sy'n cynnwys cynrychiolaeth o sefydliadau Cymraeg lleol a grwpiau cymunedol, a'r Fforwm Cymraeg mewn Addysg sy'n cefnogi cyflawni Cynllun Strategol y Gymraeg mewn Addysg 2022-32.

6.7 ***Integreiddio (ar draws meysydd gwasanaeth)***

Drwy ystyried ymagwedd gorfforaethol tuag at y Gymraeg mae'r Cyngor yn dangos ei fod yn mabwysiadu ymagwedd integredig.

6.8 ***Datgarboneiddio a Lleihau Allyriadau Carbon***

Bydd hyrwyddo'r Gymraeg a chynyddu'r ddarpariaeth addysg cyfrwng Cymraeg lleol yn darparu gwell hygyrchedd i wasanaethau Cymraeg yn y fwrdeistref.

6.9 ***Asesiad Effaith Integredig (AEI) (dylai'r templed sgrinio gael ei gwblhau ar gyfer unrhyw benderfyniadau i nodi a oes angen asesiad effaith integredig llawn. Bydd angen cwblhau AEI llawn os yw'r penderfyniad yn rhan o'r ddyletswydd economaidd-gymdeithasol i ystyried sut y gallai'r penderfyniad helpu i leihau'r anghydraddoldebau o ran canlyniadau sy'n gysylltiedig ag anfantais economaidd-gymdeithasol).***

Gweler 'Dogfennau Cefndir / Dolenni Electronig'.

7. **Trefniadau Monitro**

7.1 ***Nodwch sut bydd y gwaith yn cael ei fonitro e.e. drwy drefniadau craffu neu reoli perfformiad cyfarwyddiaeth.***

Cyflwynir Strategaeth Hyrwyddo'r Gymraeg 2022/27 i'r Cabinet a'r Pwyllgor Craffu Trosolwg a Pherfformiad Corfforaethol.

Dogfennau Cefndir / Cysylltiadau Electronig

- *Strategaeth Hyrwyddo'r Gymraeg Drafft 2022/27*
- *Asesiad o Strategaeth Hyrwyddo'r Gymraeg 2017/22*
- *Asesiad Effaith Integredig*

Cyngor Bwrdeistref Sirol Blaenau Gwent

Drafft

**Strategaeth Hyrwyddo'r Gymraeg
2022-27**

Mae'r cynllun hwn wedi'i ddatblygu o dan ofynion y Gymraeg yn Safon y Gymraeg 145 o dan Reoliadau Safonau'r Gymraeg (Rhif 1) 2015.

Mae'r ddogfen hon ar gael yn electronig ar wefan Cyngor Blaenau Gwent ar dudalen '[Yr Iaith Gymraeg ym Mlaenau Gwent](#)' ac mae copïau papur ar gael yn llyfrgelloedd lleol a hybiau cymunedol Blaenau Gwent.

Os hoffech dderbyn copi o'r ddogfen hon mewn fformat arall, gallwch gysylltu â'r Tîm Polisi a Phartneriaethau drwy anfon e-bost at Cymraeg@blaenau-gwent.gov.uk neu drwy ysgrifennu at

Cyngor Bwrdeistref Sirol Blaenau Gwent

Swyddfeydd Cyffredinol

Heol Gwaith Dur

Glynebwy

Blaenau Gwent

NP23 6AA

This document is available in English.

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Rhagair

Mae'n bleser gennym gyflwyno ein hail Strategaeth Hyrwyddo'r Gymraeg 2022/27. Mae'r cynllun yn cyd-fynd â [Chynllun Corfforaethol Blaenau Gwent 2022/27](#) sy'n cydnabod y Gymraeg fel mesur perfformiad allweddol ar gyfer cyflawni ein blaenoriaethau dros y pum mlynedd nesaf, gan gynnwys cyfrannu at Nod Llesiant cenedlaethol [Deddf Llesiant Cenedlaethau'r Dyfodol \(Cymru\) 2015](#) o 'Gymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu'.

Wedi'i ddatblygu ochr yn ochr â'n sefydliadau Cymraeg lleol yn ogystal â'n rhanddeiliaid a phartneriaid allweddol yn ystod ein proses ymgynghori ffurfiol, sy'n hanfodol i'n helpu i gyflawni ein hamcanion a'n camau arfaethedig, mae'r cynllun yn nodi'n glir ein bwriadau ar gyfer hyrwyddo'r Gymraeg, gan gynyddu ei defnydd a nifer y siaradwyr Cymraeg o fewn ein cymunedau, gweithleoedd a lleoliadau addysgol.

Ers ein cynllun diwethaf mae Blaenau Gwent wedi gwneud cynnydd cadarnhaol tuag at gefnogi [Cymraeg 2050: Miliwn o siaradwyr Cymraeg](#) Llywodraeth Cymru. Er enghraifft, mae caniatâd cynllunio wedi'i roi ar gyfer Ysgol Gynradd Gymraeg newydd yn Nhredegar. Mae'r 'egin' ysgol sydd â 210 o leoedd yn dangos ymrwymiad parhaus y Cyngor i gynyddu ei gyfleoedd addysg Gymraeg drwy gyflawni ein [Cynllun Strategol Cymraeg mewn Addysg 2022/32](#).

Rydym yn bwriadu adeiladu ar ein cynnydd a byddwn yn parhau i ddangos ein hymrwymiad parhaus i gynyddu'r defnydd o'r Gymraeg dros y pum mlynedd nesaf yn ogystal â chodi ei phroffil ar draws Blaenau Gwent.

Hoffwn achub ar y cyfle i ddiolch i bawb a helpodd i'n cefnogi i ddatblygu'r cynllun.



Leader

Cllr Steven Thomas



Chief Executive

Damien McCann

1. Cyflwyniad

Dyma ail Strategaeth Hyrwyddo'r Gymraeg 2022/27 y Cyngor sy'n bodloni Rheoliadau Safonau'r Gymraeg (Rhif 1) 2015. Fe'i datblygwyd yn dilyn asesiad o gynnydd yn erbyn ein cynllun cyntaf yn unol â Safon y Gymraeg (146). Am ragor o wybodaeth gweler Adran 2, 'Asesu ein cynnydd: Strategaeth Hyrwyddo'r Gymraeg 2017/22'.

Mae'r cynllun wedi'i alinio a'i gydnabod o fewn [Cynllun Corfforaethol Blaenau Gwent 2022/27](#) a bydd yn cefnogi gweledigaeth y Cyngor o '*lle sy'n deg, agored a chroesawgar i bawb drwy weithio gyda a thros ein cymunedau*'. Wrth nodi'r Gymraeg fel mesur perfformiad allweddol ar gyfer ein helpu i gyflawni ein blaenoriaethau, mae'n dangos yn gadarnhaol ein hymrwymiad a'n cefnogaeth barhaus tuag at godi proffil a defnydd o'r Gymraeg.

Mae'r cynllun pum mlynedd yn nodi ein tri amcan a'n camau arfaethedig ar gyfer hyrwyddo'r Gymraeg, cynyddu'r defnydd ohoni a nifer y siaradwyr Cymraeg yn ein cymunedau, gweithleoedd a lleoliadau addysgol. I gael rhagor o wybodaeth gweler Adran 4 'Ein Hamcanion' ac Adran 10 'Ein Cynllun Gweithredu'.

Mae'r cynllun wedi'i ddatblygu ochr yn ochr â sefydliadau Cymraeg lleol, yn ogystal â'n rhanddeiliaid a'n partneriaid allweddol yn ystod ein proses ymgynghori ffurfiol. Mae'n cydnabod gwerth gweithio cydgysylltiedig wrth gefnogi'r gwaith o gyflawni'r cynllun yn ogystal â chyfranogiad parhaus pobl sy'n byw, yn gweithio, neu'n ymweld â Blaenau Gwent. Am ragor o wybodaeth gweler Adran 9 'Ein Partneriaid'.

2. Asesu ein cynnydd: Strategaeth Hyrwyddo'r Gymraeg 2017/22

COVID-19 (Mawrth 2020 – Rhagfyr 2021)

Sylwch, oherwydd y pandemig byd-eang, fod ein gwaith statudol, megis Rheoliadau Safonau'r Gymraeg (Rhif 1) 2015, wedi'i oedi gan Gomisiynydd y Gymraeg er mwyn galluogi sefydliadau gwasanaethau cyhoeddus i ymdrin â'r ymateb uniongyrchol i'r argyfwng a chynllunio adferiad, yn ystod y cyfnod hwn.

Cafodd hyn effaith uniongyrchol ar gyflawni ein strategaeth bum mlynedd ac adlewyrchir hyn yn ein hasesiad.

I asesu'r cynnydd a wnaed yn erbyn ein Strategaeth Hyrwyddo'r Gymraeg 2017/22 gyntaf, fe wnaethom ystyried y canlynol:

- Adolygu i ba raddau y cyflawnwyd ein tri amcan, trwy gyflawni'r camau a adroddwyd yn ein Hadroddiad Monitro Blynyddol ar yr Iaith Gymraeg ac Adroddiad Blynyddol y Cynllun Strategol Cymraeg mewn Addysg.
- Adolygwyd adborth a dderbyniwyd gan ein sefydliadau Cymraeg Lleol a phartneriaid trwy Rwydwaith Cymraeg Blaenau Gwent.

I gael rhagor o wybodaeth, cyfeiriwch at Atodiad 1.

3. Trosolwg o Flaenau Gwent

Canfu canlyniadau Cyfrifiad 2021 fod maint poblogaeth Blaenau Gwent wedi gostwng 4.2%, o tua 69,800 yn 2011 i 66,900. Dyma'r gostyngiad canrannol mwyaf ond un yn y boblogaeth o 22 awdurdod lleol yng Nghymru ac mae Blaenau Gwent yn un o ddim ond saith awdurdod lleol sydd â gostyngiad yn y boblogaeth. Mae hyn hefyd yn golygu bod gan Flaenau Gwent bellach y boblogaeth leiaf ond un yng Nghymru, tra yn 2011 roedd ganddi'r drydedd boblogaeth leiaf. Yn gyffredinol, yng Nghymru, bu cynnydd o 1.4% yn y boblogaeth, gan gynyddu 44,000 i 3,107,500.

Nododd Cyfrifiad 2011 fod 5,284 o siaradwyr Cymraeg yn byw ym Mlaenau Gwent, sef 7.8% o'i phoblogaeth, ac roedd hyn yn gynydd sylweddol o gymharu â Chyfrifiad 1991, a ddangosodd mai dim ond 2.2% (n1,539) oedd yn siarad Cymraeg*.

Mae lefelau rhuglder Adroddiad Dangosyddion Cenedlaethol Llesiant wedi aros yn sefydlog ar 10-11% ar draws Cymru ers 2012-13. Canran y bobl sy'n gallu siarad Cymraeg ond ddim yn rhugl yw 24% (sydd wedi bod yn cynyddu dros y blynyddoedd diwethaf).

Adroddodd Arolwg Poblogaeth Blynyddol Cymru (Gorffennaf 2021 i Mehefin 2022) fod 29.7% o bobl tair oed neu hŷn yn gallu siarad Cymraeg. Mae'r ffigur hwn yn cyfateb i tua 899,500 o bobl. Mae hyn 0.5 pwynt canran yn uwch na'r flwyddyn flaenorol (y flwyddyn a ddaeth i ben 30 Mehefin 2021), sy'n cyfateb i tua 13,700 yn fwy o bobl. Yn nodedig mae'r niferoedd isaf o siaradwyr Cymraeg ar draws Cymru ym Mlaenau Gwent (11,000) sydd hefyd y ganran isaf ar 16.6%.

Adroddodd Arolwg Poblogaeth Cenedlaethol Cymru (Ebrill 2021 i Fawrth 2022) mai dim ond 12% (tua 8,029) o'r boblogaeth gyfan ym Mlaenau Gwent sy'n deall Cymraeg llafar ac nad oedd unrhyw newid sylweddol ers canlyniadau arolwg 16/17. Ymhellach, dim ond 10% (oddeutu 6,690) o'r boblogaeth gyfan sy'n gallu darllen Cymraeg. Mae hyn yn cyd-fynd â chanfyddiadau mai dim ond ychydig o Gymraeg y gall 61% (oddeutu 40,809) o'r boblogaeth gyfan ei siarad; ac mae 81% (oddeutu 54,189) yn methu siarad Cymraeg.

Yn ddiddorol, canfu'r adroddiad hefyd nad yw 97% (oddeutu 64,893) o'r boblogaeth gyfan yn defnyddio'r Gymraeg fel rhan o'u bywyd bob dydd, tra bod data Cyfrifiad 2011 yn nodi bod 7.8% o'r boblogaeth gyfan yn siarad Cymraeg. Felly, mae'n bosibl nad yw bron hanner siaradwyr Cymraeg Blaenau Gwent (3.8%, tua 2,542) yn defnyddio eu sgiliau Cymraeg. Mae angen ymchwilio i ragor o ymchwil i ganfod i ba raddau y mae hyn yn wir a'r rhesymau pam nad yw siaradwyr Cymraeg yn defnyddio eu galluoedd fel rhan o fywyd bob dydd, ond gallai'r canfyddiadau fod yn arwydd o'r diffyg cyfle neu hyder posibl i ddefnyddio'r iaith Gymraeg. Dyma'r mathau o faterion y bydd y cynllun hwn yn ceisio mynd i'r afael â nhw drwy ymgyrchoedd hyrwyddo rhagweithiol i annog mwy o ddefnydd o'r Gymraeg.

Yn ôl y Cyfrifiad Ysgolion Blynyddol ar Lefel Disgyblion (CYBLD) 2019-20, Carfan Blwyddyn 1 (cyfanswm o 728 o ddisgyblion), addysgir 29 o ddisgyblion (4%) drwy gyfrwng y Gymraeg. Yn unol â Strategaeth Cymraeg 2050 - y targed yw i 75 (10%) o Garfan Blwyddyn 1 gael eu haddysgu drwy gyfrwng y Gymraeg (cynnydd o 6 pwynt canran). Ymhellach, nododd Cyfrifiad Blynyddol y Gweithlu Ysgolion (SWAC) 2019-20 mai ychydig iawn o ymarferwyr ysgolion cynradd ac uwchradd sy'n nodi bod ganddynt sgiliau Cymraeg lefel uchel neu hyfedr. Er enghraifft, o fewn y cyfnod cynradd dim ond 12% sy'n gallu addysgu trwy gyfrwng y Gymraeg (cyfanswm staff 228, 27 yn gallu); o fewn y cyfnod uwchradd dim ond 4% sy'n gallu addysgu trwy gyfrwng y Gymraeg (cyfanswm staff 82, 3 yn gallu); ac o fewn lleoliadau ôl-16 dim ond 1% o staff sy'n rhugl yn y Gymraeg.

** Bydd y wybodaeth hon yn cael ei diweddaru pan fydd data Cyfrifiad 2021 ar siaradwyr Cymraeg yn cael ei ryddhau.*

4. Ein Hamcanion

Gweledigaeth

Mae Llywodraeth Cymru wedi ymrwymo i 'filiwn o siaradwyr Cymraeg erbyn 2050.'

Amcanion

Mae Blaenau Gwent wedi nodi'r tri amcan Hyrwyddo'r Gymraeg a ganlyn i weithio arnynt gyda'n partneriaid:

1. Byddwn yn hybu ac yn annog y defnydd o'r Gymraeg o fewn teuluoedd a'r gymuned.
2. Byddwn yn cynyddu'r ddarpariaeth addysg Gymraeg a gweithgareddau anffurfiol i blant a phobl ifanc.
3. Byddwn yn cynyddu cyfleoedd i bobl ddefnyddio'r Gymraeg yn y gweithle.

5. Ein targed pum mlynedd

Mae Safon y Gymraeg 145 yn nodi gofyniad i osod “targed (o ran canran y siaradwyr yn eich ardal) ar gyfer cynyddu neu gynnal nifer y siaradwyr Cymraeg yn eich ardal” erbyn 2027 a “datganiad yn nodi sut yr ydych yn bwriadu cyrraedd y targed hwnnw”.

Er mwyn cyrraedd targed o gynnydd o 46% yn nifer y siaradwyr Cymraeg erbyn 2050, byddai angen i ni ennill 1,856 o siaradwyr Cymraeg ychwanegol yn erbyn llinell sylfaen Cyfrifiad 2021 Blaenau Gwent o 4,035.

Felly, mae hyn yn cynrychioli cynnydd blynyddol cyfartalog o 66 o siaradwyr Cymraeg ychwanegol h.y., 4% o'r ffigur targed o 1,856 ychwanegol ym Blaenau Gwent am y 28 mlynedd nesaf.

Er mwyn cyrraedd y targed hwn, bydd angen i Gyngor Bwrdeistref Sirol Blaenau Gwent weithio mewn partneriaeth ag ystod eang o bartneriaid i hyrwyddo'r Gymraeg mewn lleoliadau addysg a chyfleoedd mwy hawdd eu cyrraedd mewn cymunedau; a hybu Cymraeg yn y gweithle.

Mae camau cadarnhaol tuag at gynyddu ein darpariaeth addysg Gymraeg wedi'u cyflawni drwy ein Cynllun Strategol Cymraeg mewn Addysg, gan gynnwys y caniatâd cynllunio a roddwyd ar gyfer Ysgol Gynradd Gymraeg newydd yn Nhredegar. Mae'r 'egin' ysgol 210 lle yn dangos ymrwymiad parhaus y Cyngor i gynyddu ei gyfleoedd addysg Gymraeg drwy gyflawni ein [Cynllun Strategol Cymraeg mewn Addysg 2022/32](#)

6. Cefndir deddfwriaethol

Safonau'r Gymraeg

Mae gan y Cyngor rwymedigaeth gyfreithiol i gynhyrchu'r cynllun hwn o dan Fesur y Gymraeg (Cymru) 2011, Safon 145 a Safon 146 fel y nodir isod:

Safon 145

Rhaid ichi lunio, a chyhoeddi ar eich gwefan, strategaeth 5 mlynedd sy'n esbonio sut yr ydych yn bwriadu mynd ati i hybu'r Gymraeg ac i hwyluso defnyddio'r Gymraeg yn ehangach yn eich ardal; a rhaid i'r strategaeth gynnwys (ymysg pethau eraill) -

- (a) targed (yn nhermau canran y siaradwyr yn eich ardal) ar gyfer cynyddu neu gynnal nifer y siaradwyr Cymraeg yn eich ardal erbyn diwedd y cyfnod o 5 mlynedd o dan sylw, a
- (b) datganiad sy'n esbonio sut yr ydych yn bwriadu cyrraedd y targed hwnnw

Safon 146:

Bum mlynedd ar ôl cyhoeddi strategaeth yn unol â safon 145 rhaid ichi –

- (a) asesu i ba raddau yr ydych wedi dilyn y strategaeth honno ac wedi cyrraedd y targed a osodwyd ganddi, a (b) cyhoeddi'r asesiad ar eich gwefan, gan sicrhau ei fod yn cynnwys yr wybodaeth a ganlyn –
 - (i) nifer y siaradwyr Cymraeg yn eich ardal, ac oedran y siaradwyr hynny;
 - (ii) rhestr o'r gweithgareddau a drefnwyd gennych neu a ariannwyd gennych yn ystod y 5 mlynedd flaenorol er mwyn hybu defnyddio'r Gymraeg

[Cymraeg 2050: Miliwn o siaradwyr](#) Llywodraeth Cymru

Mae Llywodraeth Cymru wedi pennu ei gweledigaeth ar gyfer cyflawni miliwn o siaradwyr erbyn 2050 ar draws Cymru. Mae hon yn her sylweddol i Flaenau Gwent, sydd yn gyson â'r defnydd isaf o'r Gymraeg yng Nghymru, ynghyd ag ardaloedd Awdurdodau eraill yn Ne-ddwyrain Cymru.

Serch hynny, mae Cyngor Bwrdeistref Sirol Blaenau Gwent wedi ymrwmo i wneud cyfraniad gwerthfawr tuag at y targed uchelgeisiol hwn, lle gallwn gyda'n gilydd dyfu'r Gymraeg a hyrwyddo cyfleoedd dwyieithog.

[Deddf Llesiant Cenedlaethau'r Dyfodol \(Cymru\) 2015](#)

Mae Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 yn ddeddfwriaeth sy'n torri tir newydd gyda'r nod o wella llesiant cymdeithasol, economaidd, amgylcheddol a diwylliannol Cymru a chreu Cymru yr ydym i gyd eisiau byw ynddi, yn awr ac yn y dyfodol. Bydd cyflawni ein Strategaeth Hyrwyddo'r Gymraeg 2022/27 yn helpu i gyfrannu at y nod llesiant cenedlaethol ar gyfer 'Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu', ochr yn ochr â nodau llesiant cenedlaethol eraill drwy gefnogi cyflawniad Cynllun Corfforaethol Blaenau Gwent 2022/ 27.

Mesur y Gymraeg (Cymru) 2011

Nod Mesur y Gymraeg (Cymru) 2011 yw moderneiddio'r fframwaith cyfreithiol ar gyfer defnyddio'r Gymraeg wrth ddarparu gwasanaethau cyhoeddus. Ym mis Medi 2015, cyhoeddwyd [Hysbysiad Cydymffurfio](#) Cymraeg i'r Cyngor.

Nod Safonau'r Gymraeg yw:

- Gwella'r gwasanaethau y gall siaradwyr Cymraeg ddisgwyl eu derbyn gan sefydliadau penodol yn Gymraeg.
- Cynyddu'r defnydd y mae pobl yn ei wneud o wasanaethau Cymraeg.
- Ei gwneud yn glir i sefydliadau beth sydd angen iddynt ei wneud o ran y Gymraeg; a
- Sicrhau bod lefel priodol o gysondeb o ran y dyletswyddau a osodir ar gyrff yn yr un sectorau.

Sefydlodd y mesur hefyd rôl Comisiynydd annibynnol i'r Gymraeg sydd â'r nod o hybu a hwyluso'r defnydd o'r Gymraeg drwy'r ddwy egwyddor ganlynol:

- Yng Nghymru, ni ddylai'r Gymraeg gael ei thrin yn llai ffafriol na'r Saesneg.
- Dylai personau yng Nghymru allu byw eu bywydau trwy gyfrwng y Gymraeg os ydynt yn dymuno gwneud hynny.

[Mwy na geiriau 2022/27](#) Llywodraeth Cymru

Mae Mwy na Geiriau 2022/27 Llywodraeth Cymru yn gynllun iaith Gymraeg ar gyfer iechyd a gofal cymdeithasol sydd â'r nod o sicrhau bod pobl yn gallu cael mynediad at y gofal y maent yn ei haeddu a'i angen yn eu dewis iaith. Ei nod yw gwella a hyrwyddo gwasanaethau Cymraeg ar draws pob lleoliad iechyd, i gydnabod hyn gan helpu i wella canlyniadau llesiant i unigolion yn unol â Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014. O dan God Ymarfer y Ddeddf, mae'n ofynnol i awdurdodau lleol sicrhau bod gwasanaethau Cymraeg yn cael eu cynnwys wrth gynllunio a darparu gwasanaethau a bod gwasanaethau'n cael eu cynnig yn Gymraeg, i siaradwyr Cymraeg, heb iddynt orfod gofyn amdano fel sy'n ofynnol gan y 'Cynnig Rhagweithiol'.

7. Cefndir polisi

Cynllun Corfforaethol 2022/27 Blaenau Gwent

Mae ein Cynllun Corfforaethol yn nodi gweledigaeth, gwerthoedd a blaenoriaethau'r Cyngor ar gyfer 2022/27. Mae'n nodi'r prif flaenoriaethau y byddwn yn eu cyflawni i ddechrau trawsnewid Blaenau Gwent yn ardal fwy ffyniannus a chroesawgar a sut rydym yn bwriadu cyflawni canlyniadau gwirioneddol i'n pobl a'n cymunedau lleol, yn awr ac yn y dyfodol. Mae'r cynllun yn ofyniad o dan Ddeddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015.

Bwriad y Ddeddf yw gwneud i'r Cyngor feddwl mwy am y tymor hir, gweithio'n well gyda phobl a chymunedau, ceisio atal problemau, a chymryd agwedd fwy cydgysylltiedig.

Ein pedair prif flaenoriaeth yw:

1. Cynyddu dysgu a sgiliau i'r eithaf ar gyfer pawb i greu Blaenau Gwent lewyrchus, ffyniannus a chydnerth
2. Ymateb i'r argyfwng natur a hinsawdd a galluogi cymunedau cysylltiedig
3. Cyngor uchelgeisiol a blaengar yn darparu gwasanaethau ansawdd da ar yr adeg gywir ac yn y lle cywir
4. Grymuso a chefnogi cymunedau i fod yn ddiogel, annibynnol a chydnerth

Rydym wedi nodi bod cyflawni ein Strategaeth Hyrwyddo'r Gymraeg 2022/27 yn hanfodol i gyflawni ein blaenoriaethau corfforaethol. Mae cynnwys y Gymraeg fel mesur perfformiad allweddol yn adlewyrchu ein hymrwymiad a'n hymdrech barhaus i wella ein harlwy o wasanaethau Cymraeg; cynyddu'r defnydd o'r Gymraeg a nifer y bobl â sgiliau Cymraeg yn ein hardal, er bod gan yr ardal y nifer lleiaf o siaradwyr Cymraeg. Am ragor o wybodaeth, gweler Adran 3 'Trosolwg o Flaenau Gwent'.

Cynllun Strategol Cymraeg mewn Addysg 2022/32 Blaenau Gwent

Mae Deddf Safonau a Threfniadaeth Ysgolion (Cymru) 2013 yn gosod gofyniad statudol ar awdurdodau lleol i baratoi a chyflwyno Cynllun Strategol Cymraeg mewn Addysg (CSGA). Mae'r Cynllun Strategol Cymraeg mewn Addysg yn nodi sut y bydd yr awdurdod lleol yn cyflawni ei swyddogaethau addysg i wella a chynyddu'r defnydd o'r Gymraeg mewn Addysg dros y deng mlynedd nesaf. Bydd y cynllun yn cyfrannu at gyflawni'r cynllun hwn a menter Cymraeg 2050 – 1 miliwn o siaradwyr Llywodraeth Cymru.

Cynllun Cydraddoldeb Strategol 2020-24 Blaenau Gwent

Mae'r cynllun yn nodi ein hamcanion cydraddoldeb sydd â'r nod o gryfhau a hyrwyddo tegwch ar draws ein holl feysydd gwasanaeth i gyflawni canlyniadau cydraddoldeb i drigolion, cymunedau, staff ac ymwelwyr yn unol â'n Dyletswydd Cydraddoldeb Sector Cyhoeddus o dan Ddeddf Cydraddoldeb (Cymru) 2010. Rydym yn cydnabod y bydd cyflawni ein hamcanion cydraddoldeb yn helpu i

gyflawni amcanion ein Strategaeth Hyrwyddo'r Gymraeg 2022/27 ac i'r gwrthwyneb.

8. Ein dull ymgynghori

Wrth fodloni gofynion Safon y Gymraeg 146, cynhaliodd y Cyngor adolygiad o'i Strategaeth Hyrwyddo'r Gymraeg 2017/22 gyntaf i asesu i ba raddau y gwnaethom gyflawni'r hyn y dywedasom y byddem yn ei wneud i hyrwyddo a chynyddu defnydd a nifer y siaradwyr Cymraeg yn ein hardal.

I'n helpu i wneud hyn, gwnaethom ystyried data a gwybodaeth allweddol (ymchwil meintiol) yn ogystal ag ymgysylltu'n rhagweithiol â'n partneriaid lleol a rhanddeiliaid allweddol i gael mewnwleidiad dinasyddion a phroffesiynol i bennu'r hyn a wnaethom yn dda; lle gallwn wella ac a oes unrhyw fylchau yn ein dull o gyflawni ein targed.

Cyflawnwyd ein dull ymgynghori mewn dau gam:

Cam Un – Ymgynghoriad anffurfiol (Tachwedd 2020 – Chwefror 2021)

Wedi'i arwain a'i hwyluso gan ein partner Menter Iaith BGTm, sefydlwyd grŵp Rhwydwaith Cymraeg Blaenau Gwent ym mis Tachwedd. Cynhaliodd y grŵp ei gyfarfod cyntaf ar-lein a chynnal gweithdy i drafod adborth a gasglwyd o arolwg rhagarweiniol i fyfyrion ar gynnydd yn erbyn ein Strategaeth Hyrwyddo'r Gymraeg gyntaf 2017/22 ac i ystyried cyfleoedd i ddatblygu ein hail Strategaeth Hyrwyddo'r Gymraeg 2022-27.

Adborth cyffredinol

- Hyrwyddo'r strategaeth ffurfiol yn well (mwy gweladwy i'r cyhoedd).
- Yr angen am dargedau mesuradwy a gwerthusiad rheolaidd o gynnydd y cynllun gweithredu.
- Aliniad gwell â'r Cynllun Strategol Cymraeg mewn Addysg.
- Camau gweithredu i fapio rhaglenni a phrosiectau sydd eisoes yn cael eu darparu.
- Mwy o wybodaeth am bartneriaid a sefydliadau Cymraeg lleol (e.e., Cymdeithas Gymraeg Blaenau Gwent).

Cyrraedd ein targedau

- Cymraeg yn y gweithle – hyrwyddo hyfforddiant iaith Gymraeg yn ystod oriau gwaith.
- Cymunedol – cefnogi digwyddiadau cymunedol a diwylliannol sy'n hybu defnydd ac ymwybyddiaeth o'r iaith Gymraeg ac addysg cyfrwng Cymraeg.
- Plant a Phobl Ifanc, Teulu – Mwy o hyrwyddo'r gefnogaeth sydd ar gael i rieni di-Gymraeg a gweithgareddau allgyrsiol.

Syniadau am newid agweddau tuag at y Gymraeg

- Datblygu fideos hyrwyddo yn Saesneg sy'n arddangos straeon Cymry Cymraeg lleol; hanes diwylliannol; a pham fod yr iaith yn bwysig.
- Sicrhau bod pob plentyn yn dysgu Anthem Genedlaethol Cymru.

Awgrymiadau ar sut y gall yr awdurdod lleol gefnogi grwpiau lleol i gynyddu defnydd cymunedol o'r Gymraeg.

- Grantiau cymunedol neu gynllun gwobrau ar gyfer grwpiau Cymraeg lleol.
- Creu grwpiau sgwrsio anffurfiol a rhedeg/cefnogi digwyddiadau (e.e., gwyliau Cymreig).

Ystyriwyd hefyd adborth ymgynghori ychwanegol ar Gynllun Strategol Cymraeg mewn Addysg 2022/32 Cyngor Blaenau Gwent drwy Fforwm y Gymraeg mewn Addysg a'i ddefnyddio i lywio ein hadolygiad.

Cam Dau – Ymgynghoriad statudol (Rhagfyr 2022)

Ategwyd ein cyfnod ymgynghori statudol gan arolwg ar-lein, gweithdai, ac amrywiaeth o weithgareddau ymgysylltu anffurfiol yn ystod mis Rhagfyr 2022 a hyrwyddwyd yn helaeth trwy gyfryngau cymdeithasol a thrwy ein grwpiau a rhwydweithiau sefydledig.

Gan ymgysylltu ag ystod eang o randdeiliaid a restrir isod yn ogystal â'n partneriaid (gweler Adran 8 'Ein Partneriaid'), cynhaliom hefyd ymgysylltu wedi'i dargedu i sicrhau ein bod yn cyrraedd grwpiau cymunedol allweddol a thrigolion i gymryd rhan a rhannu eu barn ar ein drafft o Strategaeth Hyrwyddo'r Gymraeg 2022/27:

- Tîm Arwain Corfforaethol a Thîm Arwain Corfforaethol Ehangach
- Staff Cyngor Blaenau Gwent
- Aelodau
- Ysgolion Uwchradd a Chynradd Blaenau Gwent (disgyblion a rhieni)
- Hybiau Cymunedol Blaenau Gwent
- Rhwydwaith Cymraeg Blaenau Gwent - Gweithdy
- Fforwm Cymraeg mewn Addysg Blaenau Gwent - Gweithdy
- Ysgol Uwchradd Gwynllyw (disgyblion a rhieni)
- Comisiynydd y Gymraeg
- Grŵp Deddf
- Cymdeithas Gymraeg Blaenau Gwent
- Fforwm Ieuenctid a Rhwydwaith Ieuenctid Blaenau Gwent
- Rhwydwaith Pobl Hŷn
- Panel Dinasyddion Blaenau Gwent
- Grŵp Ymgysylltu BGC
- Partneriaeth Cyflenwi Lleol Blaenau Gwent

Cawsom 39 o ymatebion i'n harolwg ar-lein. Ystyriwyd a defnyddiwyd yr adborth i lywio datblygiad ein cynllun terfynol. Mae crynodeb o'r canfyddiadau fel a ganlyn:

- Ar y cyfan, cafwyd adborth cadarnhaol ynglŷn â defnydd iaith y cynlluniau. Dywedodd pobl wrthym ei fod yn gryno, yn hawdd ei ddarllen, ac yn ddealladwy.

- Roedd pobl yn gefnogol i'n targed ond yn nodi y gallem fod yn fwy uchelgeisiol. Dywedodd pobl wrthym y dylai'r cynllun ganolbwyntio ar addysg a dysgu i oedolion.
- Roedd rhai pobl yn rhannu pryderon ynghylch cael Strategaeth Hyrwyddo'r Gymraeg ar gyfer Blaenau Gwent a'i bod yn cael ei gwneud yn flaenoriaeth yn erbyn materion dybryd cyfredol (er enghraifft, argyfwng Costau Byw), o ystyried mai Blaenau Gwent sydd â'r nifer lleiaf o siaradwyr Cymraeg yng Nghymru.
- Ystyriwyd yr adborth hwn ac mae'n nodi'r angen i flaenoriaethu newid cadarnhaol mewn agwedd tuag at y Gymraeg yn yr ardal fel cam gweithredu ar draws pob un o'n tri amcan.
- Amcan un - 67% o'r cyfranogwyr yn pleidleisio eu bod yn weddol neu'n gwbl gefnogol.
- Amcan dau - 80% o'r cyfranogwyr yn pleidleisio eu bod yn weddol neu'n gwbl gefnogol.
- Amcan tri - 75% o'r cyfranogwyr yn pleidleisio eu bod yn weddol neu'n gwbl gefnogol.

9. Ein partneriaid

Gwyddom drwy gydweithio â'n partneriaid a rhanddeiliaid allweddol y byddwn yn gallu cyflawni mwy. Isod mae rhestr o rai o'r sefydliadau, asiantaethau a grwpiau allweddol a fydd yn helpu i'n cefnogi i gyflawni nodau ac amcanion y cynllun hwn:

Menter Iaith BGMT

Mae Menter Iaith yn fudiad gwirfoddol sydd â'r nod o hyrwyddo'r Gymraeg.

Sefydlwyd Menter Iaith BGMT yn 2007 gan ei gwneud yn un o'r Mentrau Iaith ieuengaf, neu 'Mentrau Iaith' o blith y 22 sy'n bodoli ar draws Cymru. Mae'r Fenter yn gwasanaethu tair sir – Blaenau Gwent, Torfaen a Sir Fynwy.

Yn ymarferol, sefydlwyd y 'Mentrau Iaith' i drefnu amrywiaeth o ddigwyddiadau i bobl o bob oed, cefndir, a gallu ieithyddol fwynhau a chymdeithasu yn y Gymraeg gan gynnwys rhieni, teuluoedd, plant a phobl ifanc, oedolion, a dysgwyr. Mae'r Mentrau yn cynnig digwyddiadau a gweithgareddau cymunedol i hyrwyddo'r defnydd o'r Gymraeg.

Urdd Gobaith Cymru

Mae Urdd Gobaith Cymru yn Fudiad Ieuenctid Gwirfoddol Cenedlaethol gyda dros 55,000 o aelodau rhwng 8 – 25 oed. Ers 1922, maent wedi darparu cyfleoedd trwy gyfrwng y Gymraeg i blant a phobl ifanc Cymru i'w galluogi i wneud cyfraniadau cadarnhaol i'w cymunedau.

Mudiad Meithrin

Sefydlwyd Mudiad Meithrin yn 1971 er mwyn helpu i feithrin tirwedd gyfoethog o brofiadau chwarae a dysgu cyfrwng Cymraeg i blant o enedigaeth i oed ysgol.

Mudiad gwirfoddol sy'n frwd dros ddathlu ac annog defnydd o'r Gymraeg.

Rhwydwaith Gymraeg Blaenau Gwent

Wedi'i arwain a'i hwyluso gan Fenter Iaith BGMT, mae'r rhwydwaith yn dod â chymysgedd o sefydliadau ac asiantaethau sy'n cefnogi hyrwyddo a defnyddio'r Gymraeg yn uniongyrchol, gan gynnwys gwasanaethau allweddol awdurdodau lleol, a dinasyddion Blaenau Gwent at ei gilydd i gefnogi'r gwaith o gyflawni'r strategaeth Hyrwyddo'r Gymraeg.

Pwrpas y grŵp fydd cefnogi monitro a gwerthuso cynnydd yn erbyn cyflawni'r cynllun bob chwarter gan gysylltu â threfniadau rheoli perfformiad corfforaethol Cyngor Blaenau Gwent.

Fforwm Cymraeg mewn Addysg Blaenau Gwent (WEF)

Wedi'i arwain a'i hwyluso gan Gyngor Blaenau Gwent, y Fforwm Cymraeg mewn Addysg yw'r sbardun strategol y tu ôl i Gynllun Strategol Cymraeg mewn Addysg 10 mlynedd y Cyngor 2022/27 (WESP) a'i rôl yw monitro a gwerthuso cynnydd.

Mae'r fforwm yn cyfarfod bob tymor, gydag is-grwpiau penodol yn cael eu cynnal mewn cyfarfodydd ac o'u cwmpas, i ganolbwyntio ar themâu penodol. Mae'r Fforwm yn darparu sianel gyfathrebu ffurfiol rhwng partneriaid a rhanddeiliaid allweddol, sy'n cydweithio tuag at gyflawni'r weledigaeth, nodau, amcanion, blaenoriaethau strategol a thargedau a nodir yn y cynllun a Strategaeth Hyrwyddo'r Gymraeg Cyngor Blaenau Gwent 2022/27.

Cymdeithas Gymraeg Blaenau Gwent

Holl Ysgolion Uwchradd a Chynradd Blaenau Gwent

Clwb yr Urdd yn Ysgol Gyfun Gwynllyw

[Parth Dysgu Blaenau Gwent - Coleg Gwent](#)

[Dysgu Cymraeg Gwent](#)

[Gwasanaeth Gwybodaeth i Deuluoedd Cyngor Blaenau Gwent](#)

RhAG (Rhieni dros Addysg Gymraeg)

Rhwydwaith Rhanbarthol Rhwydiaith

Mae Rhwydwaith Rhwydiaith yn cynnwys aelodau cyngor ac aelodau Cymdeithas Llywodraeth Leol Cymru, gan gynnwys awdurdodau parciau cenedlaethol, a gwasanaethau tân ac achub gyda siaradwyr gwadd yn cael eu gwahodd pan fo angen ac fe'i sefydlwyd ym mis Rhagfyr 2021. Pwrpas y rhwydwaith yw darparu cyfleoedd i rannu arfer da, a thrafod ffyrdd o oresgyn heriau cyffredin a rhannu syniadau strategol i gefnogi mwy o ymgysylltu â'r Gymraeg.

Grŵp Deddf

Mae Grŵp Deddf fel eu harwyddair 'gweithio dros yr iaith' yn awgrymu bod grŵp sy'n gweithredu fel rhwydwaith cymorth i swyddogion sydd â chyfrifoldeb am sicrhau cydymffurfiaeth â Safonau'r Gymraeg ar draws De-ddwyrain Cymru. Sefydlwyd y grŵp yn 1998 ac ers gweithredu'r Safonau, maent wedi ehangu'n sylweddol. Erbyn hyn mae 50 o sefydliadau gwahanol yn aelodau, gan gynnwys Llywodraeth Cymru, Llywodraeth Leol, y sector iechyd, sefydliadau addysg, sefydliadau cenedlaethol, sefydliadau brys a sefydliadau partner.

Rhwydwaith Swyddogion Rhanbarthol – Mwy na geiriau

[Bwrdd Gwasanaethau Cyhoeddus Gwent](#) a Phartneriaeth Cyflenwi Lleol Blaenau Gwent

[Comisiynydd y Gymraeg](#)

10. Cyflawni Ein Hamcanion – Cynlluniau Gweithredu

		Teuluoedd a Chymuned
<p>Amcan 1:</p> <p><i>Gan weithio gyda'n partneriaid byddwn yn hybu ac yn annog y defnydd o'r Gymraeg o fewn teuluoedd a'r gymuned.</i></p>		
<p>Dangosydd(ion):</p> <ul style="list-style-type: none"> Nifer y gweithgareddau Cymraeg a drefnir ac a gynhelir o fewn cymunedau ar draws y fwrdeistref sirol. Y cynnydd % mewn derbyniadau gofal plant cyfrwng Cymraeg. 		
<p>Canlyniadau:</p> <ul style="list-style-type: none"> Mwy o bobl yn ymgysylltu â'r Gymraeg. Mwy o bobl yn dod yn rhugl yn y Gymraeg. Mwy o weithwyr y Cyngor yn gallu defnyddio'r Gymraeg. 		
Cyfeirnod Cam Gweithredu	Cam Gweithredu	
Cam Gweithredu 1.1	Mapio a hyrwyddo gweithgareddau cymdeithasol Cymraeg/dwyieithog anffurfiol a ddarperir ym Mlaenau Gwent trwy ystod o sianeli h.y. gwefan, cyfryngau cymdeithasol, posterï ac ati.	
Cam Gweithredu 1.2	Hyrwyddo cyfleoedd ar gyfer dysgu mwy ffurfiol h.y., cwrs Mynediad ac ati.	
Cam Gweithredu 1.3	Hyrwyddo cyfleoedd hamdden trwy gyfrwng y Gymraeg.	
Cam Gweithredu 1.4	Hyrwyddo a gwerthuso sianeli mynediad (h.y., gwefan, cyfryngau cymdeithasol, C2BG ac ati) i wasanaethau awdurdod lleol trwy gyfrwng y Gymraeg yn unol â Safonau'r Gymraeg.	
Cam Gweithredu 1.5	Cynyddu nifer y plant, pobl ifanc ac oedolion sy'n datgan eu dewis iaith (Cymraeg/Saesneg/dwyieithog) mewn perthynas â'r modd y maent yn ymgysylltu â gwasanaethau cynghorau lleol.	
<p>Partneriaid: Byddwn yn gweithio gyda'r partneriaid canlynol i gyflawni'r amcan hwn: Plant, pobl ifanc ac oedolion ym Mlaenau Gwent, Coleg Gwent, Parth Dysgu Blaenau Gwent, Dysgu Cymraeg Gwent, Menter Iaith, Ymddiriedolaeth Hamdden Aneurin, Bwrdd Iechyd Prifysgol Aneurin Bevan, Mudiad Meithrin, Urdd Gobaith Cymru, Fforwm Rhanbarthol De-ddwyrain Cymru, Gwasanaeth Gwybodaeth i Deuluoedd Cyngor Blaenau Gwent, RhAG (Rhieni dros Addysg Gymraeg), Fforwm Ieuenctid Cymraeg, Urdd Gobaith Cymru, Clwb yr Urdd Ysgol Gyfun Gwynllyw, Grŵp Deddf, Rhwydwaith Cydraddoldeb Corfforaethol, Pob Ysgol, Swyddfa Comisiynydd y Gymraeg</p>		

Plant a Phobl Ifanc	
Amcan 2: <i>Cynyddu'r ddarpariaeth addysg Gymraeg a gweithgareddau anffurfiol i blant a phobl ifanc</i>	
Dangosydd(ion): <ul style="list-style-type: none"> Nifer y plant mewn darpariaeth blynyddoedd cynnar cyfrwng Cymraeg. Cyfraddau trosglwyddo o addysg gynradd cyfrwng Cymraeg i addysg uwchradd cyfrwng Cymraeg. 	
Canlyniadau: <ul style="list-style-type: none"> Mwy o bobl yn ymgysylltu â'r Gymraeg. Mwy o bobl yn dod yn rhugl yn y Gymraeg. Mwy o weithwyr y Cyngor yn gallu defnyddio'r Gymraeg. 	
Cyfeirnod Cam Gweithredu	Cam Gweithredu
Cam Gweithredu 2.1	Cynyddu'r ddarpariaeth blynyddoedd cynnar a gynigir i ysgogi galw gan rieni.
Cam Gweithredu 2.2	Cynyddu cyfraddau trosglwyddo o ddarpariaeth feithrin cyfrwng Cymraeg i Ysgol Gymraeg Bro Helyg.
Cam Gweithredu 2.3	Codi proffil a lefelau cyfranogiad ar gyfer addysg cyfrwng Cymraeg.
Cam Gweithredu 2.4	Hyrwyddo gweithgareddau Cymraeg/dwyieithog allgyrsiol a chyfleoedd cymdeithasol i blant a phobl ifanc o ysgolion cyfrwng Cymraeg a Saesneg.
Cam Gweithredu 2.5	Hyrwyddo cyfleoedd i rieni/gofalwyr/neiniau a theidiau/mam-guod a thad-cuod wella eu sgiliau Cymraeg/dwyieithog i gefnogi eu plant drwy addysg Gymraeg/dwyieithog.
Partneriaid: Byddwn yn gweithio gyda'r partneriaid canlynol i gyflawni'r amcan hwn: Plant, pobl ifanc ac oedolion ym Mlaenau Gwent, Coleg Gwent, Parth Dysgu Blaenau Gwent, Dysgu Cymraeg Gwent, Menter Iaith, Ymddiriedolaeth Hamdden Aneurin, Mudiad Meithrin, Urdd Gobaith Cymru, Fforwm Rhanbarthol De-ddwyrain Cymru, Gwasanaeth Gwybodaeth i Deuluoedd Cyngor Blaenau Gwent, RhAG (Rhieni dros Addysg Gymraeg), Fforwm Ieuenctid y Gymraeg, Grŵp Deddf, Rhwydwaith Cydraddoldeb Corfforaethol, Pob Ysgol, Swyddfa Comisiynydd y Gymraeg	

Cymraeg yn y Gweithle	
Amcan 3: Cynyddu cyfleoedd i bobl ddefnyddio'r Gymraeg yn y gweithle	
Dangosydd(ion):	
<ul style="list-style-type: none"> Nifer y staff a gyflogir gan sefydliadau partner sy'n defnyddio'r Gymraeg yn y gweithle. Nifer y staff sy'n dysgu Cymraeg. Nifer y swyddi a hysbysebwyd yn annog sgiliau Cymraeg 'hanfodol', 'dymunol' a 'barod i ddysgu'. 	
Canlyniadau:	
<ul style="list-style-type: none"> Mwy o bobl yn ymgysylltu â'r Gymraeg. Mwy o bobl yn dod yn rhugl yn y Gymraeg. Mwy o weithwyr y Cyngor yn gallu defnyddio'r Gymraeg. 	
Cyfeirnod Cam Gweithredu	Cam Gweithredu
Cam Gweithredu 3.1	Cynyddu nifer y gweithwyr sy'n gallu defnyddio'r Gymraeg drwy hyfforddiant a'u hannog i wisgo'r bathodynau 'Dysgu' i helpu dysgwyr Cymraeg yn gymdeithasol a gwella eu hyder.
Cam Gweithredu 3.2	Annog gweithwyr sy'n siarad Cymraeg i wella eu rhuglder yn y Gymraeg drwy hyfforddiant a'u hannog i wisgo'r bathodynau 'Cymraeg' i helpu i hyrwyddo gwasanaethau dwyieithog.
Cam Gweithredu 3.3	Hyrwyddo ymwybyddiaeth o'r Gymraeg a chysiau hyfforddiant iaith ac annog mwy o weithwyr i fynychu'r rhain.
Cam Gweithredu 3.4	Darparu ystod o ganllawiau a deunyddiau cymorth i gynyddu ymgysylltiad a hyder yn y defnydd o'r Gymraeg yn y gweithle.
Action 3.5 Gweithred 3.5	Cefnogi pob adran i weithredu safonau'r Gymraeg yn effeithiol yn unol â Hysbysiad Cydymffurfio'r Cyngor.
Cam Gweithredu 3.6	Monitro'n effeithiol y swyddi a hysbysebwr o fewn y Cyngor sy'n mynd drwy'r broses asesu'r Gymraeg.
Cam Gweithredu 3.7	Darparu cyfleoedd anffurfiol i gydweithwyr ymgysylltu â'i gilydd drwy gyfrwng y Gymraeg.
Cam Gweithredu 3.8	Cynyddu sgiliau Cymraeg staff y Gwasanaethau Cymdeithasol yn unol â strategaeth Mwy na geiriau 2022/27.
Partneriaid: Byddwn yn gweithio gyda'r partneriaid canlynol i gyflawni'r amcan hwn:	

Gweithwyr Cyngor Bwrdeistref Sirol Blaenau, Menter Iaith, Coleg Gwent, Parth Dysgu Blaenau Gwent, Dysgu Cymraeg Gwent, Ymddiriedolaeth Hamdden Aneurin, Grŵp Deddf, Rhwydwaith Cydraddoldeb Corfforaethol, holl staff ysgolion, Swyddfa Comisiynydd y Gymraeg.

11. Trefniadau Monitro

Byddwn yn olrhain ein cynnydd yn erbyn cyflawni'r cynllun drwy ystyried ystod o ddata perfformiad, gan gynnwys adolygiad o'r dangosyddion allweddol yr ydym wedi'u nodi yn ein strategaeth bob chwarter, gan gynnwys gwybodaeth a ddarparwyd drwy ein trefniadau cynllunio busnes.

Bydd hyn yn cael ei fonitro gan Rwydwaith Cydraddoldeb Corfforaethol/Cymraeg newydd sydd i'w sefydlu i gefnogi'r gwaith o gyflawni'r ddaau faes polisi statudol hyn. Bydd cynrychiolaeth ar y grŵp yn cynnwys rheolwyr canol i uwch o feysydd gwasanaeth allweddol, gan gynnwys yr Arweinydd Proffesiynol ar gyfer Ymgysylltu, Cydraddoldeb a'r Gymraeg, sy'n allweddol i'n cefnogi i gyflawni ein hamcanion trwy weithredu ac a fydd yn atebol am sicrhau bod y Cyngor yn bodloni ei ofynion o dan y Rheoliadau Safonau'r Gymraeg (Rhif 1) 2015.

Bydd y Rhwydwaith Cydraddoldeb Corfforaethol/Cymraeg yn gweithio ochr yn ochr â Rhwydwaith Cymraeg Blaenau Gwent a bydd hefyd yn chwarae rhan bwysig wrth helpu i fonitro perfformiad bob chwarter yn ogystal â gweithredu fel y grym ar gyfer cefnogi cyflawni ein cynlluniau gweithredu dros y pum mlynedd nesaf.

Hefyd, bydd Fforwm Cymraeg mewn Addysg y Cyngor sy'n monitro gweithrediad Cynllun Strategol y Gymraeg mewn Addysg 2022/32 yn darparu data perfformiad allweddol (megis monitro'r ddarpariaeth addysg cyfrwng Cymraeg) i'w hadolygu. Mae hyn hefyd yn cael ei adrodd yn flynyddol i Lywodraeth Cymru, gydag adroddiadau'n cael eu cymryd drwy brosesau gwleidyddol y Cyngor yn flynyddol, yn ogystal â Bwrdd Rhaglen Cymunedau Cynaliadwy ar gyfer Dysgu a'r Fforwm Derbyn.

Bydd ein holl wybodaeth perfformiad chwarterol yn cael ei chasglu a'i defnyddio i lywio ein Hadroddiad Monitro Blynyddol ar yr Iaith Gymraeg (Safonau'r Gymraeg 158, 164 a 170) sydd i'w gyhoeddi ym mis Mehefin bob blwyddyn hyd at 2027. Bydd yr adroddiad blynyddol yn cael ei gyflwyno i'w adolygu drwy ein trefniadau proffesiynol a democrataidd, gan gynnwys ein Tîm Arwain Corfforaethol a'r broses graffu drwy'r Pwyllgor Craffu Trosolwg a Pherfformiad Corfforaethol a'r Cabinet fel rhan o'u rhaglenni gwaith blynyddol.

Asesiad o Amcanion a Chamau Gweithredu Strategaeth Hyrwyddo'r Gymraeg 2017-2022

(Casglwyd Tystiolaeth/Data o WESP, Adroddiadau Blynyddol BG 2016-2022, adborth Partneriaethau)

Amcan 1 – Byddwn yn hybu ac yn annog y defnydd o'r Gymraeg o fewn teuluoedd a'r gymuned

Cam gweithredu 1:1 - Hyrwyddo gweithgareddau cymdeithasol Cymraeg/dwyieithog anffurfiol a ddarperir ym Mlaenau Gwent trwy ystod o sianeli h.y. gwefan, cyfryngau cymdeithasol, posteri ac ati.

Cam gweithredu 1:2 – Hyrwyddo cyfleoedd ar gyfer dysgu ffurfiol h.y. Cwrs Mynediad ac ati.

Cam gweithredu 1:3 – Hyrwyddo cyfleoedd hamdden drwy gyfrwng y Gymraeg.

Cam gweithredu 1:4 – Hyrwyddo gwasanaethau cyfrwng Cymraeg neu ddwyieithog yn unol ag e.e. canllawiau cenedlaethol fel 'Mwy na geiriau...'

Cam gweithredu 1:5 - Hyrwyddo a gwerthuso sianeli mynediad (h.y. gwefan, cyfryngau cymdeithasol, C2BG ac ati) i wasanaethau awdurdodau lleol trwy gyfrwng y Gymraeg yn unol â Safonau'r Gymraeg.

Cam gweithredu 1:6 - Cynyddu nifer y plant, pobl ifanc ac oedolion sy'n datgan eu dewis iaith (Cymraeg/Saesneg/dwyieithog) mewn perthynas â sut maent yn ymgysylltu â gwasanaethau cynghorau lleol.

Er mwyn annog defnydd o'r Gymraeg o fewn y gymuned mae angen i ni sicrhau bod yr iaith yn weladwy ac yn hygyrch o fewn yr ardal. Er mwyn gwneud hyn mae'n rhaid i ni, fel y nodir

yng Ngham Gweithredu 1:5 'werthuso sianeli mynediad i wasanaethau awdurdodau lleol yn unol â safonau'r Gymraeg'. Gweithredwyd hyn gydag adolygiad manwl o wefan Blaenau Gwent, gyda phob tudalen ac is-adrannau'n cael eu gwerthuso. Sicrhaodd y gwerthusiad hwn fod yr holl dudalennau a dogfennau cysylltiedig ar gael yn Gymraeg gyda chyfieithiad priodol. Tynnwyd sylw at unrhyw feysydd a fethodd â chyflwyno eu gwybodaeth yn unol â Safonau'r Gymraeg a'u hanfon at eu penaethiaid adran priodol i'w diwygio ar unwaith. Mae hon wedi'i bwriadu fel proses barhaus nid yn unig o safbwynt deddfwriaethol ond hefyd awydd i wneud ein fersiwn Gymraeg o'r wefan mor hawdd ei defnyddio â phosibl. Felly annog defnyddwyr Cymraeg i ddewis fersiwn cyfrwng Cymraeg y wefan.

Yn fewnol mae'r 'Canllawiau Iaith Gymraeg' ar y Fewnwyd wedi'i ddiweddarau yn ystod y 6 mis diwethaf i'w wneud yn haws ei ddefnyddio i'r rhai sydd ag ychydig o allu yn y Gymraeg. Mae hyn yn cynnwys diwygiadau i'r 'Ddogfen Trosolwg Safonau' i adlewyrchu gweithdrefnau wrth i ni symud i'r model gweithio o gartref yr ydym wedi'i fabwysiadu ar gefn y Pandemig COVID-19. Mae'r diwygiadau hyn yn sicrhau nad yw ein darpariaeth gwasanaeth yn trin y Gymraeg yn llai ffafriol. Mae'r gweithdrefnau ffôn hefyd wedi'u gwerthuso a'u datblygu i sicrhau dull rhagweithiol o ddefnyddio ein gwasanaethau drwy gyfrwng y Gymraeg. Derbyniodd aelodau staff y ganolfan alwadau hyfforddiant mewnol gan y Swyddog Cymorth Iaith Gymraeg yn blaenoriaethu cydymffurfiaeth â Safonau 8-22. Roedd yr hyfforddiant hwn yn ymdrin â sut i wneud ac ateb galwadau yn effeithiol gan hyrwyddo'r opsiwn i barhau â'r alwad/mynediad at y gwasanaeth yn Gymraeg, yn ogystal â Chymraeg sgwrsio cyffredinol i'w defnyddio wrth ryngweithio ag aelodau o'r cyhoedd sy'n siarad Cymraeg.

O ran hyrwyddo gweithgareddau Cymraeg anffurfiol rydym wedi nodi hwn fel maes i adeiladu arno. Mae darpariaeth mewn lle ar gyfer y gweithgareddau hyn ac mae llawer o waith wedi bod ac yn parhau i gael ei wneud gan ein partneriaid i ddarparu cyfleoedd i deuluoedd a'r gymuned ddefnyddio'r Gymraeg. Mae Ymddiriedolaeth Hamdden Aneurin yn darparu ystod o weithgareddau hamdden trwy gyfrwng y Gymraeg, mae cymdeithas Gymraeg yn ei lle (Cymdeithas Gymraeg Blaenau Gwent) sy'n hyrwyddo gweithgareddau trwy'r cyfryngau cymdeithasol, mae Menter Iaith yn cynnal nifer o weithgareddau trwy gydol y flwyddyn o deithiau cerdded natur i gwisiau i enwi ychydig. Er gwaethaf y nifer fawr o gyfleoedd i ddefnyddio'r Gymraeg yn gymdeithasol wrth adolygu ein sefyllfa yn erbyn Amcan 1 rydym yn cydnabod yr angen i fapio a monitro'r cyfleoedd hyn er mwyn eu hyrwyddo'n effeithiol.

Mae hyn wedi'i ymgorffori yng nghynllun 2022-2027 ac mae'n gam allweddol i'w gymryd wrth symud ymlaen. Byddwn yn cyflawni hyn drwy gryfhau ein partneriaethau presennol a gwahodd darpar bartneriaid i chwarae rhan yng ngweithrediad ein hamcanion newydd dros y pum mlynedd nesaf. Mae'r cyngor wedi ailsefydlu rôl Swyddog Cefnogi'r Gymraeg yn ddiweddar, ac o'r herwydd mae ganddo'r ddarpariaeth i gael presenoldeb mwy cyson gyda Fforwm Rhwydwaith Cymraeg BG, a'i nod yw cydweithio'n fwy â'r cynghorau cyfagos wrth i ni weithredu Strategaeth Hyrwyddo'r Gymraeg 2022-2027. Ein nod yw cael diweddariadau ar Strategaeth Hyrwyddo 2022-2027 (er enghraifft, diweddariad calendr gweithgarwch Cymraeg) fel eitem statudol ar yr agendâu wrth gyfarfod â'n partneriaid. Bydd hyn yn gymorth i nodi llwyddiannau yn erbyn ein hamcanion, ac unrhyw feysydd heriol wrth i ni symud ymlaen er mwyn eu cywiro cyn gynted ag y dônt yn amlwg.

Amcan 2 - Cynyddu'r ddarpariaeth addysg Gymraeg a gweithgareddau anffurfiol i blant a phobl ifanc a chynyddu eu hymwybyddiaeth o werth yr iaith.

Cam gweithredu 2:1 - Cynyddu'r ddarpariaeth blynnyddoedd cynnar i ysgogi'r galw gan rieni.

Cam gweithredu 2:2 - Cynyddu cyfraddau trosglwyddo o ddarpariaeth feithrin cyfrwng Cymraeg i Ysgol Gymraeg Bro Helyg.

Cam gweithredu 2:3 – Codi proffil a lefelau cyfranogiad dysgwyr cyfrwng Cymraeg.

Cam gweithredu 2:4 – Gwella canlyniadau dysgwyr cyfrwng Cymraeg.

Cam gweithredu 2:5 - Gweithio'n rhanbarthol gydag Awdurdodau Lleol De-ddwyrain Cymru a hyrwyddo cyfleoedd cyfrwng Cymraeg mewn sefydliadau addysg bellach ac uwch.

Cam gweithredu 2:6 - Hyrwyddo gweithgareddau allgyrsiol Cymraeg/dwyieithog a chyfleoedd cymdeithasol i blant a phobl ifanc o ysgolion cyfrwng Cymraeg a Saesneg.

Cam gweithredu 2:7 - Hyrwyddo cyfleoedd i rieni/gofalwyr/neiniau a theidiau/mam-guod a thad-cuod wella eu Cymraeg/sgiliau dwyieithog.

Dros gyfnod pum mlynedd Cynllun Iaith Gymraeg 2017-2022 mae tystiolaeth gyson bod y ddarpariaeth a ddarperir ar gyfer plant a phobl ifanc yn cynyddu ymwybyddiaeth o werth y Gymraeg. Mae hybu ymwybyddiaeth o'r Gymraeg a'r cyfleoedd i hybu'ch dysgu a defnyddio'ch sgiliau presennol yn cael ei hyrwyddo i rieni o gamau cynnar bywyd eu plentyn gan ddechrau gyda rôl ymwelwyr iechyd.

Mae gan Ymwelwyr Iechyd fynediad i fodiwlau ar-lein trwy ein Darpariaeth Bwrdd Iechyd Prifysgol Aneurin Bevan i ddatblygu eu sgiliau iaith Gymraeg a gellir darparu hyfforddiant ymwybyddiaeth iaith yn fewnol ar gais yn ogystal â chyrsgiau Cymraeg am ddim. Fe'i gwneir yn glir mai rôl yr Ymwelwyr Iechyd yw darparu gwybodaeth am addysg cyfrwng Cymraeg drwy gyfeirio rhieni newydd at y Gwasanaeth Gwybodaeth i Deuluoedd. Mae'r Gwasanaeth Gwybodaeth i Deuluoedd yn darparu gwybodaeth am y gofal plant, meithrinfa a gweithgareddau anffurfiol fel y gwasanaethau Cymraeg i Blant sydd ar gael. Ymhellach, darparu bagiau llyfrau Cymraeg Dechrau da i rieni newydd er mwyn annog y defnydd o'r Gymraeg fel teulu a chyfrannu at y niferoedd sy'n manteisio ar y ddarpariaeth Cymraeg i Blant.

Mae Cymraeg i Blant yn brosiect Mudiad Meithrin sydd wedi bod yn tyfu ers cyhoeddi Strategaeth Hyrwyddo'r Gymraeg 2017-2022. Maen nhw'n cynnig ystod o ddsbarthiadau wythnosol fel, amser Rhigwm ac arwyddo Cymraeg, Tyllino Babanod ac ioga, Paned a Chymraeg (ar-lein) a sesiynau Fi a fy mabi i ddarpar rieni a rhieni newydd ar fanteision bod yn ddwyieithog (ar-lein) a mwy. Yn ystod y tair blynedd diwethaf bu cynnydd sylweddol o 229% yn nifer y grwpiau a gynigir, gyda rhagolygon o gynnydd pellach gyda datblygiad grŵp Meithrin ychwanegol yn Nhredegar.

Bu tueddiad pum mlynedd cyson ar i fyny yng nghanran y lleoedd meithrin cyfrwng Cymraeg sydd ar gael ym Mlaenau Gwent. O'r lleoedd hyn, bu tuedd debyg o ran cynnydd o leoedd yn cael eu llenwi, gan godi o 3% yn 2017 i 6% yn 2021 o'r garfan. Felly, mae'n amlwg y bu mwy o ymgysylltu â'r ddarpariaeth blyneddoddd cynnar (Data PLASC Ionawr 2021). Mae hyn yn arwydd clir o gyflawniad Cam Gweithredu 2:2 o Gynllun Hyrwyddo'r Gymraeg 2017-22 i 'gynyddu'r ddarpariaeth blyneddoddd cynnar' i ysgogi galw rhieni.' Mae'r lleoedd sydd ar gael ar ôl yn fras wedi sefyll ar 3% sy'n nodi bod yna ar hyn o bryd ddigon o gapasiti i fodloni galw rhieni o fewn y lleoedd meithrin cyfrwng Cymraeg sydd ar gael ym Mlaenau Gwent. Yn ogystal, roedd cyfraddau trosglwyddo rhwng cynradd ac uwchradd ar gyfer 2019/20 yn 100%.

Cyhoeddodd Ysgrifennydd y Cabinet dros Gyllid ar 16 Ionawr 2018 y byddai £30 miliwn yn cael ei ddyrannu i gefnogi prosiectau cyfalaf sy'n ymroddedig i'r Gymraeg mewn addysg ac yn ehangu arni. Dechreuwyd y broses ymgeisio am grant ym mis Mawrth 2018. Derbyniodd Cyngor Blaenau Gwent gadarnhad ym mis Hydref 2018 eu bod wedi llwyddo i sicrhau £6 miliwn i greu darpariaeth gynradd ychwanegol.

Yn dilyn goblygiadau refeniw, gohiriwyd y prosiect yn gynnar yn 2019 tra'n aros am drafodaethau rhwng y Cyngor a Llywodraeth Cymru. Yna roedd modd cychwyn y broses Ymgynghori ym mis Rhagfyr 2020 hyd at fis Ionawr 2021 ar ôl adolygiad ariannol, penderfynwyd mewn cyfarfod anffurfiol o'r Tîm Gweithredol/Arwain Corfforaethol ym mis Chwefror 2020 y gallai'r prosiect symud ymlaen i'r cam ymgynghori statudol - yn amodol ar adroddiad i'r Pwyllgor Gwaith yn nhyrnor yr hydref 2020. Roedd ymateb y broses ymgynghori yn gadarnhaol o blaid datblygiad yr ysgol newydd gyda 93% o'r ymatebion i'r e-

bost a'r arolwg yn nodi eu cefnogaeth i'r cynnig. (8 e-bost a 190 arolwg). Mae disgwyl i'r ysgol gynradd hon agor ym mis Medi 2023 gan dderbyn 210 o fyfyrwyr, cam nad oes angen dweud a fydd yn cyfrannu at ein targed pum mlynedd.

Credwn ein bod mewn sefyllfa dda ar gyfer dilyniant o ystyried y ffactorau uchod ac anelwn at ddefnyddio ein llwyddiannau fel sbardunau ar gyfer cynyddu'r ddarpariaeth addysg Gymraeg a gweithgareddau anffurfiol i blant a phobl ifanc. Bydd ein gwelliannau o ran mapio'r gweithgareddau sydd ar gael yn y maes a nodir yng Ngham Gweithredu 1:1 o Strategaeth Hyrwyddo 2022-2027 hefyd yn chwarae rhan wrth lwyddo gyda'r amcan hwn. Gan ddefnyddio'r mapio byddwn yn gallu nodi meysydd lle mae llai o ymgysylltu â gweithgareddau cymdeithasol anffurfiol a thargedu'r meysydd hynny sy'n arwain at ysgogi diddordeb rhieni mewn Addysg cyfrwng Cymraeg.

Amcan 3 - Cynyddu cyfleoedd i bobl ddefnyddio'r Gymraeg yn y gweithle

Cam gweithredu 3:1 – Cynyddu nifer y gweithwyr sy'n gallu defnyddio'r Gymraeg a'u hannog i wisgo'r bathodyn 'Dysgwr' a bathodynnau i helpu dysgwyr Cymraeg yn gymdeithasol a gwella eu hyder.

Cam gweithredu 3:2 - Annog gweithwyr i wella eu rhuglder yn y Gymraeg a'u hannog i wisgo'r bathodynnau 'Cymraeg' i helpu i hyrwyddo gwasanaethau dwyieithog.

Cam gweithredu 3:3 - Hyrwyddo cyrsiau hyfforddi Cymraeg ac annog mwy o weithwyr i fynychu'r rhain.

Cam gweithredu 3:4 - Darparu amrywiaeth o ganllawiau a deunyddiau cymorth i gynyddu ymgysylltiad a hyder yn y defnydd o'r Gymraeg yn y gweithle.

Cam gweithredu 3:5 - Cefnogi pob adran i weithredu safonau'r Gymraeg yn effeithiol yn unol â Hysbysiad Cydymffurfio Safonau'r Gymraeg y Cyngor.

Cam gweithredu 3:6 - Monitro'n effeithiol y swyddi o fewn y Cyngor a hysbysebir sy'n mynd drwy broses asesu y Gymraeg.

Cam gweithredu 3.7 - Hyrwyddo mwy o gyfleoedd i gydweithwyr ymgysylltu â'i gilydd drwy gyfrwng y Gymraeg.

Yn unol â Safon 127 datgan bod rhaid i gorff 'asesu sgiliau Cymraeg ei gyflogeion' a thrwy ddogfennu olrhain hyn yn ei Adroddiad Blynyddol yn unol â Safon 170. O edrych ar y data hwn gallwn weld rhywfaint o arwydd o'r dilyniant yn y cyfleoedd darparu i staff ddefnyddio eu sgiliau Cymraeg yng ngweithle Cyngor Blaenau Gwent.

Yn dilyn cyflwyno'r strategaeth hyrwyddo, 2017, gwelsom gynnydd, 3%, yn nifer y gweithwyr sydd wedi categorioedd eu hunain fel rhai sy'n gallu siarad, ychydig, yn gymedrol, yn eithaf da neu'n rhugl, o'r adroddiad blynyddol blaenorol yn 2016. Nid yw adroddiad blynyddol 2017-2018 yn nodi dewis iaith. Roedd yr adroddiad canlynol, 2018-2019, yn nodi, ar System Datblygu Sefydliadol iTrent y cynghorau, bod gan 3 gweithiwr ddewis iaith fel y Gymraeg. Yn 2019-2020 gwelwyd cynnydd sylweddol yn y nifer hwn gyda 12 o weithwyr ychwanegol yn nodi dewis iaith Gymraeg. Ers y cynnydd hwn, mae system hunanwasanaeth wedi'i chyflwyno sy'n galluogi staff i newid eu dewis iaith yn rhwydd. Yn ystod y blynyddoedd dilynol gwelwyd nifer cyson o weithwyr â galluoedd siarad Cymraeg.

Yn aros ar 19% cyson o'r corff staff. Ers 2016, mae pob rôl o fewn y cyngor yn cael ei hysbysebu fel Sgiliau iaith Gymraeg yn ddymunol. Mae hwn wedi parhau i fod yn bolisi trwy gydol y cynllun hyrwyddo 5 mlynedd. Mae nifer o rolau (25) wedi cael eu hysbysebu fel y Gymraeg yn hanfodol. Yn 2021, cofrestrodd y Tîm Polisi a Phartneriaeth, o dan eu hymrwymiad i gefnogi Cyfranogiad Plant a Phobl Ifanc, ar raglen brentisiaeth Cynllun Kickstart i ddarparu cyfleoedd i bobl ifanc ennill sgiliau a phrofiad uniongyrchol yn y sector cyhoeddus. Gan gydnabod pwysigrwydd a'r angen am gymorth gyda'r Gymraeg, cyflwynwyd rôl swyddog cymorth iaith Gymraeg dan hyfforddiant. Yn dilyn ei lwyddiant ers hynny mae hon wedi dod yn rôl cyfnod penodol o fewn y cyngor ei hun.

Er bod hyfforddiant wedi'i hyrwyddo'n gyson drwy gydol y cyfnod hwn o bum mlynedd, ychydig iawn o bobl sy'n cymryd rhan mewn sesiynau ar-lein gyda chyfartaledd o 1-2 aelod o staff yn defnyddio'r cyfleoedd hyfforddi hyn yn ystod y cyfnod hwn o bum mlynedd. Er bod hyfforddiant mewnol wedi'i ddarparu i 19 aelod staff yn 2022 a oedd yn blaenoriaethu gweithrediad effeithiol y weithdrefn ffôn wedi'i diweddarau, dywedwyd bod diweddariadau'n dod i rym pan gaiff y canllawiau ar y Gymraeg i staff eu diweddarau. Yn 2018, yn unol â cham gweithredu 3:4 o Strategaeth Hyrwyddo 2017-2022, cyhoeddwyd 'ystod o ganllawiau a deunyddiau cymorth i gynyddu ymgysylltiad a hyder yn y defnydd o'r Gymraeg yn y gweithle' yn fewnol. Ers hynny mae'r canllawiau hyn wedi'u diwygio i wneud yn siŵr bod y cynnwys yn hyrwyddo'r defnydd o'r iaith yn y gweithle gyda gwell hygyrchedd.

Gan ymgorffori'r sleidiau o'r sesiynau hyfforddi yn y weithdrefn 'Ateb y Ffôn', mae'r rhain yn cynnwys dau recordiad o'r holl ymadroddion allweddol, fersiwn sy'n cael ei hadrodd yn araf sy'n pwysleisio synau ac ynganiad allweddol a'r ymadrodd a siaredir ar gyflymder arferol. Yn yr un modd, rydym hefyd wedi ymgorffori ffeiliau sain yn ein dogfennau 'Cyfarchion Dwyieithog' ac 'Ymadroddion Defnyddiol', ochr yn ochr â sillafiadau ffonetig. Mae staff wedi rhoi adborth ar y diweddariadau hyn sydd o fudd i gefnogi dysgu a chynyddu lefelau hyder wrth ddefnyddio'r Gymraeg yn fwy effeithiol.

Wrth asesu ein cynnydd yn erbyn y camau gweithredu sydd ar waith dros y pum mlynedd diwethaf, mae yna ddangosyddion clir i ddangos lle mae angen i ni wella ein hyrwyddiad, y prif ddangosydd yw'r ymgysylltiad isel â chyfleoedd hyfforddi. Tra bod gan Flaenau Gwent yn ôl yr Arolwg Blynyddol o'r Boblogaeth (Hydref 2020 i Medi 2021) y ganran isaf o siaradwyr Cymraeg, sef 15.5% yn unig, mae gennym ar hyn o bryd 19% o'n staff yn nodi bod ganddynt rywffaint o allu yn y Gymraeg. Rydym am dargedu'r rhai sydd eisoes wedi datgan unrhyw lefel o allu ar gyfer cyrsiau gloywi a magu hyder ar y sail bod staff yn mynegi pryder i ddefnyddio eu hiaith wrth iddynt deimlo eu bod wedi 'colli'r arfer'.

Yn union felly, teimlwn fod angen mwy o hyrwyddiad i gyrsiau ar gyfer y rhai heb allu. Gellir dadlau y byddai hybu ymwybyddiaeth o Safon 130 sy'n datgan bod y cyfleoedd hyfforddi hyn i'w darparu yn ystod oriau gwaith o fudd i gynyddu nifer y mynychwyr gan nad yw'r cyfrifoldeb i ddod o hyd i'r amser i gwblhau hyfforddiant yn dod o fewn eu hamser rhydd. Bydd cynnydd mewn hyfforddiant yn ei dro yn cyfrannu at y defnydd o fathodynau 'Dysgwr' a 'Cymraeg', cortynnau gwddf a chefnidir Microsoft Teams wrth i hyder i ddefnyddio'r iaith gynyddu fel y cyfryw gyfrannu at gyflawni Camau Gweithredu 3:1 a 3:2 o 2017 - strategaeth 2022.

Asesiad Ansoddol – Fforwm Rhwydwaith Cymraeg Blaenau Gwent

1) A oes gennych unrhyw adborth neu sylwadau ynglŷn â strategaeth hyrwyddo'r Gymraeg cyfredol 2017-2022?

- *Cydnabuwyd bod mwy o bwyslais wedi bod ar hyrwyddo gwasanaethau Cymraeg ac arwyddion dwyieithog ers i'r safonau ddod i rym.*
- *Nodwyd nad oedd unrhyw aelod o'r grŵp yn ymwybodol o fodolaeth strategaeth ffurfiol.*
- *Rydym wedi ychwanegu rhanddeiliaid at y rhestr i adolygu'r cynllun newydd.*
- *Mae gweithlu BG wedi penodi Swyddog Cymorth Iaith Gymraeg ac felly bydd gennym gapasiti pellach ar gyfer ymgysylltu.*
- *Gwneud ein partneriaid yn fwy ymwybodol o'r dangosyddion i sicrhau bod Strategaeth y cynllun yn cael ei hystyried yn gyson drwy gydol y cyfnod 5 mlynedd. Adolygiad o gynnydd i'w gynnwys ar agendâu Cyfarfodydd Rhwydwaith BG*

- *Mae trosiant staff uchel o lawer o bartneriaid wedi ei gwneud yn anodd cynnal momentwm*
- *Angen targedau mesuradwy a gwerthusiad cyson o gynnydd y strategaeth. Dylai'r fforwm iaith flaenoriaethu'r gwaith hwn.*

- *Mae Strategaeth 2022-2027 yn cynnwys targedau mwy mesuradwy gyda dangosyddion at ddibenion monitro. Cydweithio gyda Fforwm Cymru i ddatblygu systemau monitro ar y cyd, gyda diweddariadau yn cael sylw yn y cyfarfodydd.*

- *Dogfen ddiddorol gyda llawer o syniadau da. Fodd bynnag: Dim manylion am sut i fynd ati'n ymarferol at yr amcanion a'r camau gweithredu e.e. Mae Amcan 2 yn nodi "Cynyddu'r ddarpariaeth blynyddoedd cynnar i ysgogi galw rhieni"*
Mae'r galw eisoes wedi'i brofi yn ardal Tredegar. Gwnaethpwyd penderfyniad hefyd bod angen Cylch Meithrin newydd yn yr ardal. Pam felly nad yw hyn wedi digwydd a pham nad yw'r Cyngor yn cefnogi'r datblygiad. A pham nad yw hyn yn cael ei grybwyll yn y Strategaeth?
- *Mae'r ddarpariaeth wedi'i chynyddu (gan gynnwys sefydlu Cylch Meithrin yn Nhredegar) ac mae gwybodaeth fanwl bellach ar gael yn y Cynllun Strategol Cymraeg mewn Addysg ac wedi'i harchwilio yn Atodiad Asesiad Strategaeth Hyrwyddo 2017-2022, ac mae camau gweithredu pellach wedi'u cynnwys o fewn Cynllun newydd 2022-2027.*

- *Roedd penderfyniad eisoes wedi'i wneud i agor ail ysgol gynradd cyfrwng Cymraeg yn ardal Tredegar fel ysgolion newydd ar gyfer Bro Helyg. Beth am sôn am hyn yn y strategaeth. Mae'n rhaid cynnwys yr amserlen ar gyfer y datblygiad hwn yn y strategaeth.*

- *Cyhoeddwyd y cynllun blaenorol yn 2017. Dechreuwyd y broses o wneud cais am grant ar gyfer ariannu'r ysgol gynradd cyfrwng Cymraeg ym mis Mawrth 2018. Derbyniodd Cyngor Blaenau Gwent gadarnhad, Hydref 2018, eu bod wedi llwyddo i sicrhau £6 miliwn i greu darpariaeth gynradd ychwanegol. Bwriedir agor ym mis Medi 2023 gan dderbyn 210 o blant. O'r herwydd, mae'r datblygiad hwn wedi'i gynnwys yng Nghynllun Hyrwyddo'r Gymraeg 2022-2027.*

- *Siomedig, diffyg cydnabyddiaeth o fodolaeth CYMDEITHAS GYMRAEG BLAENAU GWENT a sefydlwyd ar ôl Penaethiaid Eisteddfod Genedlaethol Cymru yn 2010. Mae'r grŵp wedi bod yn cyfarfod yn fisol ers hynny hyd at fis Mawrth 2020. Byddai ychydig o gefnogaeth gan y Cyngor yn mynd yn bell.*
- Rydym yn cydnabod y gwaith ymroddedig a chyson ar gyfer Cymdeithas Gymraeg Blaenau Gwent ac yn bwriadu ymwneud mwy â'u gwaith.
- *TEULUOEDD A CHYMUNEDAU - Enwir Coleg Gwent ond nid oes sôn am yr holl ddsbarthiadau Cymraeg amrywiol sy'n cael eu cynnal ar draws y Fwrdeistref na'r cynnydd yn y niferoedd sy'n dysgu Cymraeg. I mi does dim pwynt cael strategaeth os nad yw'n cydnabod y gwaith sydd eisoes yn digwydd ac mae'r un peth yn wir am yr Urdd a'r Fenter Iaith.*
- Mae'r cynnydd mewn cyfleoedd dysgu Cymraeg yn cael ei archwilio yn y strategaeth hyrwyddo newydd.
- *Os ydynt yn anelu at sicrhau 70 o siaradwyr Cymraeg Newydd yn flynyddol am y 33 mlynedd nesaf RHAID i'r Strategaeth fanylu ar y camau gweithredu. Dyddiadau'r Strategaeth yw 2017 - 2022. Flwyddyn yn ddiweddarach i gyflawni'r nodau a'r camau gweithredu a dim cofnod o'r hyn a gyflawnwyd eisoes.*
- Gellir cymryd i ystyriaeth diffyg cofnodion yn ystod Pandemig COVID-19 i ryw raddau, ond rydym yn cydnabod diffygion yn y monitro mewn rhai meysydd o'r cynllun. Rydym yn rhoi camau monitro ar waith i sicrhau bod y strategaeth yn cael ei hystyried yn gyson o fewn y gwaith a'i hadolygu drwy gydol ei chyfnod o bum mlynedd.

2) A oes gennych unrhyw awgrymiadau ar gyfer targedau penodol ar gyfer y meysydd canlynol:

- Y teulu
- Defnydd Cymunedol
- Seilwaith (polisiau)
- Plant a phobl ifanc
- Y gweithle

A oes angen inni flaenoriaethu agwedd benodol ar y strategaeth?

- *Blaenoriaethu'r gweithle fel nad oes rhaid i oedolion ddefnyddio eu hamser sbâr i ddysgu'r iaith. Serch hynny, mae'n rhaid i gyflogwyr roi amser i'r gweithwyr fynychu'r dosbarth a byddai'n wych wedyn cynnal clybiau anffurfiol yn y gweithle i bobl ymarfer a chymdeithasu yn y Gymraeg. Mae angen cyfathrebu gyda rheolwyr lefel uchel i flaenoriaethu a galluogi staff i fynychu gwersi dros y tymor hir.*
- *Nodwyd bod angen blaenoriaethu'r gweithle – nodwyd gan rai sy'n gweithio yn y sector cyhoeddus bod pethau wedi gwella ers 2017 ond mae'r pandemig wedi cael effaith negyddol ar gyfleoedd i ddefnyddio a dysgu Cymraeg yn y gwaith er bod mwy o gyfleoedd ar gael ar-lein.*

- *Angen mwy o ddigwyddiadau cymunedol e.e. siaradwyr gwadd, tripiâu, dawnsio gwerin, gwersi coginio ac ati.*
- Rydym yn bwriadu cynyddu ein hymwneud â'n rhwydweithiau cymunedol Cymraeg er mwyn cynyddu'r hyrwyddiad a'r presenoldeb i'r cyfleoedd sydd eisoes ar gael.
- *Hyrwyddo addysg cyfrwng Cymraeg - mae angen i'r Strategaeth newydd fod yn gyson â nodau ac amcanion y WESP newydd.*
- Mae'r Cynllun Strategol Cymraeg mewn Addysg wedi bod yn gynllun allweddol yn natblygiad y Cynllun Hyrwyddo'r Gymraeg newydd 2022-2027 gan ddefnyddio ffigurau/gwybodaeth y gorffennol, rhagamcanion ar gyfer y dyfodol a sut maent yn bwriadu cyflawni'r amcanion hyn i lunio ein cynllun.
- *Cydweithio rhwng partneriaid yn targedu ardaloedd penodol a chynnal digwyddiadau cymunedol i hyrwyddo addysg cyfrwng Cymraeg – cawsom niferoedd da ar gyfer Haf o Hwyl ym Mharc Bryn Bach ond ymgysylltu ar-lein gwannach ym Mlaenau Gwent o gymharu ag ardaloedd cyfagos.*
- Rydym wedi gwerthuso'r partneriaid yr ydym eisoes yn gweithio gyda nhw ac wedi nodi meysydd allweddol sydd angen cymorth, megis Mudiad Meithrin a Dysgu Cymraeg i ymgysylltu rhieni di-Gymraeg ag addysg Gymraeg. Hyrwyddo manteision yr iaith a'r gefnogaeth y gallant ei chael fel y di-Gymraeg i annog defnydd o gyfleusterau Addysg Gymraeg.
- *Angen gwneud rhieni'n ymwybodol o'r gefnogaeth sydd ar gael i rieni a sut y gall mynychu gweithgareddau allgyrsiol a chymunedol helpu eu plant i ddatblygu eu hyder a'u gallu i siarad yr iaith - mae'n bwysig bod y gweithgareddau yn hygyrch ac yn agored i rieni di-Gymraeg.*
- Mae Swyddog Cymraeg i Blant yn gweithio'n agos gyda thimau Bydwreigiaeth ac Ymwelwyr Iechyd Lleol, gan gyfeirio rhieni at y grwpiau, a'r ddarpariaeth gyffredinol sydd ar gael iddynt. Dros y pum mlynedd nesaf bwriadwn hyrwyddo'r ddarpariaeth hon ymhellach a ffurfio cysylltiadau rhwng partneriaid i gryfhau'r hyrwyddiad a'r gefnogaeth ei hun sydd ar gael i rieni.
- *Mae angen cymorth ar grwpiau cymunedol sydd eisiau ailsefydlu yn y cyfnod ôl-COVID-19 – mae llawer o bobl wedi dechrau dysgu Cymraeg yn ystod y pandemig ond angen gofod cymdeithasol i ddefnyddio'r iaith. O bosibl sefydlu cronfa gymunedol ar gyfer grwpiau?*
- Rydym wedi ystyried yr effaith a gafodd pandemig COVID-19 ar y cynnydd mewn dysgu ar-lein a'n nod yw defnyddio'r camau yn y cynllun sydd i ddod i hyrwyddo'r grwpiau cymunedol sy'n targedu dysgwyr a'r rhai sydd am ymarfer eu sgiliau ymhellach.
- *Angen mapio cyfleoedd i bobl ifanc yn rheolaidd a sicrhau bod yr awdurdod lleol yn gweithio gyda thrawstoriad eang o bartneriaid sy'n gallu darparu gwasanaethau.*

- Mae hwn yn faes rydym yn ei flaenoriaethu, rydym am hwyluso monitro cyfleoedd Cymraeg, ffurfiol ac anffurfiol ar draws yr holl bartneriaid. Y camau cyntaf wrth wneud hynny fydd cadw tracio ymgysylltu fel eitem statudol ar agendâu Fforymau Rhwydwaith Cymraeg Blaenau Gwent.

3) Oes gennych chi unrhyw syniadau neu awgrymiadau ar sut i newid agweddau tuag at y Gymraeg?

- *Anodd, ond yn gyffredinol, drwy geisio normaleiddio'r iaith, efallai drwy gynnal digwyddiadau yn y gymuned yn ogystal â thu ôl i ddrysau caeedig, fel petai – rwy'n ymwybodol bod hyn yn digwydd yn barod.*
- O fewn y Cyngor byddwn yn hyrwyddo'n barhaus y defnydd o Gymraeg sgysiol ymhlith cydweithwyr, gan gynnwys y rhai sydd ag ychydig iawn o allu ac yn hyrwyddo sut y gellir trosglwyddo hyn yn ystod digwyddiadau cymunedol. Ar ôl ystyried sylwadau gan ddefnyddwyr y Gymraeg o fewn y Cyngor sy'n teimlo'n bryderus ynghylch defnyddio'r iaith os nad ydynt yn ymarfer, rydym yn anelu at hyrwyddo ymagwedd gadarnhaol a chefnogol at ddefnyddio'r iaith ym mhob lleoliad ym Mlaenau Gwent.
- *Creu fideos hyrwyddo, Saesneg eu hiaith, dangos hanesion pobl yr ardal sydd â chysylltiadau â'r iaith, hyd yn oed yn hanesyddol a dangos pobl leol yn siarad am eu balchder o'r iaith - astudiaeth achos o ffilm o'r fath. Arddangos nhw yn y gymuned ac ar YouTube ac ati.*
- *Creu deunyddiau am hanes yr ardal, sy'n pwysleisio pwysigrwydd yr iaith yno yn hanesyddol. Dangos unigolion sydd â hanes yn yr ardal, sydd efallai wedi colli'r iaith ond sydd bellach wedi adennill eu Cymraeg. Unrhyw beth sy'n dangos pobl leol yn ail-afael yn yr iaith ac felly'n dangos ei bod yn dal yn berthnasol i bobl yr ardal.*
- Gan ystyried y nodyn hwn gan Dysgu Cymraeg i ystyriaeth rydym yn bwriadu archwilio eu syniadau a sut maent yn teimlo y gellid eu cyflwyno.
- *Anodd ond angen canolbwyntio ar newid agweddau plant a phobl ifanc drwy sicrhau bod ganddynt ddealltwriaeth ac ymwybyddiaeth o hanes y Gymraeg yn lleol, yng Nghymru ac ym Mhrydain.*
- Rydym hefyd eisiau newid agweddau'r genhedlaeth iau tuag at y Gymraeg ac yn bwriadu archwilio ffyrdd o wneud hyn megis gwaith gyda '1Miliwn'.
- *Codi hyder a balchder y plant a sicrhau bod pob plentyn yn yr ardal yn cael y cyfle i ddysgu'r anthem genedlaethol.*
- Awgrym adeiladol iawn y gellir ei gymhwyso i Ysgolion Cyfrwng Cymraeg a Saesneg. Gallwn ystyried gweithredu ar waith gyda Fforwm y Gymraeg mewn Addysg Blaenau Gwent.

- *Parhau i sicrhau bod y Gymraeg yn weladwy, amlwg ac yn cael ei thrin yn gyfartal ar ddeunyddiau'r Cyngor ac yn y parth cyhoeddus – enwau lleoedd ac adeiladau, cyhoeddiadau cyhoeddus er mwyn normaleiddio'r iaith.*
- *Gydag ailsefydlu rôl Swyddog Cefnogi'r Gymraeg bydd gennym hyd yn oed mwy o gefnogaeth wrth fonitro bod y Cyngor cyfan yn cydymffurfio â Safonau'r Gymraeg sy'n sicrhau nad yw'r Gymraeg yn cael ei thrin yn llai ffafriol.*
- *Angen adnoddau a chynnwys fideo yn Saesneg wedi'u teilwra ar gyfer trigolion yr ardal i ddangos manteision dysgu a defnyddio'r Gymraeg. Astudiaethau achos - pobl leol sydd wedi elwa o'r Gymraeg.*
- *Gallwn weld y potensial o ddefnyddio cyn-ddisgyblion o Flaenau Gwent a fynychodd addysg cyfrwng Cymraeg i weithio gyda ni i greu adnoddau hyrwyddo sy'n wirioneddol enghreifftio manteision y Gymraeg yn nhermau cymdeithasol, cyflogaeth a lles.*
- *Sesiynau ymwybyddiaeth iaith ar gyfer gweithwyr awdurdodau lleol wedi'u teilwra i wahanol sectorau - gosod targed meintiol?*
- *Ar ôl i'r hyfforddiant mewnol ar gyfer staff canolfan alwadau gael ei deilwra i'w cynorthwyo gyda'r gweithdrefnau ateb ffôn sydd ar waith, ein nod yw cynyddu ymhellach y cyfleoedd hyfforddi a ddarperir ac a gymerir ar draws y gwahanol sectorau.*
- *Cynnig sesiynau ymwybyddiaeth iaith i bob ysgol leol er mwyn sicrhau bod plant yn ymwybodol o gyd-destun a hanes lleol yr iaith Gymraeg.*
- *Gweithio gyda'n partneriaid ac ochr yn ochr â Fforwm Addysg Blaenau Gwent gan gymryd eu targedau a nodir yn y Cynllun Strategol Cymraeg mewn Addysg anelwn at gynorthwyo'r cynnydd mewn ymwybyddiaeth o'r Gymraeg.*

4) A oes angen i ni wahodd unrhyw bartneriaid ychwanegol nad ydynt wedi'u nodi yn Strategaeth 2017-2022?

- *Heddlu Gwent o bosibl?*
- *Cymdeithas yr Iaith Gymraeg Blaenau Gwent*
- *Busnesau lleol, caffis, cymdeithas siopwyr*

5) Sut gallai'r Awdurdod Lleol gynorthwyo grwpiau lleol i gynyddu defnydd cymunedol o'r iaith?

- *Cynnal digwyddiadau ar y cyd? Cynnig cyfleusterau am ddim/am bris gostyngol ar gyfer digwyddiadau Cymraeg, chwilio am leoliad i gynnal grŵp? Cynnig grantiau ar gyfer prosiectau a fydd yn helpu i gyflawni meysydd sydd angen hwb o ran y Gymraeg?*
- *Hyrwyddo cyfleoedd ariannu i wasanaethau Cymraeg yn fwy rhagweithiol lle bo'n berthnasol.*

- *Sicrhau bod cyllid a chefnogaeth ar gael i grwpiau cymunedol sydd am ddatblygu prosiectau*
- *Mwy o help i oedolion sy'n dysgu Cymraeg e.e. grwpiau sgwrsio yn swyddfeydd y cyngor.*
- *Presenoldeb cyhoeddus i'r iaith e.e. sefydlu helfeydd trysor i deuluoedd ym mharciau Blaenau Gwent.*
- *Hyrwyddo cyfleoedd ariannu i wasanaethau Cymraeg yn fwy rhagweithiol lle bo'n berthnasol.*
- *Sicrhau presenoldeb yn y Fforwm Iaith er mwyn ysgogi cydweithrediad rhwng sefydliadau lleol a chraffu'r Strategaeth.*
- *O ystyried bod Rôl Swyddog Cefnogi'r Gymraeg yn cael ei hadfer dylai'r Tîm Polisi a Phartneriaethau fod â phresenoldeb cyson yn y Fforwm Iaith Gymraeg.*
- *Sefydlu cronfa 'Hyrwyddo'r Gymraeg' ar gyfer prosiectau cymunedol sy'n gyson ag amcanion y strategaeth newydd.*
- *Hyrwyddo cyfleoedd ariannu i wasanaethau Cymraeg yn fwy rhagweithiol lle bo'n berthnasol.*
- *Dilyn esiampl awdurdodau lleol eraill a chefnogi'r Wyl Gymraeg flynyddol.*
- *Ein nod yw gweithio'n fwy cydweithredol ag awdurdodau cyfagos i rannu adnoddau ac arferion gorau.*

Asesiad Effaith Integredig (IIA)

Mae'r Asesiad Effaith Integredig (IIA) wedi'i gynllunio i helpu i gefnogi'r Cyngor i wneud penderfyniadau gwybodus ac effeithiol tra'n sicrhau cydymffurfiaeth ag ystod o ddeddfwriaeth statudol, megis Deddf Cydraddoldeb 2010. Mae'n cynnwys 10 prif adran fel yr amlinellir isod:

- Adran 1 - Rheoliadau Deddf Cydraddoldeb 2010 (Dyletswyddau Statudol) (Cymru) 2011
- Adran 2 - Mesur y Gymraeg (Cymru) 2011 a Safonau'r Gymraeg
- Adran 3 - Dyletswydd Economaidd-Gymdeithasol
- Adran 4 – Dull Gweithredu seiliedig ar Hawliau Plant – Y Ffordd Gywir
- Adran 5 - Data
- Adran 6 - Ymgynghori
- Adran 7 - Penderfyniad

Swyddog Arweiniol	Pennaeth Gwasanaeth	Ardal Gwasanaeth ac Adran	Dyddiad
Emma Scherptong	Sarah King	Llywodraethu a Phartneriaethau	23/11/22

Amlinellwch y cynnig yn gryno gan nodi pa newid neu benderfyniad sydd i'w wneud, a darparwch hefyd unrhyw ddogfennaeth y gellir ei defnyddio i gefnogi hyn. **Beth yw'r cynnig sydd angen ei asesu?**

Strategaeth Hyrwyddo'r Gymraeg ddrafft 2022/27 sy'n nodi 3 amcan a chynllun gweithredu ar gyfer hyrwyddo a hwyluso'r defnydd o'r Gymraeg ym Mlaenau Gwent. Mae hefyd yn gosod targed ar gyfer cynyddu a chynnal nifer y siaradwyr Cymraeg dros gyfnod pum mlynedd y cynllun:

1) Gweithio gyda'n partneriaid i hybu ac annog y defnydd o'r Gymraeg o fewn teuluoedd a'r gymuned.

2) Cynyddu'r ddarpariaeth ar gyfer addysg Gymraeg a gweithgareddau anffurfiol i blant a phobl ifanc.

3) Cynyddu'r cyfleoedd i bobl ddefnyddio'r Gymraeg yn y gweithle.

Adran 1 – Rheoliadau Deddf Cydraddoldeb 2010 (Dyletswyddau Statudol) (Cymru) 2011

Amlinellwch yn gryno isod a fydd unrhyw effeithiau cadarnhaol neu negyddol, ar unrhyw grwpiau o bobl â nodweddion gwarchoddedig, sy'n dod o dan Ddeddf Cydraddoldeb 2010, o ganlyniad i'r cynnig sy'n cael ei ystyried.

Nodweddion gwarchoddedig	A fydd y cynnig yn cael unrhyw effeithiau cadarnhaol ar y rhai sydd â nodweddion gwarchoddedig?	A fydd y cynnig yn cael unrhyw effeithiau negyddol ar y rhai sydd â nodweddion gwarchoddedig?	Amlinellwch sut y gallai'r cynnig wneud y mwyaf o unrhyw effeithiau cadarnhaol neu leihau unrhyw effaith negyddol. Nodwch unrhyw dystiolaeth o farn sydd gennych sy'n cefnogi hyn.
Oed <i>(pobl o bob oed)</i>	Bydd y strategaeth yn cael effaith gadarnhaol ar bob oedran. Er enghraifft, annog defnydd o'r Gymraeg gan bob cenhedlaeth (e.e. dysgu'r blynyddoedd cynnar i'r henoed sy'n derbyn gofal).	Ni nodwyd unrhyw effeithiau negyddol.	Mae'r cynllun gweithredu yn nodi sut i gynyddu'r ddarpariaeth addysg cyfrwng Cymraeg o'r blynyddoedd cynnar i ddysgu ôl-16 a dysgu gydol oes. Mae'r cynllun gweithredu yn nodi sut i annog defnyddio a hwyluso gwasanaethau Cymraeg sydd ar gael i bobl o bob oed ym Mlaenau Gwent.
Anabledd <i>(pobl ag anableddau/cyflyrau hirdymor)</i>	Mae'r strategaeth yn cydfynd â fframwaith strategol Mwy na Geiriau Llywodraeth Cymru i gryfhau'r ddarpariaeth Gymraeg ym maes iechyd a gofal cymdeithasol. Ei nod yw cefnogi siaradwyr	Ni nodwyd unrhyw effeithiau negyddol.	Mae'r cynllun gweithredu yn ceisio sicrhau'r canlyniadau gorau posibl i siaradwyr Cymraeg gan gydnabod bod derbyn gwasanaethau yn eich dewis iaith yn gwella canlyniadau iechyd a llesiant.

	Cymraeg i dderbyn gwasanaethau yn eu hiaith gyntaf.		
Ailbennu Rhywedd (<i>unrhyw un y mae ei hunaniaeth o ran rhywedd neu ei fynegiant rhywedd yn wahanol i'r rhyw a roddwyd iddynt adeg eu geni</i>)	Bydd y strategaeth yn cael effaith gadarnhaol ar bob rhyw ac mae'n gynhwysol.	Ni nodwyd unrhyw effeithiau negyddol.	Nod y cynllun gweithredu yw cynyddu'r defnydd o'r Gymraeg ar draws holl gymunedau Blaenau Gwent, yn y gweithle ac o fewn lleoliadau addysg.

Nodweddion gwarchoddedig	A fydd y cynnig yn cael unrhyw effeithiau cadarnhaol ar y rhai sydd â nodweddion gwarchoddedig?	A fydd y cynnig yn cael unrhyw effeithiau negyddol ar y rhai sydd â nodweddion gwarchoddedig?	Amlinellwch sut y gallai'r cynnig wneud y mwyaf o unrhyw effeithiau cadarnhaol neu leihau unrhyw effaith negyddol. Nodwch unrhyw dystiolaeth o farn sydd gennych sy'n cefnogi hyn.
Priodas neu Bartneriaeth Sifil <i>(pobl sy'n briod neu mewn partneriaeth sifil)</i>	Bydd y strategaeth yn cael effaith gadarnhaol ar bobl sy'n briod neu mewn partneriaeth sifil ac mae'n gynhwysol. Ei nod yw hyrwyddo a hwyluso'r defnydd o'r Gymraeg o fewn y teulu a'r gymuned.	Ni nodwyd unrhyw effeithiau negyddol.	Nod y cynllun gweithredu yw cynyddu'r defnydd o'r Gymraeg ar draws holl gymunedau Blaenau Gwent, yn y gweithle ac o fewn lleoliadau addysg.
Beichiogrwydd a Mamolaeth <i>(merched sy'n feichiog a/neu ar absenoldeb mamolaeth)</i>	Bydd y strategaeth yn cael effaith gadarnhaol ar fenywod sy'n feichiog a/neu ar absenoldeb mamolaeth ac mae'n gynhwysol. Ei nod yw hyrwyddo a hwyluso'r defnydd o'r Gymraeg o fewn y teulu a'r gymuned.	Ni nodwyd unrhyw effeithiau negyddol.	Nod y cynllun gweithredu yw cynyddu'r defnydd o'r Gymraeg ar draws holl gymunedau Blaenau Gwent, yn y gweithle ac o fewn lleoliadau addysg.
Hil <i>(pobl o gymunedau du, Asiaidd a lleiafrifoedd ethnig a</i>	Bydd y strategaeth yn cael effaith gadarnhaol ar bobl o gymunedau Du, Asiaidd ac ethnig ac mae'n gynhwysol.	Ni nodwyd unrhyw effeithiau negyddol.	Nod y cynllun gweithredu yw cynyddu'r defnydd o'r Gymraeg ar draws holl gymunedau Blaenau Gwent, yn y gweithle ac o fewn lleoliadau addysg.

<i>gwahanol gefndiroedd hiliol)</i>			
Crefydd neu Gred <i>(pobl â gwahanol grefyddau a chredoau gan gynnwys pobl heb unrhyw gred ac mae'n gynhwysol.)</i>	Bydd y strategaeth yn cael effaith gadarnhaol ar bobl â gwahanol grefyddau a chredoau gan gynnwys pobl heb unrhyw gred ac mae'n gynhwysol.	Ni nodwyd unrhyw effeithiau negyddol.	Nod y cynllun gweithredu yw cynyddu'r defnydd o'r Gymraeg ar draws holl gymunedau Blaenau Gwent, yn y gweithle ac o fewn lleoliadau addysg.
Rhyw <i>(menywod a dynion, merched a bechgyn a'r rhai sy'n hunan-nodi eu rhyw)</i>	Bydd y strategaeth yn cael effaith gadarnhaol ar fenywod a dynion ac mae'n gynhwysol.	Ni nodwyd unrhyw effeithiau negyddol.	Nod y cynllun gweithredu yw cynyddu'r defnydd o'r Gymraeg ar draws holl gymunedau Blaenau Gwent, yn y gweithle ac o fewn lleoliadau addysg.
Cyfeiriadedd Rhywiol (lesbiaidd, hoyw, deurywiol, heterorywiol, arall)	Bydd y strategaeth yn cael effaith gadarnhaol ar bobl lesbiaidd, hoyw, deurywiol a heterorywiol ac mae'n gynhwysol.	Ni nodwyd unrhyw effeithiau negyddol.	Nod y cynllun gweithredu yw cynyddu'r defnydd o'r Gymraeg ar draws holl gymunedau Blaenau Gwent, yn y gweithle ac o fewn lleoliadau addysg.

Adran 2 - Mesur y Gymraeg (Cymru) 2011 a Safonau'r Gymraeg

Mae Mesur y Gymraeg 2011 a [Safonau'r Gymraeg](#) yn ei gwneud yn ofynnol i'r Cyngor roi 'sylw dyledus' i unrhyw effeithiau cadarnhaol neu negyddol y gallai'r cynnig eu cael ar gyfleoedd i ddefnyddio'r Gymraeg.

Gofynion	A oes gan y cynnig unrhyw effeithiau cadarnhaol, negyddol neu niwtral o ran yr isod?	Beth ellir ei wneud i liniaru unrhyw effeithiau negyddol?	Dangoswch unrhyw dystiolaeth a ddefnyddiwyd i ffurfio'r farn hon.
<p>Cydymffurfiaeth â Safonau'r Gymraeg. <i>Er enghraifft, Safonau 88 - 93 – datblygu polisi ac adolygu polisiâu presennol)</i></p>	Mae'r strategaeth wedi'i datblygu a'i chynhyrchu yn unol â Safonau'r Gymraeg (Rhif 1) 2015.	Ni nodwyd unrhyw effeithiau negyddol.	Yn ddiofyn, mae Strategaeth Hyrwyddo'r Gymraeg 2022/27 yn annog defnyddio a hwyluso'r Gymraeg.
<p>Pa gyfleoedd sydd ar gael i hyrwyddo'r Gymraeg? <i>Er enghraifft, statws, defnydd o wasanaethau Cymraeg, defnydd o'r Gymraeg mewn bywyd bob dydd yn y gwaith / cymuned</i></p>	Mae'r strategaeth wedi'i datblygu a'i chynhyrchu yn unol â Safonau'r Gymraeg (Rhif 1) 2015 ac mae'n canolbwyntio ar hyrwyddo a hwyluso'r defnydd o'r Gymraeg.	Ni nodwyd unrhyw effeithiau negyddol.	Yn ddiofyn, mae Strategaeth Hyrwyddo'r Gymraeg 2022/27 yn annog defnyddio a hwyluso'r Gymraeg.
<p>Pa gyfleoedd sydd yna i berson ddefnyddio'r Gymraeg? <i>Er enghraifft, staff, preswylwyr ac ymwelwyr</i></p>	Mae'r strategaeth wedi'i datblygu a'i chynhyrchu yn unol â Safonau'r Gymraeg (Rhif 1) 2015 ac mae'n canolbwyntio ar hyrwyddo a hwyluso'r defnydd o'r Gymraeg.	Ni nodwyd unrhyw effeithiau negyddol.	Yn ddiofyn, mae Strategaeth Hyrwyddo'r Gymraeg 2022/27 yn annog defnyddio a hwyluso'r Gymraeg.

A yw'r Gymraeg yn cael ei thrin yn llai ffafriol na'r Saesneg?	Mae'r strategaeth wedi'i datblygu a'i chynhyrchu yn unol â Safonau'r Gymraeg (Rhif 1) 2015 ac mae'n canolbwyntio ar hyrwyddo a hwyluso'r defnydd o'r Gymraeg.	Ni nodwyd unrhyw effeithiau negyddol.	Yn ddiofyn, mae Strategaeth Hyrwyddo'r Gymraeg 2022/27 yn annog defnyddio a hwyluso'r Gymraeg.
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Adran 3 - Dyletswydd Economaidd-Gymdeithasol (Penderfyniadau Strategol yn Unig - Cyfeiriwch at ein Canllawiau Adrodd Corfforaethol)

Mae [Dyletswydd Economaidd-Gymdeithasol](#) Llywodraeth Cymru yn darparu fframwaith i sicrhau bod mynd i'r afael ag anghydraddoldeb canlyniadau ar flaen y gad wrth wneud penderfyniadau.

Ystyriwch sut y gallai eich cynnig effeithio ar y grwpiau canlynol:

- Rhieni sengl a theuluoedd agored i niwed
- Pobl â llythrennedd/rhifedd isel
- Pensiynwyr
- Plant sy'n derbyn gofal
- Pobl ddigartref
- Gofalwyr
- Cymuned y Lluoedd Arfog
- Myfyrwyr
- Aelwydydd oedolion sengl
- Pobl sydd wedi profi'r system lloches
- Pobl o bob oed yn gadael lleoliad gofal
- Pobl sy'n byw yn yr ardaloedd mwyaf difreintiedig yng Nghymru (MALIC)
- Pobl sy'n ymwneud â'r system cyfiawnder troseddol
- Pobl sy'n camddefnyddio sylweddau

Anfanteision Economaidd-Gymdeithasol	A fydd y cynnig yn cael effaith gadarnhaol, negyddol neu niwtral?	Sut allech chi liniaru'r effeithiau negyddol a amlinellwyd?	Amlygwch unrhyw dystiolaeth a ystyriwyd (meintiol neu ansoddol)
<p>Incwm Isel / Tlodi Incwm (<i>yn methu fforddio cynnal taliadau rheolaidd fel biliau, bwyd, dillad, cludiant ac ati</i>)</p>	<p>Bydd Strategaeth Hyrwyddo'r Gymraeg yn cael effaith gadarnhaol ar anfantais economaidd-gymdeithasol gan ei bod yn anelu at hyrwyddo a hwyluso'r defnydd o'r Gymraeg (gallu a mynediad at wasanaethau).</p> <p>Mae'n bosibl na fydd mynediad i gyrsiau hyfforddi Cymraeg, clybiau neu ddigwyddiadau Cymraeg, darpariaeth gofal plant blynyddoedd cynnar heb eu hariannu yn ymarferol i grwpiau sydd dan anfantais economaidd-gymdeithasol.</p>	<p>Hyrwyddo cyrsiau hyfforddi Cymraeg wedi'u hariannu'n llawn neu'n rhannol.</p> <p>Cyn belled ag y bo'n rhesymol bosibl, mae clybiau neu ddigwyddiadau Cymraeg yn rhad ac am ddim neu darperir prisiau gostyngol.</p> <p>Cynigir rhaglenni a all roi cymorth ariannol i rieni cymwys sydd am gael mynediad i ddarpariaeth gofal plant blynyddoedd cynnar cyfrwng Cymraeg.</p>	<p>Mae'r gallu i siarad, darllen, ysgrifennu a deall Cymraeg yn sgil werthfawr y mae cyflogwyr ledled Cymru yn gofyn amdani'n fawr a gall gynyddu rhagolygon swyddi cyffredinol.</p> <p>Gwell hygyrchedd i wasanaethau allweddol os cânt eu darparu trwy ddewis iaith.</p>

Cyfoeth Isel a/neu Dim Cyfoeth (*digon o arian i dalu costau byw sylfaenol a thalu biliau ond heb unrhyw gynilion i ddelio ag unrhyw wariant annisgwyl a dim darpariaethau ar gyfer y dyfodol*)

	<p>Bydd Strategaeth Hyrwyddo'r Gymraeg yn cael effaith gadarnhaol ar anfantais economaidd-gymdeithasol gan ei bod yn anelu at hyrwyddo a hwyluso'r defnydd o'r Gymraeg (gallu a mynediad at wasanaethau).</p> <p>Mae'n bosibl na fydd mynediad i gyrsiau hyfforddi Cymraeg, clybiau neu ddigwyddiadau Cymraeg, darpariaeth gofal plant blynyddoedd cynnar heb eu hariannu yn ymarferol i grwpiau sydd dan anfantais economaidd-gymdeithasol.</p>	<p>Hyrwyddo cyrsiau hyfforddi Cymraeg wedi'u hariannu'n llawn neu'n rhannol.</p> <p>Cyn belled ag y bo'n rhesymol bosibl, mae clybiau neu ddigwyddiadau Cymraeg yn rhad ac am ddim neu darperir prisiau gostyngol.</p> <p>Cynigir rhaglenni a all roi cymorth ariannol i rieni cymwys sydd am gael mynediad i ddarpariaeth gofal plant blynyddoedd cynnar cyfrwng Cymraeg.</p>	<p>Mae'r gallu i siarad, darllen, ysgrifennu a deall Cymraeg yn sgil werthfawr y mae cyflogwyr ar draws Cymru yn gofyn amdani'n fawr a gall gynyddu rhagolygon swyddi cyffredinol.</p> <p>Gwell hygyrchedd i wasanaethau allweddol os cânt eu darparu trwy ddewis iaith.</p>
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<p>Amddifadedd Materol (<i>methu â chael gafael ar nwyddau a gwasanaethau sylfaenol h.y., cynhyrchion ariannol fel yswiriant bywyd, atgyweirio/amnewid nwyddau trydanol sydd wedi torri, cartref cynnes, hobiau ac ati</i>)</p>	<p>Bydd Strategaeth Hyrwyddo'r Gymraeg yn cael effaith gadarnhaol ar anfantais economaidd-gymdeithasol gan ei bod yn anelu at hyrwyddo a hwyluso'r defnydd o'r Gymraeg (gallu a mynediad at wasanaethau).</p> <p>Mae'n bosibl na fydd mynediad i gyrsiau hyfforddi Cymraeg, clybiau neu ddigwyddiadau Cymraeg, darpariaeth gofal plant blynyddoedd cynnar heb eu hariannu yn ymarferol i grwpiau sydd dan anfantais economaidd-gymdeithasol.</p>	<p>Hyrwyddo cyrsiau hyfforddi Cymraeg wedi'u hariannu'n llawn neu'n rhannol.</p> <p>Cyn belled ag y bo'n rhesymol bosibl, mae clybiau neu ddigwyddiadau Cymraeg yn rhad ac am ddim neu darperir prisiau gostyngol.</p> <p>Cynigir rhaglenni a all roi cymorth ariannol i rieni cymwys sydd am gael mynediad i ddarpariaeth gofal plant blynyddoedd cynnar cyfrwng Cymraeg.</p>	<p>Mae'r gallu i siarad, darllen, ysgrifennu a deall Cymraeg yn sgil werthfawr y mae cyflogwyr ar draws Cymru yn gofyn amdani'n fawr a gall gynyddu rhagolygon swyddi cyffredinol.</p> <p>Gwell hygyrchedd i wasanaethau allweddol os cânt eu darparu trwy ddewis iaith.</p>
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<p>Amddifadedd Ardal (<i>ble rydych chi'n byw (ardaloedd gwledig), lle rydych chi'n gweithio (hygyrchedd trafnidiaeth gyhoeddus) Effaith ar yr amgylchedd?</i>)</p>	<p>Bydd Strategaeth Hyrwyddo'r Gymraeg yn cael effaith gadarnhaol ar anfantais economaidd-</p>	<p>Hyrwyddo cyrsiau hyfforddi Cymraeg wedi'u hariannu'n llawn neu'n rhannol.</p>	<p>Mae'r gallu i siarad, darllen, ysgrifennu a deall Cymraeg yn sgil werthfawr y mae cyflogwyr ar</p>
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	<p>gymdeithasol gan ei bod yn anelu at hyrwyddo a hwyluso'r defnydd o'r Gymraeg (gallu a mynediad at wasanaethau).</p> <p>Mae'n bosibl na fydd mynediad i gyrsiau hyfforddi Cymraeg, clybiau neu ddigwyddiadau Cymraeg, darpariaeth gofal plant blynyddoedd cynnar heb eu hariannu yn ymarferol i grwpiau sydd dan anfantais economaidd-gymdeithasol.</p>	<p>Cyn belled ag y bo'n rhesymol bosibl, mae clybiau neu ddigwyddiadau Cymraeg yn rhad ac am ddim neu darperir prisiau gostyngol.</p> <p>Cynigir rhaglenni a all roi cymorth ariannol i rieni cymwys sydd am gael mynediad i ddarpariaeth gofal plant blynyddoedd cynnar cyfrwng Cymraeg.</p>	<p>draws Cymru yn gofyn amdani'n fawr a gall gynyddu rhagolygon swyddi cyffredinol.</p> <p>Gwell hygyrchedd i wasanaethau allweddol os cânt eu darparu trwy ddewis iaith.</p>
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<p>Cefndir Economaidd-Gymdeithasol (dosbarth cymdeithasol h.y. addysg, cyflogaeth ac incwm rhieni)</p>	<p>Bydd Strategaeth Hyrwyddo'r Gymraeg yn cael effaith gadarnhaol ar anfantais economaidd-gymdeithasol gan ei bod yn anelu at hyrwyddo a hwyluso'r defnydd o'r Gymraeg (gallu a</p>	<p>Hyrwyddo cyrsiau hyfforddi Cymraeg wedi'u hariannu'n llawn neu'n rhannol.</p> <p>Cyn belled ag y bo'n rhesymol bosibl, mae clybiau neu ddigwyddiadau Cymraeg</p>	<p>Mae'r gallu i siarad, darllen, ysgrifennu a deall Cymraeg yn sgil werthfawr y mae cyflogwyr ar draws Cymru yn gofyn amdani'n fawr a gall gynyddu rhagolygon swyddi cyffredinol.</p>
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	<p>mynediad at wasanaethau).</p> <p>Mae'n bosibl na fydd mynediad i gyrsiau hyfforddi Cymraeg, clybiau neu ddigwyddiadau Cymraeg, darpariaeth gofal plant blynyddoedd cynnar heb eu hariannu yn ymarferol i grwpiau sydd dan anfantais economaidd-gymdeithasol.</p>	<p>yn rhad ac am ddim neu darperir prisiau gostyngol.</p> <p>Cynigir rhaglenni a all roi cymorth ariannol i rieni cymwys sydd am gael mynediad i ddarpariaeth gofal plant blynyddoedd cynnar cyfrwng Cymraeg.</p>	<p>Gwell hygyrchedd i wasanaethau allweddol os cânt eu darparu trwy ddewis iaith.</p>
<p>Anfantais economaidd-gymdeithasol <i>(Pa effaith gronol fydd y cynnig yn ei chael ar bobl neu grwpiau oherwydd eu nodwedd(ion) gwarchoddedig neu fregusrwydd neu oherwydd eu bod eisoes dan anfantais)</i></p>	<p>Bydd Strategaeth Hyrwyddo'r Gymraeg yn cael effaith gadarnhaol ar anfantais economaidd-gymdeithasol gan ei bod yn anelu at hyrwyddo a hwyluso'r defnydd o'r Gymraeg (gallu a mynediad at wasanaethau).</p>	<p>Hyrwyddo cyrsiau hyfforddi Cymraeg wedi'u hariannu'n llawn neu'n rhannol.</p> <p>Cyn belled ag y bo'n rhesymol bosibl, mae clybiau neu ddigwyddiadau Cymraeg yn rhad ac am ddim neu darperir prisiau gostyngol.</p>	<p>Mae'r gallu i siarad, darllen, ysgrifennu a deall Cymraeg yn sgil werthfawr y mae cyflogwyr ar draws Cymru yn gofyn amdani'n fawr a gall gynyddu rhagolygon swyddi cyffredinol.</p> <p>Gwell hygyrchedd i wasanaethau allweddol os cânt eu darparu trwy ddewis iaith.</p>

	<p>Mae'n bosibl na fydd mynediad i gyrsiau hyfforddi Cymraeg, clybiau neu ddigwyddiadau Cymraeg, darpariaeth gofal plant blynyddoedd cynnar heb eu hariannu yn ymarferol i grwpiau sydd dan anfantais economaidd-gymdeithasol.</p>	<p>Cynigir rhaglenni a all roi cymorth ariannol i rieni cymwys sydd am gael mynediad i ddarpariaeth gofal plant blynyddoedd cynnar cyfrwng Cymraeg.</p>	
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Adran 4 – Dull Gweithredu seiliedig ar Hawliau Plant – Y Ffordd Gywir

Commented [GA1]: Link to Welsh info?

Mae'r Dull Gweithredu seiliedig ar Hawliau Plant – Y Ffordd Gywir yn fframwaith ar gyfer gweithio gyda phlant, wedi'i seilio ar Gofensiwn y Cenhedloedd Unedig ar Hawliau'r Plentyn (CCUHP). Mae'n gosod CCUHP wrth wraidd cynllunio a darparu gwasanaethau ac yn integreiddio hawliau plant i bob agwedd ar wneud penderfyniadau, polisi ac ymarfer. Mae Y Ffordd Gywir yn canolbwyntio ar dri phrif **thema**, sef Cyfranogiad, Darpariaeth a Diogelu.

Commented [GA2]: English correction - on three main them - 'themes'??

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Nodweddion gwarchoddedig	A fydd y cynnig yn cael unrhyw effeithiau cadarnhaol ar y Dull Gweithredu seiliedig ar Hawliau Plant?	A fydd y cynnig yn cael unrhyw effeithiau negyddol ar y Dull Gweithredu seiliedig ar Hawliau Plant?	Amlinellwch sut y gallai'r cynnig wneud y mwyaf o unrhyw effeithiau cadarnhaol neu leihau unrhyw effaith negyddol. Nodwch unrhyw dystiolaeth o farn sydd gennych sy'n cefnogi hyn.
<p>Cyfranogiad (plentyn neu berson ifanc fel unrhywun sy'n cyfrannu'n weithredol at gymdeithas fel dinesydd)</p>	<p>Bydd, mae'r strategaeth yn ceisio hyrwyddo a hwyluso'r defnydd o'r Gymraeg ar gyfer plant a phobl ifanc.</p>	<p>Ni nodwyd unrhyw effeithiau negyddol.</p>	<p>Cynyddu'r ddarpariaeth addysg cyfrwng Cymraeg o'r blynyddoedd cynnar i ddysgu ôl-16.</p> <p>Cynyddu ymwybyddiaeth a dealltwriaeth o hanes diwylliannol yr iaith Gymraeg, a thrwy hynny godi ei phroffil a'i gwerth.</p> <p>Hwyluso'r cynnydd mewn mynediad i wasanaethau Cymraeg.</p>
<p>Darpariaeth (hawliau sylfaenol plant a phobl ifanc i oroesi a datblygu)</p>	<p>Bydd, mae'r strategaeth yn ceisio hyrwyddo a hwyluso'r defnydd o'r Gymraeg ar gyfer plant a phobl ifanc.</p>	<p>Ni nodwyd unrhyw effeithiau negyddol.</p>	<p>Cynyddu'r ddarpariaeth addysg cyfrwng Cymraeg o'r blynyddoedd cynnar i ddysgu ôl-16.</p> <p>Cynyddu ymwybyddiaeth a dealltwriaeth o hanes diwylliannol yr iaith Gymraeg, a thrwy hynny godi ei phroffil a'i gwerth.</p> <p>Hwyluso'r cynnydd mewn mynediad i wasanaethau Cymraeg.</p>

<p>Diogelu (mae plant a phobl ifanc yn cael eu hamddiffyn rhag camfanteisio, cam-drin neu wahaniaethu)</p>	<p>Bydd, mae'r strategaeth yn ceisio hyrwyddo a hwyluso'r defnydd o'r Gymraeg ar gyfer plant a phobl ifanc.</p>	<p>Ni nodwyd unrhyw effeithiau negyddol.</p>	<p>Hwyluso'r cynnydd mewn mynediad i wasanaethau Cymraeg.</p>
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Adran 5 - Data		
<i>Amlinellwch unrhyw ddata neu dystiolaeth a ddefnyddiwyd i ddatblygu'r cynnig. Er enghraifft, gall hyn fod yn ymgynghoriadau blaenorol, data cenedlaethol/rhanbarthol/lleol, prosiectau peilot, adroddiadau, adborth gan gleientiaid ac ati.</i>		
Pa ddata/tystiolaeth a ddefnyddiwyd? - darparwch unrhyw ddolenni.	Beth oedd y canfyddiadau allweddol?	Sut mae'r data/tystiolaeth wedi llywio'r cynnig hwn?
<p>Dangosyddion Cenedlaethol Llesiant - Data cenedlaethol yn rhoi trosolwg o'r defnydd o'r Gymraeg ar draws Cymru https://gov.wales/wellbeing-wales-2022-wales-vibrant-culture-and-thriving-welsh-language-html</p> <p>Arolwg Blynyddol o'r Boblogaeth (Hydref 2020 i Medi 2021)</p>	<p>Mae lefelau rhuglder wedi aros yn sefydlog ar 10-11% ers 2012-13.</p> <p>Canran y bobl sy'n gallu siarad Cymraeg ond ddim yn rhugl yw 24% (sydd wedi bod yn cynyddu dros y blynyddoedd diwethaf).</p> <p>Ar gyfer y flwyddyn a ddaeth i ben 30 Medi 2021, adroddodd yr Arolwg Blynyddol o'r Boblogaeth fod 29.5% o bobl tair oed neu hŷn yn gallu siarad Cymraeg. Mae'r ffigur hwn yn cyfateb i tua 892,500 o bobl.</p> <p>Mae hyn 0.8 pwynt canran yn uwch na'r flwyddyn flaenorol (y flwyddyn a ddaeth i ben 30 Medi 2020), sy'n cyfateb i tua 20,300 yn fwy o bobl.</p>	<p>Cefnogi'r asesiad o'r Strategaeth Hyrwyddo'r Gymraeg 2017/22 flaenorol a'i defnyddio fel llinell sylfaen i lywio datblygiad amcanion a chynllun gweithredu'r strategaeth newydd.</p>

Cyfrifiad Blynyddol Gweithlu Ysgolion (SWAC) (2019-20)

Carfan Blwyddyn 1 (cyfanswm o 728 o ddisgyblion)
 Addysgir 29 o ddisgyblion (4%) trwy gyfrwng y Gymraeg.

Yn unol â Strategaeth Cymraeg 2050 - y targed yw i 75 (10%) o Garfan Blwyddyn 1 gael eu haddysgu drwy gyfrwng y Gymraeg (cynnydd o 6 pwynt canran).

Mae nifer o ymarferwyr ysgolion cynradd ac uwchradd cyfrwng Saesneg yn nodi nad oes ganddynt unrhyw sgiliau iaith Gymraeg lefel mynediad neu sylfaen. Ychydig iawn sy'n nodi bod ganddynt sgiliau iaith uwch neu'n hyfedr.

Cynradd - Addysgu trwy gyfrwng y Gymraeg (12%) (Cyfanswm staff 228, 27 yn gallu)

Uwchradd - Dysgu trwy gyfrwng y Gymraeg (4%) (Cyfanswm staff 82, 3 yn gallu)

Ôl-16 Coleg Gwent - Staff yn rhugl yn y Gymraeg (1%); Cymraeg Uwch (2%)

A oes unrhyw fylchau mewn data neu wybodaeth ac os felly, beth ydynt a sut yr ydych yn bwriadu mynd i'r afael â hwy?

Ar adeg cynnal yr Asesiad Effaith Integredig hwn, roedd targed statudol Strategaeth Hyrwyddo'r Gymraeg 2022/27 yn seiliedig ar ddata Cyfrifiad 2011. Rhyddhawyd data iaith Gymraeg Cyfrifiad 2021 ar 6 Rhagfyr 2022 ac fe'i defnyddiwyd i lywio targed statudol Blaenau Gwent.

Adran 6 - Ymgynghori

Gan ddefnyddio'r cwestiynau isod rhowch fanylion unrhyw ymgynghoriadau neu ymgynghoriadau sydd wedi'u cynllunio i gefnogi'r cynnig, gan gyfeirio at Egwyddorion Gunning fel y bo'n briodol:

Egwyddor 1: Rhaid ymgynghori pan fydd y cynigion yn dal mewn cyfnod ffurfiannol. Mae'n rhaid nad ydych eisoes wedi gwneud eich meddwl i fyny.

Egwyddor 2: Rhaid rhoi rhesymau digonol i ganiatáu ystyriaeth ac ymateb deallus. A yw pobl wedi cael y wybodaeth a'r cyfle i ddylanwadu?

Egwyddor 3: Rhaid rhoi digon o amser i ystyried ac ymateb. A yw'r ymgynghoriad yn ddigon hir o ystyried yr amgylchiadau?

Egwyddor 4: Rhaid ystyried cynnyrch yr ymgynghoriad yn gydwobodol wrth wneud y penderfyniad terfynol

Ystyriwch y cwestiynau canlynol os gwelwch yn dda:

1. Gyda phwy wnaethoch chi ymgynghori?

Cynhaliwyd dau gam ymgynghori ar y strategaeth (anffurfiol a statudol) a gofynnwyd am adborth ar y strategaeth arfaethedig gan amrywiaeth o randdeiliaid y cyfeiriwyd atynt yn y strategaeth. Fel rhan o'r cyfnod ymgynghori statudol roedd 39 o ymatebwyr i'r arolwg.

2. Pryd y cynhaliwyd yr ymgynghoriad ac a roddwyd digon o amser ar gyfer ymateb?

Rhagfyr 2021 a Tachwedd i Rhagfyr 2022.

3. A ddarparwyd digon o wybodaeth i ymateb yn effeithiol?

Cynhaliwyd gweithdy rhanddeiliaid i asesu'r hen Strategaeth Hyrwyddo'r Gymraeg 2017/22 er mwyn helpu i lunio datblygiad y strategaeth newydd.

Yn ystod y cyfnod ymgynghori ffurfiol darparwyd copi o Asesiad Strategaeth Hyrwyddo'r Gymraeg 2017/22, ynghyd â chopi o Strategaeth Hyrwyddo'r Gymraeg ddrafft 2022/27.

4. Beth oedd y canfyddiadau?

Fel rhan allweddol o'r cyfnod ymgynghori statudol ar gyfer Strategaeth Hyrwyddo'r Gymraeg Blaenau Gwent 2022-27 cafodd rhanddeiliaid y cyfle i roi adborth ar y strategaeth ddrafft drwy arolwg ar-lein (ar gael yn Gymraeg a Saesneg).

Roedd yr arolwg yn cynnwys cwestiynau cyffredinol ynghylch strwythur y strategaeth; cwestiynau ar ein targed siaradwyr Cymraeg blynyddol; cwestiynau ar ein hamcanion drafft; a chwestiynau demograffig 'Amdanoch Chi'. Dosbarthwyd hwn i'r holl randdeiliaid y cyfeirir atynt yn y strategaeth.

Ar y cyfan, cafwyd adborth cadarnhaol am y defnydd o iaith y cynllun a gwnaed sylwadau ei fod yn gryno, yn hawdd ei ddarllen, ac yn ddealladwy. Roedd rhai sylwadau'n awgrymu y gellid defnyddio llai o jargon ac ystadegau, ond teimlwn ei bod yn bwysig nodi'r cyd-destun deddfwriaethol a pholisi ar gyfer y strategaeth.

Yn gyffredinol, roedd pobl yn gefnogol i'n targed defnydd o'r Gymraeg, ond awgrymodd rhai ymatebwyr y gallem fod yn fwy uchelgeisiol. Sylwer, gall y targed newid yn dilyn cyhoeddi data iaith Gymraeg Cyfrifiad 2021 ar 6 Rhagfyr 2022.

Mannodd rhai ymatebwyr eu pryderon ynghylch cael Strategaeth Hyrwyddo'r Gymraeg ar gyfer Blaenau Gwent a'i bod yn cael ei gwneud yn flaenoriaeth yn o'r byn materion brys eraill (er enghraifft, argyfwng Costau Byw), o ystyried mai Blaenau Gwent sydd â'r nifer isaf o siaradwyr Cymraeg yng Nghymru. Mae'r adborth hwn wedi'i ystyried ac mae'n nodi'r angen i flaenoriaethu newid cadarnhaol mewn agwedd tuag at y Gymraeg yn yr ardal fel cam gweithredu ar draws pob un o'n tri amcan.

Dyweddodd pobl wrthym mai canolbwyntio ar addysg a chefnogi a hyrwyddo hyfforddiant iaith Gymraeg i oedolion fyddai'n ein helpu orau i gyflawni a/neu ragori ar nodau'r cynllun. Mae hyrwyddo cyfleoedd o'r fath ar draws Blaenau Gwent yn rhan o'n cynllun gweithredu.

Amcan un

Pleidleisiodd 67% o gyfranogwyr eu bod yn weddol gefnogol i fod yn gwbl gefnogol.

Roedd sylwadau nad oeddent yn gefnogol yn amlinellu y dylai defnyddio a hwyluso'r Gymraeg fod yn fater o ddewis, ond roedd llawer o'r ymatebion yn gadarnhaol i'r cynllun galluogi pobl i ddefnyddio'r Gymraeg a hyrwyddo'r Gymraeg.

Roedd yr adborth hefyd yn canolbwyntio ar sicrhau bod gwersi Cymraeg ar gael i'r cyhoedd ac mae hyrwyddo'r holl gyfleoedd ar draws Blaenau Gwent yn rhan o'n cynllun gweithredu.

Amcan dau

Pleidleisiodd 80% o'r cyfranogwyr eu bod yn weddol gefnogol.

Mae hyn yn gyson â'r ffocws ar addysg yw'r testun mwyaf cyfredol yn ein hadborth, maes sy'n nodwedd o'r cynllun ac sy'n cyd-fynd yn agos â gwaith Cynllun Strategol Cymraeg mewn Addysg 2022/32. Mae awgrymiadau i helpu i gyflawni'r amcan hwn megis sefydlu tudalennau cyfryngau cymdeithasol i gefnogi rhieni â phlant mewn addysg Gymraeg yn ogystal â ffurfio/hyrwyddo clybiau yn awgrymiadau sy'n cael eu cynnwys yn ein cynllun gweithredu.

Amcan tri

Pleidleisiodd 75% o'r cyfranogwyr eu bod yn weddol gefnogol i fod yn gwbl gefnogol.

Roedd y rhan fwyaf o'r ymatebion yn cydnabod yr heriau o ystyried nifer ein siaradwyr Cymraeg, er bod awgrymiadau cadarnhaol wedi'u gwneud yr ydym eisoes wedi dechrau eu rhoi ar waith megis mwy o hyrwyddo'r hyfforddiant sydd ar gael i staff a defnyddio bathodynau 'Dysgu Cymraeg'.

Yn ymlo, roedd yr ymatebwyr ar y cyfan yn gefnogol i amcanion a chynllun gweithredu drafft ein Strategaeth Hyrwyddo'r Gymraeg 2022/27. Mae'r holl syniadau ac awgrymiadau a ddarparwyd wedi'u coladu a byddant yn cael eu defnyddio i helpu i lunio'r camau a'r gweithrediadau a gymerwn i gefnogi ei gyflawni a fydd yn ein galluogi i gyrraedd neu ragori ar ein targed blynyddol.

5. A yw'r canfyddiadau wedi'u hystyried mewn perthynas â'r penderfyniad?

Croesawyd yr adborth a dderbyniwyd a bydd yn cael ei ddefnyddio i helpu i siapio gweithrediad y strategaeth (er enghraifft, awgrymiadau cadarnhaol ar sut y gallwn gynyddu a hwyluso'r defnydd o'r Gymraeg yn y gymuned ac ati).

Adran 7 - Penderfyniad

Gan ddefnyddio'r wybodaeth yr ydych wedi'i chasglu o adrannau 1-9, nodwch yn y tabl isod a allwch fwrw ymlaen â'r cynnig.

Parhau gyda'r cynnig yn ei ffurf bresennol **Ie X** **Nage**

Parhau gyda'r cynnig ond cymryd i ystyriaeth gamau rhesymol i liniaru unrhyw effeithiau negyddol y cynnig **Ie** **Nage X**

Cysylltwch â Polisi a Phartneriaethau os oes angen unrhyw gyngor neu arweiniad pellach arnoch ar gwblhau eich asesiad drwy lissa.friel@blaenau-gwent.gov.uk neu emma.scherptong@blaenau-gwent.gov.uk

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Agenda Item 12

Executive Committee and Council only

Date signed off by the Monitoring Officer: N/A

Date signed off by the Section 151 Officer: N/A

Committee: **Corporate Overview and Performance Scrutiny Committee**

Date of meeting: **15th December 2022**

Report Subject: **Forward Work Programme: 2nd February 2023**

Portfolio Holder: **Cllr Steve Thomas, Leader / Cabinet Member
Corporate Overview and Performance**

Report Submitted by: **Scrutiny and Democratic Officer**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Governance and Audit Committee	Democratic Services Committee	Scrutiny Committee	Cabinet	Council	Other (please state)
x	x	06.12.22			15.12.22			

1. Purpose of the Report

- 1.1 To present to Members the Corporate Overview and Performance Scrutiny Committee Forward Work Programme for the Meeting on 2nd February 2023 for discussion and agreement.

2. Scope and Background

- 2.1 The Scrutiny Work Programmes are key aspects of the Council's planning and governance arrangements and support the requirements of the Constitution.
- 2.2 The topics set out in the Forward Work Programme link to the strategic work of the Council as identified by the Council's revised Corporate Plan, corporate documents and supporting business plans.
- 2.3 Effective work programmes are essential to ensure that the work of scrutiny makes a positive impact upon the Council's delivery of services.
- 2.4 The Committee's Forward Work Programme was agreed in September 2022, recognising the fluidity of the document to enable the Committee to respond to urgent and emerging issues, and included timescales when reports will be considered by the Committee. The work programme is managed and implemented by the Scrutiny and Democratic Officer under the direction of the Chair and Committee.
- 2.5 The forward work programme for the forthcoming meeting will be presented to Committee on a 6 weekly cycle in order that Members can consider the programme of work; request information is included within the reports, as appropriate and / or make amendments to the work programme.

3. **Options for Recommendation**

3.1 **Option 1:** The Scrutiny Committee consider the Forward Work Programme for the meeting 2nd February 2023, and

- Make any amendments to the topics scheduled for the meetings;
- Suggest any additional invitees that the committee requires to fully consider the reports; and
- Request any additional information to be included with regards to the topics to be discussed.

3.2 **Option 2:** The Scrutiny Committee agree the Forward Programme for the meeting 2nd February 2023, as presented.

Background Documents /Electronic Links

- Appendix 1 – Forward Work Programme – Meeting on 2nd February 2023

Corporate Overview and Performance Scrutiny Committee Forward Work Programme

Dates	Topic	Purpose	Lead	Cabinet / Council
Thursday 2nd February 2023	Medium Term Financial Strategy / Bridging the Gap	Performance Monitoring To provide Members with an update on the MTFS / Bridging the Gap programme.	Rhian Hayden Bernadette Elias	Cabinet – 01.03.23
	Treasury Management – Mid-Year Review	Budget Monitoring To scrutinise the Treasury Management activities carried out by the Authority during the first half of the 2022/23 financial year.	Rhian Hayden	Council – 30.03.23
	Procurement Strategy	Pre-Decision To consider the strategy prior to approval by the Cabinet.	Bernadette Elias	Cabinet – 01.03.23

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