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

THIS IS A MEETING WHICH THE PUBLIC ARE ENTITLED TO ATTEND

16th December 2022

Dear Sir/Madam

SPECIAL MEETING OF THE COUNCIL

A meeting of the Special Meeting of the Council will be held in Virtually via Microsoft Teams on Wednesday, 21st December, 2022 at 9.15 am.

Yours faithfully

Damien McCann
Interim Chief Executive

AGENDA

Pages

1. SIMULTANEOUS TRANSLATION

You are welcome to use Welsh at the meeting, a minimum notice period of 3 working days is required should you wish to do so. A simultaneous translation will be provided if requested.

2. APOLOGIES

To receive.

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.

3. **DECLARATIONS OF INTEREST AND DISPENSATIONS**

To consider any declarations of interest and dispensations made.

4. **WORKFORCE CHRISTMAS WORKING AND PAY** 5 - 28

To consider the report of the Head of Organisational Development.

5. **NJC LOCAL GOVERNMENT SERVICES PAY AGREEMENT 2022-2023 - ADDITIONAL ANNUAL LEAVE** 29 - 42

To consider the report of the Head of Organisational Development.

6. **WELSH LANGUAGE PROMOTION STRATEGY 2022/27/STRATEGAETH HYRWYDDO'R GYMRAEG 2022/27** 43 - 182

To consider the report of the Service Manager Policy and Partnerships

7. **SUMMARY ASSESSMENT OF THE FINANCIAL POSITION 2023/24 TO 2027/28** 183 - 188

Due to the need to consider the following item as a matter of urgency, the Presiding Member has confirmed that the following matter can be considered under the Provisions of Paragraph 4(b), Section 100(b) of the Local Government Act, 1972.

REASON FOR URGENCY

To provide an update on the financial position of the Council and the financial challenges faced in setting its 2023/24 budget.

To consider the report of the Chief Officer Resources.

To: Councillor C. Smith (Presiding Member)
Councillor C. Bainton
Councillor P. Baldwin
Councillor S. Behr
Councillor D. Bevan
Councillor K. Chaplin

Councillor M. Cross
Councillor H. Cunningham
Councillor D. Davies
Councillor G. A. Davies
Councillor M. Day
Councillor S. Edmunds
Councillor J. Gardner
Councillor J. Hill
Councillor W. Hodgins
Councillor L. Winnett
Councillor J. Holt
Councillor G. Humphreys
Councillor R. Leadbeater
Councillor E. Jones
Councillor J. Morgan, J.P.
Councillor J. C. Morgan
Councillor J. P. Morgan
Councillor L. Parsons
Councillor D. Rowberry
Councillor T. Smith
Councillor G. Thomas
Councillor J. Thomas
Councillor S. Thomas
Councillor H. Trollope
Councillor J. Wilkins
Councillor D. Woods

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

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Agenda Item 4

Executive Committee and Council only

Date signed off by the Monitoring Officer: 14.12.2022

Date signed off by the Section 151 Officer: 12.12.2022

Committee: **Special Council**

Date of Meeting: **21st December 2022**

Report Subject: **Workforce Christmas Working and Pay**

Portfolio Holder: **Councillor Stephen Thomas, Leader / Cabinet Member
Corporate and Performance**

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

Reporting Pathway								
Directorate Management Team DMT	Corporate Leadership Team	Portfolio Holder / Chair	Governance & Audit Committee	Democratic Services Committee	Scrutiny Committee	Cabinet	Council	Other (please state)
							21.12.22	

1. Purpose of the Report

- 1.1 The purpose of this report is to seek approval to 'step outside' National Joint Council Guidance and revise pay for those staff on rota to work over the Christmas period ensuring the Council has appropriate capacity to deliver critical frontline services to the Community.

2. Scope and Background

- 2.1 The National Joint Council for Local Government Services (NJC) published guidance in September 2022 for working arrangements and pay over the Christmas period and states:

'Christmas Day and Boxing Day 2022 fall on Sunday and Monday respectively and New Year's Day 2023 falls on a Sunday. The Government has designated Tuesday 27 December and Monday 2 January as public holidays with pay in substitution for Christmas Day and New Year's Day respectively.'

In accordance with joint advice issued in previous years to deal with these circumstances, authorities are advised that payments, unless a local agreement is in place, should be made in accordance with Green Book Part 3 Para 2.6 as follows:

- Employees required to work **only one day** out of Sunday 25 December **or** Monday 26 December **or** Tuesday 27 December should receive public holiday pay, plus time off with pay at a later date, for the one day on which they work.*
- Employees required to work **all three consecutive days** of Sunday 25 December **and** Monday 26 December **and** Tuesday 27 December should receive Sunday rates of pay for Sunday 25 December, and public holiday pay, plus time off with pay at a later date, for both Monday 26 December and Tuesday 27 December.*
- Employees required to work on **both** Sunday 25 December and Monday 26 December (but **not** Tuesday 27 December) should receive public holiday pay plus time off with pay at a later date for both days.*
- Employees required to work on **both** Sunday 25 December **and** Tuesday 27 December should receive Sunday rates of pay for Sunday 25 December and public holiday pay plus time off with pay at a later date for Tuesday 27 December '*

2.2 The Council is closed for normal business for the whole of the Christmas period from the 25th December to the 2nd of January 2023 apart from the deployment of frontline services to the community. The 30th of December is a normal working day and there is an agreement with trade unions that staff use an annual leave day to support the closure of the Council unless they are in the front line and on rota to work. As this is a normal working day those on rota to work would not normally receive any enhancement to pay.

2.3 To ensure capacity to deliver critical frontline services the following proposal has been discussed with the trade unions and they have agreed to the proposal to be progressed to Council for a decision – for those staff on rota to work over the Christmas period the following payment is proposed:

- 25th December – 2nd January 2022 pay to be at treble time with no lieu time allowance
- The 30th December (classed as a normal working day) to be an exception and paid at double time with no lieu time allowance

2.4 The roles and number of staff required to work are attached as appendix 1.

3. Options for Recommendation

3.1 Option 1

That the Council agrees to adjusting the pay outside of the NJC guidance for those who are on rota to work between the 25th December 2022 and the 2nd of January 2023 and pay as follows:

- 25th December – 2nd January 2022 pay to be at treble time with no lieu time allowance.
- The 30th December (classed as a normal working day) to be an exception and paid at double time with no lieu time allowance.

3.2 Option 2

That Council does not approve the proposal and that the NJC guidance and application of the Green Book is applied in terms of pay for the Christmas period.

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

4.1 Ensuring capacity to deliver frontline services to the community will enable the Council to meet statutory obligations and priorities in terms of service delivery over the Christmas period.

5 Implications Against Each Option

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

The Council's established budgets and winter pressures funding is in place to accommodate the cost of the essential workforce. The move to treble time payments (double time on the 30th December) will move costs for replacement staff from later in the year.

Diversion from NJC Christmas Working Guidance for Pay will result in additional costs of £27k, the Winter Pressures funding will be utilised to fund £16k with the remaining £11k to be funded by the Council.

5.2 Risk including Mitigating Actions

The Council has experienced difficulties in recruitment and is experiencing high levels of sickness absence and it is critical to ensure there is capacity in the workforce to deliver essential services over the Christmas period.

5.3 Legal

There are no legal implications arising from this report.

5.4 Human Resources

This report, with agreement from the trade unions is proposing a local arrangement outside of the NJC guidance on pay for the workforce over the Christmas period.

6. Supporting Evidence

6.1 Performance Information and Data N/A

6.2 Expected outcome for the public

The enhancement of pay over the Christmas period will ensure that the Council has capacity in the workforce to deliver essential front-line services.

6.3 Involvement (consultation, engagement, participation)

There is agreement with the Joint Trade Unions; Unison, GMB and Unite to 'step outside' the NJC guidance for pay and enhance in line with option 1 of this report.

6.4 Thinking for the Long term (forward planning)

Meetings have been arranged for early in the new year with the trade unions to discuss arrangements for Christmas 2023/24.

6.5 Preventative focus

Option 1 takes a preventative approach to ensure the Council has capacity to deliver essential services during the Christmas period.

6.6 Collaboration / partnership working N/A

6.7 Integration (across service areas) N/A

6.8 Decarbonisation and Reducing Carbon Emissions N/A

6.9 **Integrated Impact Assessment**

Option 1 will be applied to all staff who are required to work from the 25th December 2022 to the 2nd January 2023.

7. **Monitoring Arrangements**

N/A

8. **Background Documents /Electronic Links**

Appendix 1 - Workforce deployed over the Christmas period



CHRISTMAS
WORKING 2022 report

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CHRISTMAS WORKING 2022

CORPORATE SERVICES

Service Area: REGISTRARS

Head of Service: ANDREA JONES

	Sunday 25 th December 2022	Monday 26 th December 2022	Tuesday 27 th December 2022	Wednesday 28 th December 2022	Thursday 29 th December 2022	Friday 30 th December 2022	Saturday 31 st December 2022	Sunday 1 st January 2023	Monday 2 nd January 2023
Total hours required to cover core service	Service Closed	Service Closed	Service Closed	4 hours	4 hours	4 hours	Service Closed	Service Closed	Service Closed
Job Title & Grade				Deputy Registrar Grade 5	Deputy Registrar Grade 5	Deputy Registrar Grade 5			
Total hours required to cover core service					4 hours	4 hours			
Job Title & Grade					Deputy Registrar Grade 5	Deputy Registrar Grade 5			
Total hours required to cover core service						4 hours (If required)			
Job Title & Grade						Deputy Registrar Grade 5			

REGENERATION AND COMMUNITY SERVICES

Service Area: Neighbourhood Services [Community Services]

Head of Service: Clive Rogers

	Sunday 25 th December 2022	Monday 26 th December 2022	Tuesday 27 th December 2022	Wednesday 28 th December 2022	Thursday 29 th December 2022	Friday 30 th December 2022	Saturday 31 st December 2022	Sunday 1 st January 2023	Monday 2 nd January 2023
Total hours required to cover core service	Service closed	Service closed	326.5 hours	322.5 hours	326.5 hours	322.5 hours	311.5 hours	Service closed	322.5 hours
Job Title & Grade			CSO level 1 Grade 4	CSO level 1 Grade 4	CSO level 1 Grade 4	CSO level 1 Grade 4	CSO level 1 Grade 4		CSO level 1 Grade 4
Total hours required to cover core service			184 hours	180 hours	184 hours	180 hours	199 hours		180 hours
Job Title & Grade	Service closed	Service closed	CSO level 2 Grade 5	CSO level 2 Grade 5	CSO level 2 Grade 5	CSO level 2 Grade 5	CSO level 2 Grade 5	Service closed	CSO level 2 Grade 5
Total hours required to cover core service			20 hours		20 hours		20 hours		20 hours
Job Title & Grade	Service closed	Service closed	Environment Operatives Grade 3	Service closed	Environment Operatives Grade 3	Service closed	Environment Operatives Grade 3	Service closed	Environment Operatives Grade 3
Total hours required to cover core service			15 hours	15 hours	15 hours	15 hours	15 hours		15 hours
Job Title & Grade	Service closed	Service closed	Supervisor [Waste] Grade 6	Supervisor [Waste] Grade 6	Supervisor [Waste] Grade 6	Supervisor [Waste] Grade 6	Supervisor [Waste] Grade 6	Service closed	Supervisor [Waste] Grade 6

Service Area: Public Protection

Head of Service: David Thompson

	Sunday 25 th December 2022	Monday 26 th December 2022	Tuesday 27 th December 2022	Wednesday 28 th December 2022	Thursday 29 th December 2022	Friday 30 th December 2022	Saturday 31 st December 2022	Sunday 1 st January 2023	Monday 2 nd January 2023	Comments
Homelessness										
Total hours required to cover core service					24 hrs	24 hrs	24 hrs	24 hrs		Homelessness Out of Hours is a shared service with Torfaen and Monmouthshire, therefore the days left 'blank' are being covered by those LA's. Revenue Funded.
Job Title & Grade					Housing Options Officer – Scale 6	Housing Options Officer – Scale 8	Housing Options Officer – Scale 6	Team Manager – Scale 11		
Housing First Scheme (Cosy Place)										
Total hours required to cover core service	24 hrs	24 hrs	24 hrs	24 hrs	24hrs	24hrs	24hrs	24hrs	24 hrs	This is a service directly managed by the Housing Solutions Team as the scheme is specific to BG and is to provide support to
Job Title & Grade	Housing Support	Housing Support	Housing Support	Housing Support	Housing Support	Housing Support	Housing Support	Housing Support	Housing Support	

Appendix 1

	Sunday 25 th December 2022	Monday 26 th December 2022	Tuesday 27 th December 2022	Wednesday 28 th December 2022	Thursday 29 th December 2022	Friday 30 th December 2022	Saturday 31 st December 2022	Sunday 1 st January 2023	Monday 2 nd January 2023	Comments
	Officer – Scale 6	Officer – Scale 6	Officer – Scale 6	Officer – Scale 6	Officer – Scale 6	Officer – Scale 6	Officer – Scale 6	Officer – Scale 6	Officer – Scale 6	ongoing tenants with complex needs. Funded from Housing Support Grant Funding (staff costs).

SOCIAL SERVICES

Service Area: Augusta House – Provider Services

Head of Service: Alison Minett

	Sunday 25 th December 2022	Monday 26 th December 2022	Tuesday 27 th December 2022	Wednesday 28 th December 2022	Thursday 29 th December 2022	Friday 30 th December 2022	Saturday 31 st December 2022	Sunday 1 st January 2023	Monday 2 nd January 2023	
Total hours required to cover core service	Augusta House is closed from Midday on Christmas Eve until the PM of 27th December 2022	Augusta House is closed from Midday on Christmas Eve until the PM of 27th December 2022	3 x PM shifts 22 ½ hrs	3 x Am shift 3 x PM shifts 45 hrs	4 x Am shift 3 x PM shifts 51 hrs	3 x Am shift 3 x PM shifts 41 hrs	3 x Am shift 3 x PM shifts 45 hrs	3 x Am shift 3 x PM shifts 45 hrs	3 x Am shift 3 x PM shifts 41 hrs	
Job Title & Grade			Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	
Total hours required to cover core service			1 x night shift 9 hrs	1 x night shift 9 hrs	1 x night shift 9 hrs	1 x night shift 9 hrs	1 x night shift 9 hrs	1 x night shift 9 hrs	1 x night shift 9 hrs	1 x night shift 9 hrs
Job Title & Grade			Night Support Worker – scale 5 (time and third)	Night Support Worker – scale 5 (time and third)	Night Support Worker – scale 5	Night Support Worker – scale 5 (time and third)	Night Support Worker – scale 5	Night Support Worker – scale 5	Night Support Worker – scale 5 (time and third)	Night Support Worker – scale 5 (time and third)

Appendix 1

	Sunday 25 th December 2022	Monday 26 th December 2022	Tuesday 27 th December 2022	Wednesday 28 th December 2022	Thursday 29 th December 2022	Friday 30 th December 2022	Saturday 31 st December 2022	Sunday 1 st January 2023	Monday 2 nd January 2023
					(time and third)		(time and third)		
Total hours required to cover core service			1 sleep	1 sleep	1 sleep	1 sleep	1 sleep	1 sleep	1 sleep
Job Title & Grade			£39.24	£39.24	£39.24	£39.24	£39.24	£39.24	£39.24

Service Area: Ty Celyn – Supported Living – Provider Services

Head of Service: Alison Minett

	Sunday 25 th December 2022	Monday 26 th December 2022	Tuesday 27 th December 2022	Wednesday 28 th December 2022	Thursday 29 th December 2022	Friday 30 th December 2022	Saturday 31 st December 2022	Sunday 1 st January 2023	Monday 2 nd January 2023
Total hours required to cover core service	2 x Am shift 2 x PM shifts 27 ½ hrs	3 x Am shift 2 x PM shifts 30 ¼ hrs	3 x Am shift 2 x PM shifts 29 ¼ hrs	3 x Am shift 2 x PM shifts 31 hrs	3 x Am shift 2 x PM shifts 30 hrs	3 x Am shift 2 x PM shifts 29 ½ hrs	2 x Am shift 2 x PM shifts 28 hrs	2 x Am shift 2 x PM shifts 27 ½ hrs	3 x Am shift 2 x PM shifts 29 ¼ hrs
Job Title & Grade	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5
Total hours required to cover core service	1 sleep	1 sleep	1 sleep	1 sleep	1 sleep	1 sleep	1 sleep	1 sleep	1 sleep
Job Title & Grade	£39.24	£39.24	£39.24	£39.24	£39.24	£39.24	£39.24	£39.24	£39.24
Total hours required to cover core service									
Job Title & Grade									

Service Area: Ty Lelog – Supported Living – Provider Services

Head of Service: Alison Minett

	Sunday 25 th December 2022	Monday 26 th December 2022	Tuesday 27 th December 2022	Wednesday 28 th December 2022	Thursday 29 th December 2022	Friday 30 th December 2022	Saturday 31 st December 2022	Sunday 1 st January 2023	Monday 2 nd January 2023
Total hours required to cover core service	3 x Am shift 3 x PM shifts 42 hrs	6 x Am shift 3 x PM shifts 49 ½ hrs	4 x Am shift 3 x PM shifts 45 hrs	6 x Am shift 3 x PM shifts 49 ½ hrs	5 x Am shift 3 x PM shifts 47 hrs	5 x Am shift 3 x PM shifts 47 hrs	3 x Am shift 3 x PM shifts 42 hrs	3 x Am shift 3 x PM shifts 42 hrs	6 x Am shift 3 x PM shifts 49 hrs
Job Title & Grade	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5
Total hours required to cover core service	1 x night shift 8 ½ hrs	1 x night shift 8 ½ hrs	1 x night shift 8 ½ hrs	1 x night shift 8 ½ hrs	1 x night shift 8 ½ hrs	1 x night shift 9 hrs	1 x night shift 9 hrs	1 x night shift 8 ½ hrs	1 x night shift 8 ½ hrs
Job Title & Grade	Night Support Worker – scale 5 (time and third)	Night Support Worker – scale 5 (time and third)	Night Support Worker – scale 5 (time and third)	Night Support Worker – scale 5 (time and third)	Night Support Worker – scale 5 (time and third)	Night Support Worker – scale 5 (time and third)	Night Support Worker – scale 5 (time and third)	Night Support Worker – scale 5 (time and third)	Night Support Worker – scale 5 (time and third)

Appendix 1

	Sunday 25 th December 2022	Monday 26 th December 2022	Tuesday 27 th December 2022	Wednesday 28 th December 2022	Thursday 29 th December 2022	Friday 30 th December 2022	Saturday 31 st December 2022	Sunday 1 st January 2023	Monday 2 nd January 2023
Total hours required to cover core service	1 sleep	1 sleep	1 sleep	1 sleep	1 sleep	1 sleep	1 sleep	1 sleep	1 sleep
Job Title & Grade	£39.24	£39.24	£39.24	£39.24	£39.24	£39.24	£39.24	£39.24	£39.24

Service Area: Ty Pabi – Supported Living – Provider Services

Head of Service: Alison Minett

	Sunday 25 th December 2022	Monday 26 th December 2022	Tuesday 27 th December 2022	Wednesday 28 th December 2022	Thursday 29 th December 2022	Friday 30 th December 2022	Saturday 31 st December 2022	Sunday 1 st January 2023	Monday 2 nd January 2023
Total hours required to cover core service	2 x Am shift 2 x PM shifts 27 ½ hrs	3 x Am shift 2 x PM shifts 31 hrs	3 x Am shift 2 x PM shifts 30 ½ hrs	3 x Am shift 2 x PM shifts 31 ½ hrs	3 x Am shift 2 x PM shifts 30 ½ hrs	3 x Am shift 2 x PM shifts 31 hrs	2 x Am shift 2 x PM shifts 27 ½ hrs	2 x Am shift 2 x PM shifts 27 ½ hrs	3 x Am shift 2 x PM shifts 31 ½ hrs
Job Title & Grade	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5
Total hours required to cover core service	1 x night shift 9 hrs	1 x night shift 9 hrs	1 x night shift 9 hrs	1 x night shift 9 hrs	1 x night shift 9 hrs	1 x night shift 9 hrs	1 x night shift 9 hrs	1 x night shift 9 hrs	1 x night shift 9 hrs
Job Title & Grade	Night Support Worker – scale 5 (time and third) mainly	Night Support Worker – scale 5 (time and third) mainly	Night Support Worker – scale 5 (time and third) mainly agency covering	Night Support Worker – scale 5 (time and third) mainly agency covering	Night Support Worker – scale 5 (time and third) mainly	Night Support Worker – scale 5 (time and third) mainly agency covering	Night Support Worker – scale 5 (time and third) mainly	Night Support Worker – scale 5 (time and third) mainly agency covering	Night Support Worker – scale 5 (time and third) mainly agency covering

Appendix 1

	Sunday 25 th December 2022	Monday 26 th December 2022	Tuesday 27 th December 2022	Wednesday 28 th December 2022	Thursday 29 th December 2022	Friday 30 th December 2022	Saturday 31 st December 2022	Sunday 1 st January 2023	Monday 2 nd January 2023
	agency covering	agency covering			agency covering		agency covering		
Total hours required to cover core service	1 sleep	1 sleep	1 sleep	1 sleep	1 sleep	1 sleep	1 sleep	1 sleep	1 sleep
Job Title & Grade	£39.24	£39.24	£39.24	£39.24	£39.24	£39.24	£39.24	£39.24	£39.24

Service Area: Ty Rhosyn – Supported Living - Provider Services

Head of Service: Alison Minett

	Sunday 25 th December 2022	Monday 26 th December 2022	Tuesday 27 th December 2022	Wednesday 28 th December 2022	Thursday 29 th December 2022	Friday 30 th December 2022	Saturday 31 st December 2022	Sunday 1 st January 2023	Monday 2 nd January 2023
Total hours required to cover core service	2 x Am shift 2 x PM shifts 28 ½ hrs	3 x Am shift 2 x PM shifts 31 hrs	3 x Am shift 2 x PM shifts 31 hrs	3 x Am shift 2 x PM shifts 31 ½ hrs	3 x Am shift 2 x PM shifts 31 ½ hrs	3 x Am shift 2 x PM shifts 31 hrs	2 x Am shift 2 x PM shifts 28 ½ hrs	2 x Am shift 2 x PM shifts 28 ½ hrs	3 x Am shift 2 x PM shifts 31 hrs
Job Title & Grade	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5	Support Workers – scale 5
Total hours required to cover core service	1 sleep	1 sleep	1 sleep	1 sleep	1 sleep	1 sleep	1 sleep	1 sleep	1 sleep
Job Title & Grade	£39.24	£39.24	£39.24	£39.24	£39.24	£39.24	£39.24	£39.24	£39.24
Total hours required to cover core service									
Job Title & Grade									

Service Area: Care Management Adult Services

Head of Service: Alyson Hoskins

	Sunday 25 th December 2022	Monday 26 th December 2022	Tuesday 27 th December 2022	Wednesday 28 th December 2022	Thursday 29 th December 2022	Friday 30 th December 2022	Saturday 31 st December 2022	Sunday 1 st January 2023	Monday 2 nd January 2023
Total hours required to cover core service	0	0	15hrs	15hrs	37.5 hrs	37.5 hrs	0	0	15hrs
Job Title & Grade			Scale 8 Social Work x2	Scale 8 Social Work x2	Scale 8 Social work x5	Scale 8 Social work x5			Scale 8 social worker x 2
Total hours required to cover core service					30 hrs	30 hrs			
Job Title & Grade					Scale 6 IAA wellbeing workers x 4	Scale 6 IAA wellbeing workers x 4			
Total hours required to cover core service					7.5 hrs	7.5 hrs			
Job Title & Grade					Scale 11 Team Manager	Scale 11 Team Manager			
Total hours required to cover core service					7.5 hrs	7.5 hrs			

Service Area: Community Options – Community Meals

Head of Service: Alyson Hoskins Mary Welch

	Sunday 25 th December 2022	Monday 26 th December 2022	Tuesday 27 th December 2022	Wednesday 28 th December 2022	Thursday 29 th December 2022	Friday 30 th December 2022	Saturday 31 st December 2022	Sunday 1 st January 2023	Monday 2 nd January 2023
Total hours required to cover core service				14hrs	14hrs	14hrs			
Job Title & Grade				CM's Driver grade 3	CM's Driver grade 3	CM's Driver grade 3			
Total hours required to cover core service				6hrs	6hrs	6hrs			
Job Title & Grade				Cook – grade 4	Cook – grade 4	Cook grade 4			

Service Area: Adult Provider-Cwrt Mytton

Head of Service: Alyson Hoskins

	Sunday 25 th December 2022	Monday 26 th December 2022	Tuesday 27 th December 2022	Wednesday 28 th December 2022	Thursday 29 th December 2022	Friday 30 th December 2022	Saturday 31 st December 2022	Sunday 1 st January 2023	Monday 2 nd January 2023
Total hours required to cover core service	120	120	120	120	120	120	120	120	120
Job Title & Grade	Care Worker Grade 4								
Total hours required to cover core service	45	45	45	45	45	45	45	45	45
Job Title & Grade	Night Care Worker Grade 5								
Total hours required to cover core service	15	15	15	15	15	15	15	15	15
Job Title & Grade	Team Leader Grade 6								
Total hours required to cover core service	22	22	22	22	22	22	22	22	22

Appendix 1

	Sunday 25 th December 2022	Monday 26 th December 2022	Tuesday 27 th December 2022	Wednesday 28 th December 2022	Thursday 29 th December 2022	Friday 30 th December 2022	Saturday 31 st December 2022	Sunday 1 st January 2023	Monday 2 nd January 2023
Job Title & Grade	Domestic Assistant Grade 2								
Total hours required to cover core service	7	7	7	7	7	7	7	7	7
Job Title & Grade	Cook Grade 4								

Service Area: Home Care

Head of Service: Michelle Church

	Sunday 25 th December 2022	Monday 26 th December 2022	Tuesday 27 th December 2022	Wednesday 28 th December 2022	Thursday 29 th December 2022	Friday 30 th December 2022	Saturday 31 st December 2022	Sunday 1 st January 2023	Monday 2 nd January 2023
Total hours required to cover core service	186	186	186	186	186	186	186	186	186
Job Title & Grade	Care worker 4	Care worker 4	Care worker 4	Care worker 4	Care worker 4	Care worker 4	Care worker 4	Care worker 4	Care worker 4
Total hours required to cover core service	32	32	32	32	32	32	32	32	32
Job Title & Grade	Care Worker nights 5	Care Worker nights 5	Care Worker nights 5	Care Worker nights 5	Care Worker nights 5	Care Worker nights 5	Care Worker nights 5	Care Worker nights 5	Care Worker nights 5
Total hours required to cover core service	15.25	15.25	15.25	15.25	15.25	15.25	15.25	15.25	15.25
Job Title & Grade	Planner 4	Planner 4	Planner 4	Planner 4	Planner 4	Planner 4	Planner 4	Planner 4	Planner 4
Total hours required to cover core service	15	15	15	15	15	15	15	15	15
Job Title & Grade	ILO 7	ILO 7	ILO 7	ILO 7	ILO 7	ILO 7	ILO 7	ILO 7	ILO 7

EDUCATION

- No workers

Agenda Item 5

Executive Committee and Council only

Date signed off by the Monitoring Officer: 12.12.2022

Date signed off by the Section 151 Officer: 12.12.2022

Committee: **Special Council**

Date of Meeting: **21st December, 2022**

Report Subject: **NJC Local Government Services Pay Agreement 2022-2023 – Additional Annual Leave**

Portfolio Holder: **Councillor Stephen 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 & Audit Committee	Democratic Services Committee	Scrutiny Committee	Cabinet	Council	Other (please state)
X	FOR INFO ONLY						21/12/2022	

1 Purpose of the Report

- 1.1 To advise Council of the National Joint Council (NJC) for Local Government Services Pay Agreement, in particular the increase of 1 day's annual leave and for Council to consider the leave entitlement for Chief Officers and the Chief Executive.

2 Scope and Background

NJC Staff

- 2.1 On the 1st November 2022, the NJC for Local Government Services, wrote to all Local Authorities advising that a pay agreement for 2022/23 had been reached with the Joint Trade Unions. The main features of the pay award are as follows:
- An uplift of £1,925 on each spinal column point (SCP).
 - SCP 1 to be permanently deleted from the NJC Pay Spine with effect from 1st April 2023.
 - A permanent increase of one day's annual leave (pro rata for part time staff) for each member of staff covered by the National Agreement, regardless of their current leave entitlement or length of service, with effect from 1st April 2023.
- 2.2 A salary uplift of £1,925 on each SCP has already been implemented by the Council as per the pay agreement, including back pay which was paid to all relevant staff in November's pay.
- 2.3 The Council will remove SCP 1 from the pay and grading structure with effect from the 1st April 2022. Staff who are paid on SCP 1 at that time, will be automatically moved to SCP 2. As already noted by the NJC, removal of SCP 1, plus the uplift of the National Minimum Wage (NMW) will put

- pressure on the NJC's Pay Spine. This has further complications for the Council as SCP 2 will be the only remaining SCP in Grade 1, which has the same salary level as SCP 3 at the bottom of Grade 2. As a result, there will also be Job Evaluation implications that the Council will need to consider. Payroll will lead on a fundamental review of the Council's Pay & Grading Structure next year.
- 2.4 NJC staff are currently entitled to 25 days annual leave, increasing to 30 days (pro rata for part staff) after 5 years continuous Local Government service. In line with the National Agreement, staff will be entitled to 26 days and 31 days respectively (pro rata for part time staff), with effect from 1st April 2023. The additional days leave will be added to all employees 2023 entitlement at the beginning of their birth month, in line with the Council's birth month entitlement year. This is the most efficient way of managing the implementation to avoid complicated pro rata entitlement calculations for Managers. The Trade Unions have been consulted on this and agree with this approach.
- 2.5 **Joint Negotiating Committee (JNC) for Chief Officers**
The JNC for Chief Officers confirmed on the 1st November 2022, that a pay agreement had been reached with the Joint Trade Unions. An uplift of £1,925 on individual basic salaries of all officers within scope of the JNC for Chief Officers of Local Authorities has been implemented by the Council, including the payment of back pay in November's pay for all relevant staff.
- 2.6 No additional annual leave was negotiated as part of the Chief Officer Pay Agreement. Chief Officers are currently entitled to 30 days annual leave (pro rata for part time staff) regardless of length of service.
- 2.7 **Joint Negotiating Committee for Chief Executives**
The JNC for Chief Executives confirmed on the 28th November 2022, that a pay agreement had been reached with the Joint Trade Unions. An uplift of £1,925 on individual basic salaries of all officers within scope of the JNC for Chief Executives of Local Authorities will be implemented by the Council, including back pay in December's pay for the Chief Executive.
- 2.8 No additional annual leave was negotiated as part of the Chief Executive Pay Agreement. Chief Officers are currently entitled to 30 days annual leave (pro rata for part time staff) regardless of length of service.
- Annual Leave Current Position**
- 2.9 When the additional annual leave day is implemented, it will mean that NJC staff with over 5 years' service will have a greater entitlement to leave than the Council's JNC Chief Officers and Chief Executive.
- 2.10 Soulbury staff are currently entitled to 25 days annual leave, increasing to 30 days (pro rata for part time staff) after 5 years' service. When the additional annual leave day is implemented, NJC staff will have a greater entitlement to leave than the Council's Soulbury staff. Soulbury pay

negotiations have not yet been finalised and on this basis, it is recommended that the Council await the outcome of the pay negotiations for this category of staff before considering the leave entitlement.

3 **Options for recommendation**

3.1 **Option 1** – Council to agree an uplift of one day annual leave (pro rata for part time staff) for the Council’s JNC Chief Officers and Chief Executive.

3.2 **Option 2** – Council does not agree an uplift in annual leave for the Council’s JNC Chief Officers and Chief Executive.

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

N/A

5. **Implications Against Each Option**

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

Option1 - Financial implications will only apply to front line workers where replacement costs are applicable. It is unlikely that any JNC posts would incur replacement costs for the additional annual leave day.

Option 2 – No financial implications.

5.2 ***Risk including Mitigating Actions***

N/A

5.3 ***Legal***

N/A

5.4 ***Human Resources***

Option 1 would ensure that the Council’s workforce has a consistent entitlement to annual leave across the workforce. If Council approve Option 1, a new Local Agreement will need to be drafted and signed by with the Joint Trade Unions as this would be in addition to the national terms and conditions of employment.

6 **Supporting Evidence**

6.1 ***Performance Information and Data***

N/A

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

N/A

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

Organisational Development has consulted with the Joint Trade Unions who support option 1.

- 6.4 **Thinking for the Long term (forward planning)**
N/A
- 6.5 **Preventative focus**
N/A
- 6.6 **Collaboration / partnership working**
N/A
- 6.7 **Integration (across service areas)**
N/A
- 6.8 **Decarbonisation and Reducing Carbon Emissions**
N/A
- 6.9a **Socio Economic Duty Impact Assessment** (complete an impact assessment to consider how the decision might help to reduce the inequalities of outcome associated with socio-economic disadvantage).
N/A
- 6.9b **Equality Impact Assessment** (screening and identifying if full impact assessment is needed)
N/A
7. **Monitoring Arrangements**
N/A

Background Documents /Electronic Links

- NJC Pay Agreement



LGS Pay 01Apr22.pdf

- JNC Chief Officer Pay Agreement



Chf Officer Pay
01Apr22.pdf

- JNC Chief Executive Pay Agreement



Chf Exec Pay
01Apr22.pdf

National Joint Council for local government services

Employers' Secretary
Naomi Cooke

Trade Union Secretaries
Rachel Harrison, GMB

Mike Short, UNISON

Address for correspondence
Local Government Association
18 Smith Square
London SW1P 3HZ
Tel: 020 7664 3000
info@local.gov.uk

Address for correspondence
UNISON Centre
130 Euston Road
London NW1 2AY
Tel: 0845 3550845
l.government@unison.co.uk

**To: Chief Executives in England, Wales and N Ireland
(copies for HR and Finance Directors)
Members of the National Joint Council**

1 November 2022

Dear Chief Executive,

LOCAL GOVERNMENT SERVICES PAY AGREEMENT 2022-23

Employers are encouraged to implement this pay award as swiftly as possible.

Pay

Agreement has been reached on rates of pay applicable from **1 April 2022**. The new pay rates are attached at **Annex 1**.

The new rates for allowances, uprated by 4.04 per cent, are set out at **Annex 2**.

The NJC has agreed that from **1 April 2023**, Spinal Column Point (SCP) 1 will be permanently deleted from the NJC pay spine.

Annual Leave

The NJC has agreed that from **1 April 2023**, all employees covered by this National Agreement, regardless of their current leave entitlement or length of service, will receive a permanent increase of one day (pro rata for part-timers) to their annual leave entitlement. This may require, in some organisations, that a local agreement has to be reached in order for the extra day to be applied. The NJC's full expectation is that the additional day's leave will be applied for all NJC staff, regardless of existing local arrangements.

The National Agreement Part 2 Para 7.2 will, with effect from **1 April 2023**, be amended to read as follows:

7.2 Annual Leave

With effect from 1 April 2023, the minimum paid annual leave entitlement is twenty-three days with a further three days after five years of continuous service. The

entitlement as expressed applies to five day working patterns. For alternative working patterns an equivalent leave entitlement should be calculated.

7.3 *The annual leave entitlement of employees leaving or joining an authority is proportionate to their completed service during the leave year.*

7.4 Extra Statutory Holidays

Employees shall have an entitlement to two extra statutory days holiday, the timing of which shall be determined by the authority in consultation with the recognised Trade Unions with a view to reaching agreement or added to annual leave by local agreement.

Joint work

The NJC has also agreed to enter into discussions on homeworking policies, mental health support and maternity etc leave.

Backpay for employees who have left employment since 1 April 2022

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2022 to the employee's last day of employment.

When salary arrears are paid to ex-employees who were in the LGPS, the employer must inform its local LGPS fund. Employers will need to amend the CARE and final pay figures (if the ex-employee has pre-April 2014 LGPS membership) accordingly. Further detail is provided in [section 15 of the HR guide](#) which is available on the [employer resources section](#) of www.lgpsregs.org

Yours sincerely,

*Naomi
Cooke*

Naomi Cooke

R. Harrison

Rachel Harrison

M. R. Short

Mike Short

SCP	01-Apr-21		01-Apr-22	
	per annum	per hour	per annum	per hour
1	£18,333	£9.50	£20,258	£10.50
2	£18,516	£9.60	£20,441	£10.60
3	£18,887	£9.79	£20,812	£10.79
4	£19,264	£9.99	£21,189	£10.98
5	£19,650	£10.19	£21,575	£11.18
6	£20,043	£10.39	£21,968	£11.39
7	£20,444	£10.60	£22,369	£11.59
8	£20,852	£10.81	£22,777	£11.81
9	£21,269	£11.02	£23,194	£12.02
10	£21,695	£11.25	£23,620	£12.24
11	£22,129	£11.47	£24,054	£12.47
12	£22,571	£11.70	£24,496	£12.70
13	£23,023	£11.93	£24,948	£12.93
14	£23,484	£12.17	£25,409	£13.17
15	£23,953	£12.42	£25,878	£13.41
16	£24,432	£12.66	£26,357	£13.66
17	£24,920	£12.92	£26,845	£13.91
18	£25,419	£13.18	£27,344	£14.17
19	£25,927	£13.44	£27,852	£14.44
20	£26,446	£13.71	£28,371	£14.71
21	£26,975	£13.98	£28,900	£14.98
22	£27,514	£14.26	£29,439	£15.26
23	£28,226	£14.63	£30,151	£15.63
24	£29,174	£15.12	£31,099	£16.12
25	£30,095	£15.60	£32,020	£16.60
26	£30,984	£16.06	£32,909	£17.06
27	£31,895	£16.53	£33,820	£17.53
28	£32,798	£17.00	£34,723	£18.00
29	£33,486	£17.36	£35,411	£18.35
30	£34,373	£17.82	£36,298	£18.81
31	£35,336	£18.32	£37,261	£19.31
32	£36,371	£18.85	£38,296	£19.85
33	£37,568	£19.47	£39,493	£20.47
34	£38,553	£19.98	£40,478	£20.98
35	£39,571	£20.51	£41,496	£21.51
36	£40,578	£21.03	£42,503	£22.03
37	£41,591	£21.56	£43,516	£22.56
38	£42,614	£22.09	£44,539	£23.09
39	£43,570	£22.58	£45,495	£23.58
40	£44,624	£23.13	£46,549	£24.13
41	£45,648	£23.66	£47,573	£24.66
42	£46,662	£24.19	£48,587	£25.18
43	£47,665	£24.71	£49,590	£25.70

NB: hourly rate calculated by dividing annual salary by 52.143 weeks (which is 365 days divided by 7) and then divided by 37 hours (the standard working week)

Part 3 Paragraph 2.6(e) Sleeping-in Duty Payment:

1 April 2022
£39.24

**RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2022
(FORMER APT&C AGREEMENT (PURPLE BOOK))**

Paragraph 28(3) Nursery Staffs in Educational Establishments - Special Educational Needs Allowance

1 April 2022
£1,401

Paragraph 28(14) Laboratory / Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance:

1 April 2022
£228

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

1 April 2022
£165

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2022
£951

Outer Fringe Area:

1 April 2022
£663

Paragraph 35 Standby Duty Allowance - Social Workers (1)(a)(i) Allowance - Per Session

1 April 2022
£31.58

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

Section 1 Paragraph 3 London and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2022

£951

Outer Fringe Area:

1 April 2022

£663

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Joint Negotiating Committee for Chief Officers of Local Authorities

**To: Chief Executives in England and Wales (N Ireland for information)
(copies for the Finance Director and HR Director)
Regional Directors
Members of the Joint Negotiating Committee**

1 November 2022

Dear Chief Executive,

CHIEF OFFICERS' PAY AGREEMENT 2022

Agreement has now been reached on the pay award applicable from **1 April 2022** (covering the period 1 April 2022 to 31 March 2023).

The individual basic salaries¹ of all officers within scope of the JNC for Chief Officers of Local Authorities should be increased by £1,925 with effect from 1 April 2022 (NB: this increase applies to individual salaries as well as pay points, if applicable).

Employers are encouraged to implement this pay award as swiftly as possible.

Backpay for employees who have left employment since 1 April 2022

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2022 to the employee's last day of employment.

When salary arrears are paid to ex-employees who were in the LGPS, the employer must inform its local LGPS fund. Employers will need to amend the CARE and final pay figures (if the ex-employee has pre-April 2014 LGPS membership) accordingly. Further detail is provided in [section 15 of the HR guide](#) which is available on the [employer resources section](#) of www.lgpsregs.org

Yours faithfully,

Naomi Cooke
Naomi Cooke

George Georgiou
George Georgiou

cc Ruth Levin, UNISON

¹ Basic salary should exclude other separately identified payments such as Returning Officer fees etc.

Employers' Secretary: Naomi Cooke Local Government Association 18 Smith Square London SW1P 3HZ info@local.gov.uk	Officers' Secretary: George Georgiou GMB Mary Turner House 22 Stephenson Way London NW1 2HD info@gmb.org.uk
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Joint Negotiating Committee for Chief Executives of Local Authorities

**To: Chief Executives in England and Wales (N Ireland for information)
(copies for the Finance Director and HR Director)
Regional Directors
Members of the Joint Negotiating Committee**

28 November 2022

Dear Chief Executive,

CHIEF EXECUTIVES' PAY AGREEMENT 2022

Employers are encouraged to implement this pay award as swiftly as possible.

Agreement has now been reached on the pay award applicable from **1 April 2022**.

The individual basic salaries¹ of all officers within scope of the JNC for Chief Executives of Local Authorities should be increased by £1,925 with effect from 1 April 2022.

This pay agreement covers the period 1 April 2022 to 31 March 2023.

Backpay for employees who have left employment since 1 April 2022

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2022 to the employee's last day of employment.

When salary arrears are paid to ex-employees who were in the LGPS, the employer must inform its local LGPS fund. Employers will need to amend the CARE and final pay figures (if the ex-employee has pre-April 2014 LGPS membership) accordingly. Further detail is provided in [section 15 of the HR guide](#) which is available on the [employer resources section](#) of www.lgpsregs.org

Yours faithfully,

Naomi Cooke

Ian Miller

Joint Secretaries

¹ Basic salary should exclude other separately identified payments such as Returning Officer fees etc.

Employers' Secretary: Naomi Cooke Local Government Association 18 Smith Square London SW1P 3HZ info@local.gov.uk	Officers' Secretary: Ian Miller Hon Secretary ALACE alacehonsec@yahoo.co.uk
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Agenda Item 6

Cabinet and Council only

Date signed off by the Monitoring Officer: 14.12.2022

Date signed off by the Section 151 Officer: 14.12.2022

Committee: **Special Council**

Date of Meeting: **21st 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				15.12.22		21.12.22	

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) on the 10th November, 2022.

3.2 This report will be presented to the Corporate Overview & Performance Committee on 15th December 2022, and any feedback will be provided verbally to Council.

3.3

Option 1

For Council to consider and approve the Welsh Language Promotion Strategy 2022-27 for publication.

Option 2

For Council to consider any amendments made to the Welsh Language Promotion Strategy 2022-27 by Corporate Overview and Performance Scrutiny Committee, prior to its publication.

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

Contents

	Page
Foreword	1
1. Introduction	2
2. Assessing our progress: Welsh Language Promotion Strategy 2017/22	3
3. An overview of Blaenau Gwent	4-5
4. Our objectives	6
5. Our five-year target	7
6. Legislative background	8-10
7. Policy background	11-12
8. Consultation method	13-15
9. Our Partners	16-17
10. Action Plans	18-21
11. Monitoring arrangements	22

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 BGM

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

Menter Iaith BGM 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 BGM, 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

Page 95

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>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>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>
<p>Annual Population Survey (October 2020 to September 2021)</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>	

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: Cyngor

Dyddiad y cyfarfod: 21 Rhagfyr 2022

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

Deiliad Portffolio: Y Cynghorydd 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		21.12.22	

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 Roedd y Tîm Arweinyddiaeth Gorfforaethol wedi nodi drafft Strategaeth Hyrwyddo'r Gymraeg 2022/27 (Atodiad 1) ac Asesiad (Atodiad 2) ar 10 Tachwedd 2022.

3.2 Cyflwynir yr adroddiad hwn i'r Pwyllgor Trosolwg a Pherfformiad Corfforaethol ar 15 Rhagfyr 2022, a rhoddir adroddiad llafar i'r Cyngor ar unrhyw adborth.

3.3 **Opsiwn 1**

I'r Cyngor ystyried a chymeradwyo Strategaeth Hyrwyddo'r Gymraeg 2022/27 ar gyfer ei chyhoeddi.

Opsiwn 2

I'r Cyngor ystyried a chymeradwyo Strategaeth Hyrwyddo'r Cymraeg 2022-27, gyda newidiadau, cyn ei chyhoeddi.

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 gwrrd 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 disgwyliedig 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 (ymgyngori, 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 (ymgyngoriad 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 hygrychedd 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.

Cynnwys

	Tudalen
Rhagair	1
1. Cyflwyniad	2
2. Asesu ein cynnydd: Strategaeth Hyrwyddo'r Gymraeg 2017/22	3
3. Trosolwg o Flaenau Gwent	4-5
4. Ein hamcanion	6
5. Ein targed pum mlynedd	7
6. Cefndir deddfwriaethol	8-9
7. Cefndir polisi	10-11
8. Dull ymgynghori	12-14
9. Ein Partneriaid	15-16
10. Cynlluniau Gweithredu	17-20
11. Trefniadau monitro	21

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 diweddararu 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 Mlaenau 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 gyrrff 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 chyrtsiau 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 Gymraeg i Ysgol Gymraeg Bro Helyg.

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

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

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

Cam gweithredu 2:6 - Hyrwyddo gweithgareddau allgyrsiol Gymraeg/dwyieithog a chyfleoedd cymdeithasol i blant a phobl ifanc o ysgolion cyfrwng Gymraeg 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.
Cydydffurfiaeth â Safonau'r Gymraeg. <i>Er enghraifft, Safonau 88 - 93 – datblygu polisi ac adolygu polisiâu presennol)</i>	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.
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>	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.
Pa gyfleoedd sydd yna i berson ddefnyddio'r Gymraeg? <i>Er enghraifft, staff, preswylwyr ac ymwelwyr</i>	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>A yw'r Gymraeg yn cael ei thrin yn llai ffafriol na'r Saesneg?</p>	<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.</p>	<p>Ni nodwyd unrhyw effeithiau negyddol.</p>	<p>Yn ddiofyn, mae Strategaeth Hyrwyddo'r Gymraeg 2022/27 yn annog defnyddio a hwyluso'r Gymraeg.</p>
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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'??

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.
Cyfranogiad (plentyn neu berson ifanc fel rhywun sy'n cyfrannu'n weithredol at gymdeithas fel dinesydd)	Bydd, mae'r strategaeth yn ceisio hyrwyddo a hwyluso'r defnydd o'r Gymraeg ar gyfer plant a phobl ifanc.	Ni nodwyd unrhyw effeithiau negyddol.	Cynyddu'r ddarpariaeth addysg cyfrwng Cymraeg o'r blynyddoedd cynnar i ddysgu ôl-16. Cynyddu ymwybyddiaeth a dealltwriaeth o hanes diwylliannol yr iaith Gymraeg, a thrwy hynny godi ei phroffil a'i gwerth. Hwyluso'r cynnydd mewn mynediad i wasanaethau Cymraeg.
Darpariaeth (hawliau sylfaenol plant a phobl ifanc i oroesi a datblygu)	Bydd, mae'r strategaeth yn ceisio hyrwyddo a hwyluso'r defnydd o'r Gymraeg ar gyfer plant a phobl ifanc.	Ni nodwyd unrhyw effeithiau negyddol.	Cynyddu'r ddarpariaeth addysg cyfrwng Cymraeg o'r blynyddoedd cynnar i ddysgu ôl-16. Cynyddu ymwybyddiaeth a dealltwriaeth o hanes diwylliannol yr iaith Gymraeg, a thrwy hynny godi ei phroffil a'i gwerth. Hwyluso'r cynnydd mewn mynediad i wasanaethau Cymraeg.

Diogelu (mae plant a phobl ifanc yn cael eu hamddiffyn rhag camfanteisio, cam-drin neu wahaniaethu)	Bydd, mae'r strategaeth yn ceisio hyrwyddo a hwyluso'r defnydd o'r Gymraeg ar gyfer plant a phobl ifanc.	Ni nodwyd unrhyw effeithiau negyddol.	Hwyluso'r cynnydd mewn mynediad i wasanaethau Cymraeg.
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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>

Arolwg Poblogaeth Cenedlaethol (Arolwg Cymru) (Ebrill 2021 i Mawrth 2022)

Mae'r niferoedd isaf o siaradwyr Cymraeg ym Mlaenau Gwent (10,300)

Mae'r canrannau isaf o siaradwyr Cymraeg ym Mlaenau Gwent (15.5%)

Yn deall Cymraeg llafar -
Ydw (12%), Nac ydw (88%)

Yn darllen Cymraeg -
Ydw (10%), Nac ydw (90%)

Gallu siarad Cymraeg -
Dim ond ychydig o Gymraeg dw i'n gallu siarad (61%)

Gallu siarad Cymraeg (oedolion) – Ddim yn gallu siarad Cymraeg (81%) 88% ddim yn gallu siarad Cymraeg

Cyfrifiad Ysgolion Blynyddol ar Lefel Disgyblion (CYBLD) (2019-20)

Pobl yn defnyddio'r Gymraeg mewn bywyd bob dydd – Nac ydw 97%

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.

Page 67
Cyffredinol, 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.

Rhannodd rhai ymatebwyr eu pryderon ynghylch cael Strategaeth Hyrwyddo'r Gymraeg ar gyfer Blaenau Gwent a'i bod yn cael ei gwneud yn flaenoriaeth yn ddi-rybryn 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.

Dywedodd 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'.

Ffuglo, 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		
<i>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.</i>		
Parhau gyda'r cynnig yn ei ffurf bresennol	Ie <input checked="" type="checkbox"/>	Nage <input type="checkbox"/>
Parhau gyda'r cynnig ond cymryd i ystyriaeth gamau rhesymol i liniaru unrhyw effeithiau negyddol y cynnig	Ie <input type="checkbox"/>	Nage <input checked="" type="checkbox"/>

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 7

Cabinet and Council only

Date signed off by the Monitoring Officer: 19.12.2022

Date signed off by the Section 151 Officer: 19.12.2022

Committee: **Special Council**

Date of Meeting: **21st December, 2022**

Report Subject: **Summary Assessment of the Financial Position 2023/24 to 2027/28**

Portfolio Holder: **Councillor S. Thomas, Leader of the Council/Cabinet Member for 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)
							21/12/2022	

1. Purpose of the Report

- 1.1 The purpose of this report is to provide Members with the latest summary assessment of the Council's financial position over the next 5 years following the WG provisional settlement announcement for 2023/24.

2. Scope and Background

- 2.1 The Medium Term Financial Strategy (MTFS), is a key element within the Council's strategic planning framework. It is this financial framework which will support the Council's financial resilience and ensure it operates sustainably.
- 2.2 The MTFS brings together all known factors affecting the Council's financial position and forms the basis for decision making. The MTFS includes a forward look over the next five years to assess the spending requirements the Council is likely to face to deliver the priorities set out in the Corporate Plan and highlights the level of cuts (reducing or stopping services) that will need to be made to ensure the Council can set a balanced budget each year.
- 2.3 The MTFS proposes the approach that the Council will take to respond to the financial challenges we face over the next five year period. This will be an iterative process and one that will continue to be develop and refined as our medium to long term funding position from Wales Government becomes clearer and strategic business reviews are further developed and implemented.
- 2.4 On the 13 December 2022 Wales Government announced their budget and subsequently the provisional Local Government Settlement with the final

settlement due 2 March 2023. Having the provisional settlement so late in the financial year has implications for the budget setting process and planning for setting a balanced budget.

2.5 The report explains the main assumptions used in the development of the Council's MTFS and summarises the impact on the Council's financial position

3. **Options for Recommendation**

3.1 *To include Recommendation(s) / Endorsement by other groups, e.g. CMT/Committees/Other groups)*

Option 1 – That Council :-

- Consider and approve the main assumptions used in the MTFS (section 5.1.2)
- Note the forecast funding gap for the period of the MTFS (section 5.1.3);
- Note the continuing development of Bridging the Gap Strategic Business Reviews

Option 2 – Council provide comments and challenge the assumptions in the MTFS.

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

4.1 The Medium Term Financial Strategy (MTFS) is a key element within the Council's strategic planning framework. The Council's revenue (and capital) budget supports the delivery of the priorities set out in the Corporate Plan.

5. **Implications Against Each Option**

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

5.1.1 Draft estimates for 2023/24 have been compiled based upon current service standards and adjusted for updated assumptions in the Medium Term Financial Strategy (MTFS). These assumptions reflect new / emerging information on pay & prices, changing demographics, service demand and policy changes.

5.1.2 The main assumptions in the MTFS are:-

Employee Related Costs

- A 5% pay award has been assumed for 2023/24 with 2% in subsequent years
- Incremental progression has been included where appropriate
- 1% increase in employers contribution to the Local Government Pension Scheme

- National insurance rates have been reduced to reflect the removal of the Health & Social Care Levy announced in the UK's mini budget.

Premises Costs

- Energy Prices are expected to increase by 350% for gas and 170% for electricity

Price Inflation

- The Consumer Price Index (CPI) was 11.1% in October 2022 and is expected to remain at this high level for 2022. Inflation is now expected to decline sharply during 2023 however the Bank of England does not expect it to reach its target of 2% until 2024.
- For 2023/24 an annual inflationary increase of 8% is proposed reducing to 2% for subsequent years
- Where contract costs are estimated to increase by more than 8% an additional cost pressure has been included within the estimates.

Schools Funding

- Adjustments to schools funding have been made to reflect the forecast decrease in pupil numbers over the next 5 years.
- An assumed uplift of 3% has been included in line with the indicative increase of Wales Government funding announced in December 2021.

Council Tax

- An assumed increase of 4% has been built in to the financial model.

Specific Grants

- Have been assumed to remain at current levels. It is assumed that any reduction in funding is offset by a reduction in expenditure

Fees & Charges

- Income from customer fees and charges have initially been included at current levels

WG Funding

- WG funding reflects the provisional settlement announcement on 14 December 2022 – 6.5% for 2023/24; 2% for 2024/25; cash flat for remainder of the MTFS.

- 5.1.3 Based upon the assumptions in the MTFS (and additional cost pressures identified), the draft budget requirement for 2023/24 is £185m an increase compared to 2022/23 of £17m.
- 5.1.4 WG funding for the next financial year has been announced at £139.6m and current estimates for council tax yield is £38.4m.

5.1.5 A budget gap of £17.7m over the next 5 years is forecast as follows:

Table 1: Updated MTFS Budget Gap (excluding School Pressures)

2023/2024 £m	2024/2025 £m	2025/2026 £m	2026/2027 £m	2027/2028 £m	Total £m
6.7	2.5	2.8	3.3	2.4	17.7

5.1.4 The budget gap has reduced when compared to the initial gap assessed previously mainly as a result of the higher levels of WG funding announced within the provisional local government settlement:

Table 2: Initial MTFS Budget Gap (excluding School Pressures)

2023/2024 £m	2024/2025 £m	2025/2026 £m	2026/2027 £m	2027/2028 £m	Total £m
11.4	2.5	2.6	2.6	2.6	21.7

5.1.5 Whilst this represents an improved financial position for the Council, identifying funding solutions to address the gaps will require difficult decisions to be made.

5.1.6 Bridging the Gap remains the council's medium/long term strategy to address the budget gaps currently identified. Additional proposals are currently being developed (for Members consideration) to mitigate the residual funding gaps in future years.

5.2 ***Risk including Mitigating Actions***

5.2.1 The assumptions built into the MTFS may change over time e.g. pay & inflation rates, service demand, Revenue Support grant and Council Tax levels.

5.2.2 The Council's current MTFS contains a number of assumptions which impact on the level of its income and expenditure. Changes in these assumptions can have a fundamental effect on the budget gap over the next 5 years. The impact of a 1% change on our main assumptions has been calculated and can be seen in the following table:-

Assumptions within the MTFS	+/- 1% £'000
ISB – 3%	500
AEF – 6.5%	1,300
Council Tax – 4%	370
Non-Employee Inflation – 8%	875
Pay – 5%	500

5.2.3 There is a risk that the Strategic Business reviews do not identify sufficient financial benefits to Bridge the Gap in the medium to long term. Additional / alternative proposals will therefore be required.

5.2.4 Progress against predicted delivery of Bridging the Gap proposals form part of the budget monitoring arrangements.

5.2.5 These risks are also mitigated by regularly reviewing the assumptions and revising the MTFS to reflect updated information.

5.3 ***Legal***

5.3.1 The Council must set a balanced budget on an annual basis. The MTFS & Bridging the Gap proposals will support this requirement.

5.4 ***Human Resources***

5.4.1 Not applicable for this report.

6. **Supporting Evidence**

6.1 ***Performance Information and Data***

6.1.1 n/a

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

6.2.1 The MTFS will support the Council in the development of its annual budgets which in turn will allow the Council to deliver services to the public.

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

6.3.1 Officers & Members of the Council are involved in the development of the MTFS & Bridging the Gap Strategic Business Reviews.

6.3.2 The proposals have/will be considered by the appropriate Scrutiny Committee.

6.3.3 Public engagement will be undertaken as part of the budget setting process.

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

6.4.1 The MTFS forecasts the financial position of the Council for a 5 year period and provides information upon which the Council can plan for the future.

6.5 ***Preventative focus***

6.5.1 Bridging the Gap programme will include proposals focussing on the long term impact of prevention and early intervention on reducing the requirement for high cost services and better outcomes for our most vulnerable residents.

6.6 ***Collaboration / partnership working***

6.6.1 Achievement of the Bridging the Gap proposals will require cross Council working and collaboration / partnerships with other stakeholders.

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

6.7.1 Bridging the Gap proposals continue to be developed across the Council and many will be crosscutting in nature.

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. Bridging the Gap Strategic Business Reviews will be assessed to determine their impact upon reducing carbon emissions.

6.9a ***Socio Economic Duty Impact Assessment***
N/A

6.9b ***EqlA(screening and identifying if full impact assessment is needed)***

6.9b.1 Equality Impact Assessments will be undertaken on the opportunities taken forward as part of the Bridging the Gap proposals where required.

7. ***Monitoring Arrangements***

7.1 *State how the work will be monitored e.g. through scrutiny or directorate performance management arrangements*

The MTFs & Bridging the Gap will be considered by Scrutiny and Council as part of the Council's financial planning arrangements.

Background Documents /Electronic Links

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