



Contents

Introduction	3
Overview of progress	4
Numbers and statistics	7
Progress on the Welsh-language mapping report recommendations.....	15
Compliance	23
Welsh Language Standards.....	24
Complaints	24
Language skills assessment	25
New appointments.....	26
Training.....	26
Statistics.....	26
Other statutory requirements	27

Accessibility

Arts Council of Wales is committed to making information available in large print, easy read, braille, audio and British Sign Language and will endeavour to provide information in languages other than Welsh or English on request.



Cover: Urdd Gobaith Cymru

Introduction

This reporting year has been one full of challenges and changes for the Arts Council of Wales and the sector more widely. Nevertheless, we survived and set a firmer precedent for Welsh language development.

In this report, we will emphasise the progress of the Arts Council of Wales to support the sector to grow and develop their involvement with the Welsh language.

Our overarching vision is a creative Wales where the arts are central to the life and well-being of the nation. We remain committed to our vision, despite Covid-19. Our goals are described in more detail in our 2018-23 *For the Benefit of All* corporate plan. At the time of writing this report, the Council is in the midst of an Investment Review which has been postponed due to the pandemic. We are also in the process of formulating our new main corporate strategy for us as an organization that will include the Welsh language strategy, and other areas including Climate Justice.

The basis of the Welsh Language Enabler's work is to deliver the recommendations of the Welsh language mapping report.

Our research, Mapping the Welsh language, made it clear that we cannot be reactive about the Welsh language. We have a clear role in developing it, promoting its use and its value at every opportunity, and bringing creativity and imagination to ensure that the language will continue to thrive.

Arts Council of Wales fulfils diverse and far-reaching requirements in many areas and commits to implementing all these objectives across the Council. Information on these requirements can be found at the end of the report.

Overview of progress



The Welsh Language Enabler was employed in November 2021. The Welsh Language Enabler is responsible for finding ways to achieve the objectives of the mapping report and support the sector and the Council to expand and evolve the steps they take with regards the Welsh language.

Council members, programme managers and the Senior Leadership Team took part in the Leading in a Bilingual Country course in partnership with the Welsh Government's Welsh 2050 department. The course was delivered by Cadenza.

We have held consultative sessions internally and externally with a focus on developing a new strategy for the Welsh language and the arts.

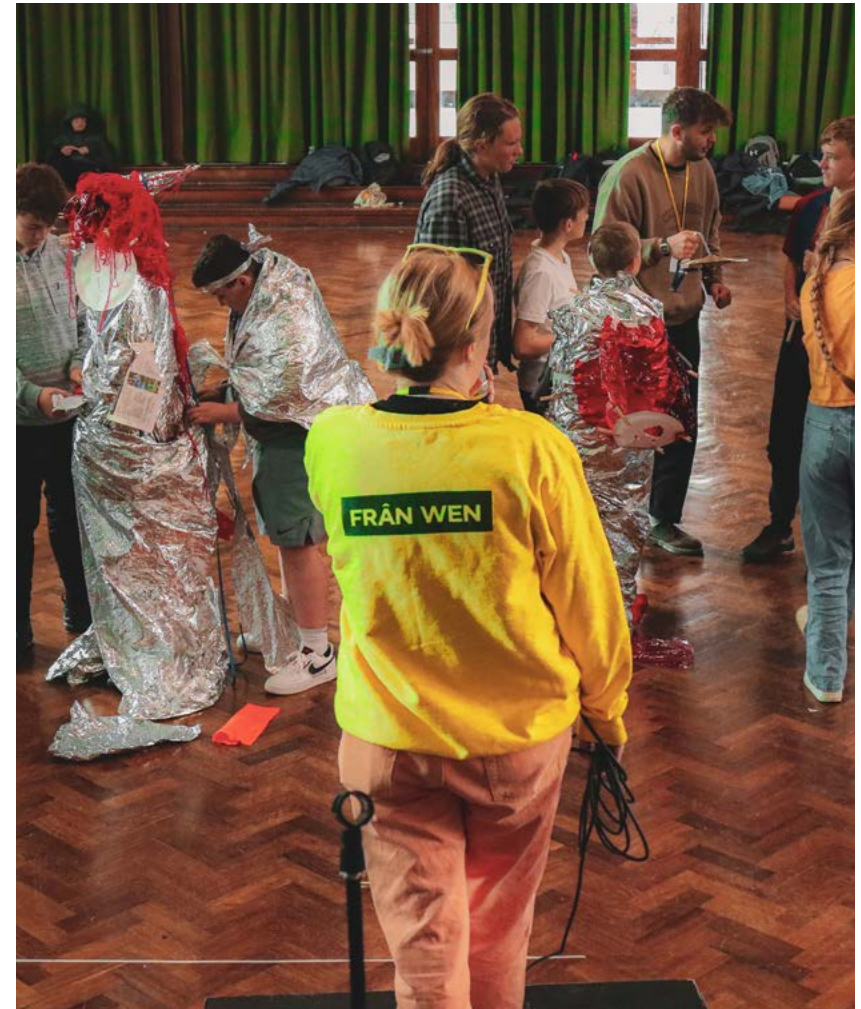
We launched the Cultural Cwtsh website which is a bilingual creative resource for health sector workers.

Following the success of the Creative Learning programme to ensure its own continuity for another 3 years, the question regarding Welsh language requirements was reviewed in its application form. The question now asks for information on the development of Welsh language and culture within the proposals.

An agreement has been worked out with the National Centre for Learning Welsh which builds on the pilots already existing with Canolfan Iaith Nant Gwrtheyrn. The agreement includes a £50,000 investment from the National Centre for Learning Welsh for Learning Welsh which has enabled the creation of a new post, a Learning Welsh Coordinator, for the Council and the sector. The partnership aims to create a 'Iaith Gwaith' ('working language') service tailor-made for the arts. At the time of writing the Co-ordinator has started work and has a far-reaching plan in place which includes investment by Arts Council of Wales to support freelance creatives to attend Welsh-language learning courses.

Arad has been commissioned to conduct research on Welsh-language Development Pathways within the arts for creative workers.

A new Welsh-language Arts Consortium has been drawn up. At the time of writing, the consortium has identified specific creative themes for further development. These include producing a manifesto and identifying steps that will lead towards placing the Welsh language at the centre of creativity: Sensing the language – a creative techniques toolkit to support learning and using Welsh; and Voice of the Place – supporting individual artists to work in communities to develop cultural practice and investigate methods of translating and interpreting our identities creatively.



Theatre company Frân Wen in schools



Night Out, Aberdyfi

Arts Council of Wales' Night Out scheme, which enables communities to host arts shows in their areas, has been developing a partnership with the Mentrau Iaith across Wales to encourage greater collaboration and discussion around supporting communities and promoting performances and artists through the medium of Welsh across Wales. This relationship has developed to discuss other opportunities such as grant applications through our National Lottery strands.

Our department, Wales Arts International, is putting together a comprehensive programme of work to promote Welsh bilingualism on the international stage and contribute to UNESCO's International Decade of Indigenous Languages 2022-32, focusing on the human rights of indigenous language users which will be on a strategic roadmap to prioritise empowering those speakers.

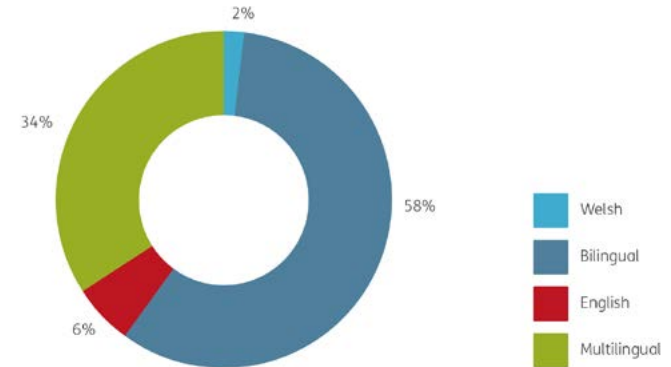
Numbers and statistics

Lottery money

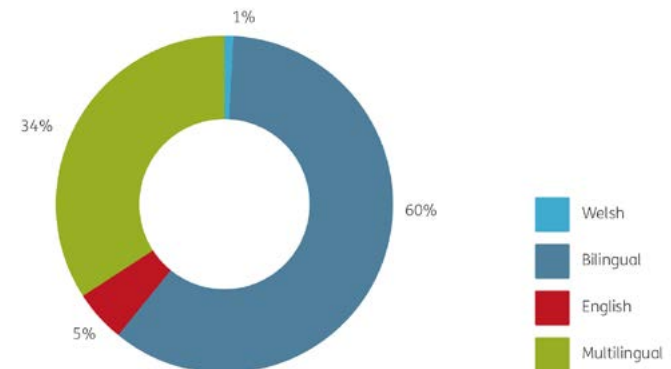
In 2021/22 there were 11 schemes open for applications to which we received a total of 726 applications. There was an average success rate of about 51% and we awarded grants to a total of 369. In 2021/22 we invested £14.6 million into these Lottery projects.

Below is the methodology and results of calculating the percentage of investment for Welsh language across the National Lottery programmes. 14.5% of National Lottery spending was on projects with a focus on Welsh language and a further 14.5% on projects that equally represented both the Welsh language and a second one.

All applications



Successful applications





Clera, Arad Goch (Image: Urien Morgan)

Methodology

We adopted a slightly different methodology of language data collection in projects. Previously, we only had a ‘Welsh’, ‘English’ or ‘other’ box and applicants could choose one, two or three of the options. Since 2021/22 we have been asking for the percentage of the project that is provided under each of the language options. We have adopted this methodology to gain a better understanding of bilingual or multilingual work.

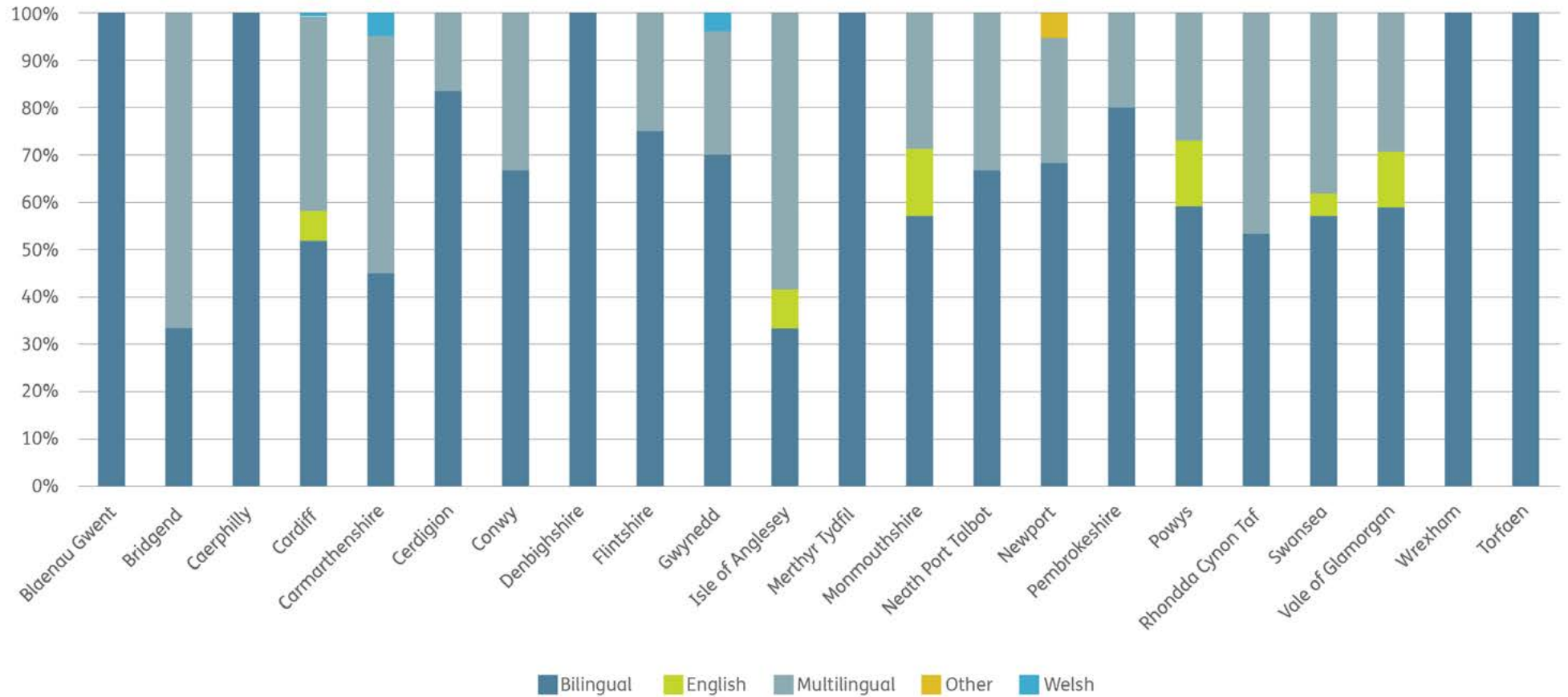
Because of this, direct comparisons with previous years are more difficult but we can now see from the chart below that there has been a move away from single language projects. Through this change in the method of data collection we can have a more detailed understanding of the language of delivery.

To be clear, projects now show a shift away from having a single language of delivery and towards being bilingual or multilingual.

Traditional monolingual Welsh product has now become a bilingual or multilingual product because elements of the work now include BSL and are using wider engagement activities.

8% of all applications submitted were for single-language projects, with 2% of all applications submitted for monolingual Welsh products or events and 1% of all successful applications were for monolingual Welsh language products or events.

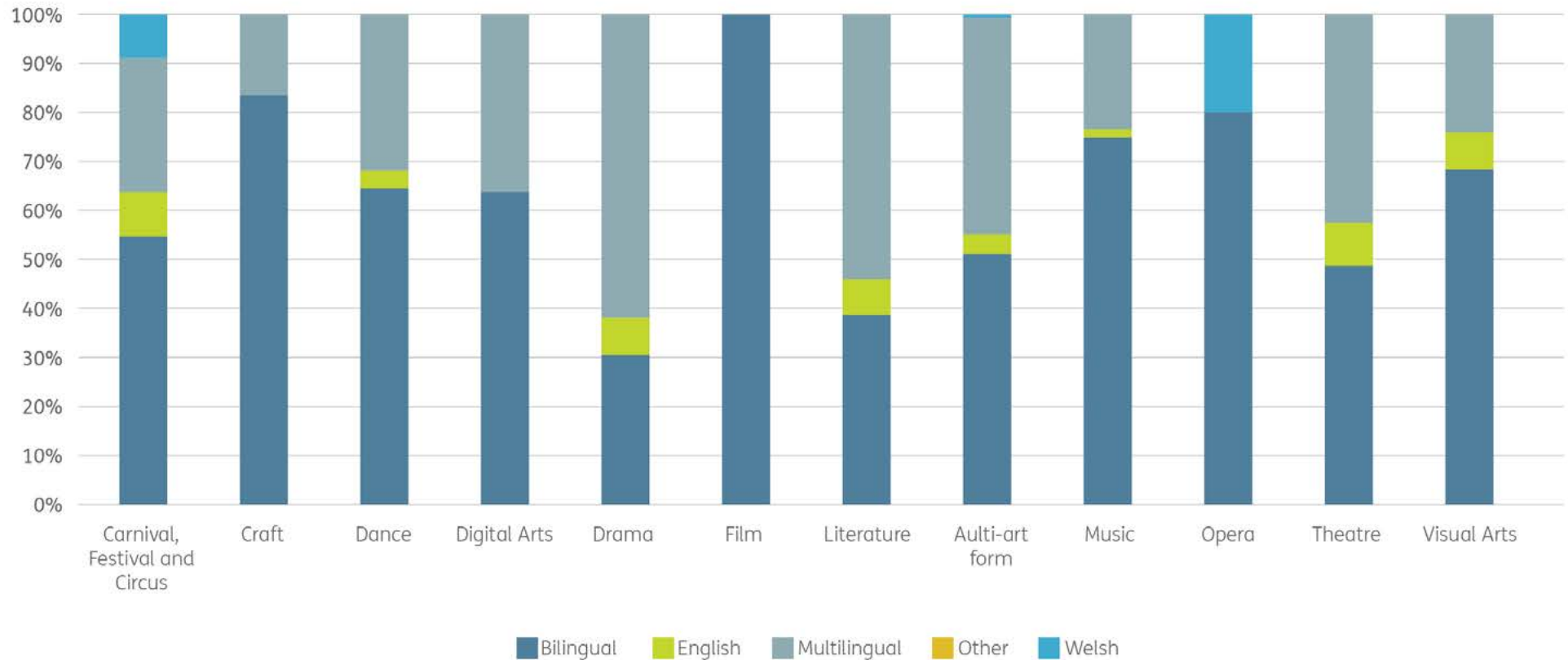
Language of successful projects by local authority



The Welsh-only provision is in Cardiff, Ceredigion and Gwynedd and the English-only is in Cardiff, Anglesey, Monmouthshire and Powys.

When looking at Bilingual and Multilingual projects, those with a focus on Wales tend to be in north and west Wales.

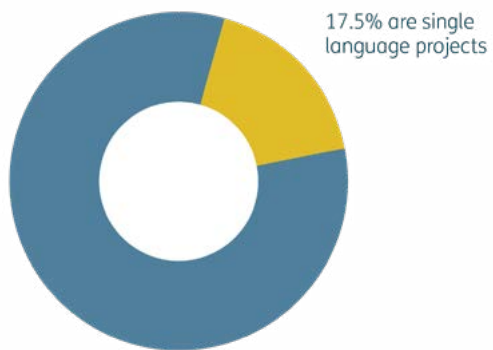
Language of successful projects by artform



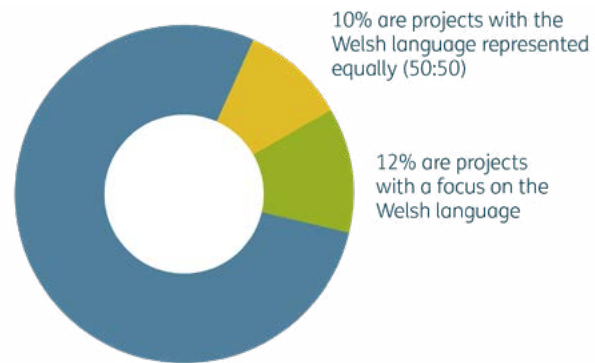
The monolingual Welsh-language products or events are in the multi-artforms, festivals, carnivals, visual art and opera.

Although many Welsh drama productions have happened during the year, they are not included as monolingual Welsh productions because of their modes of extending participation and their accessibility has been widened.

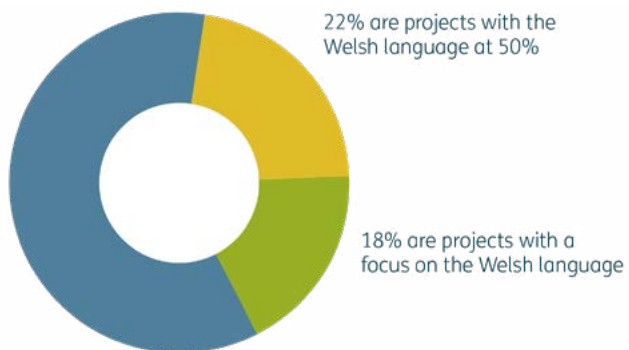
Percentage of investment per language allocation



Single language projects

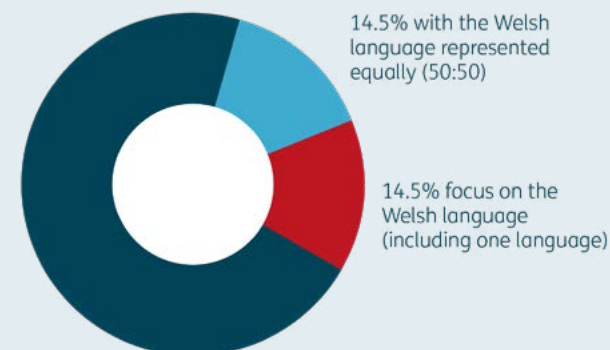


Bilingual projects



Multilingual projects

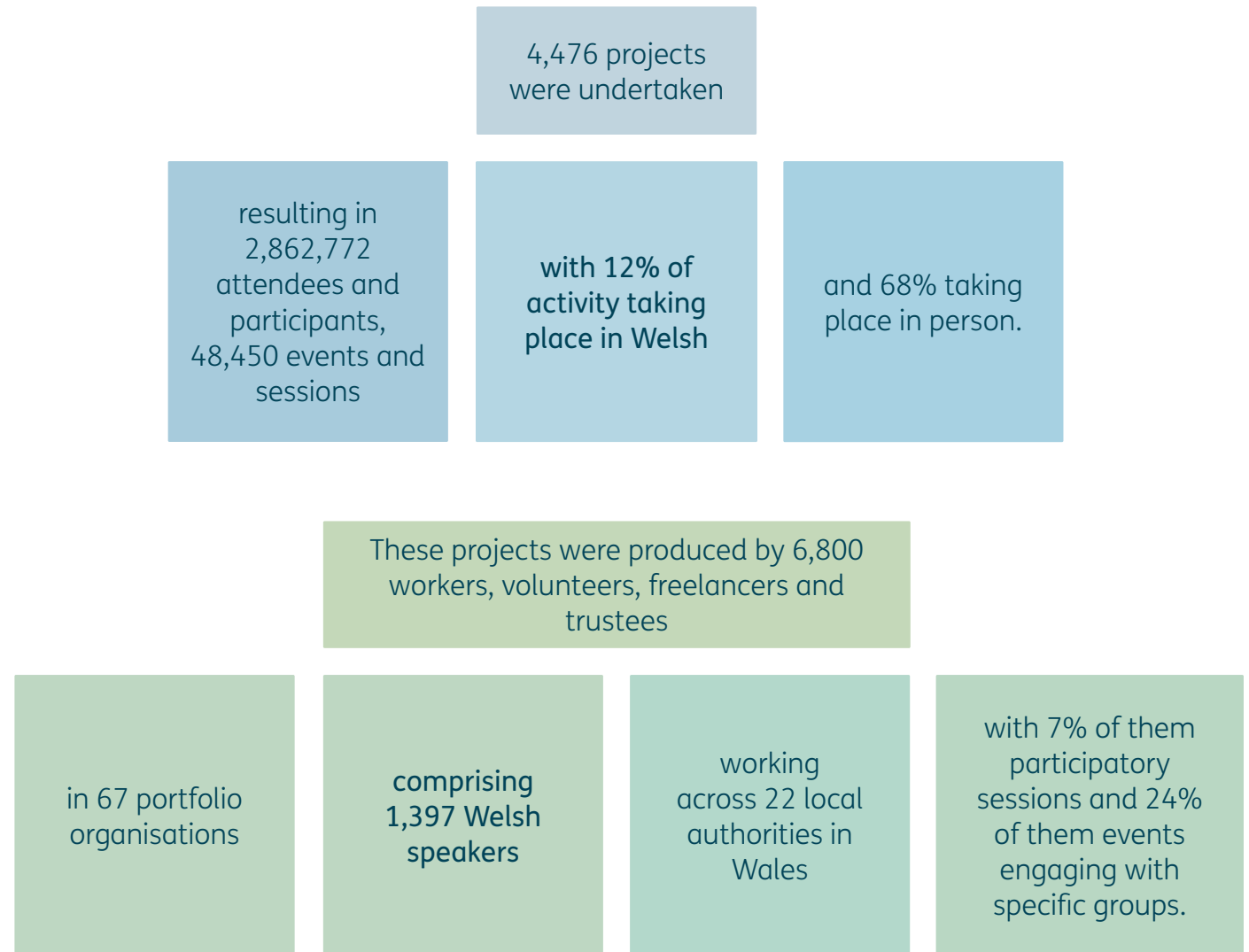
Total National Lottery spending on the Welsh language: 29%



Arts Portfolio Wales Organisations

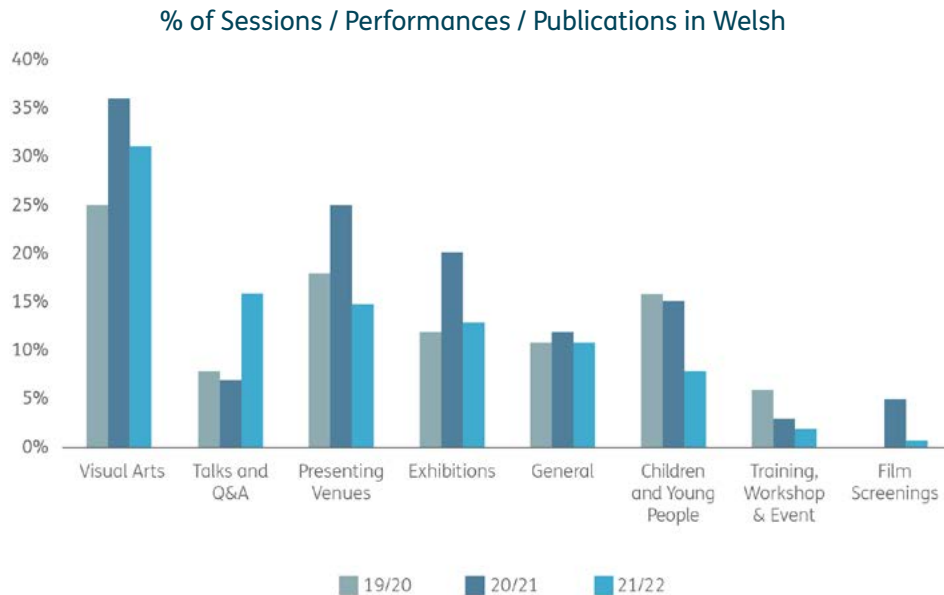
The Council funds 67 organizations in Arts Portfolio Wales.

Here are the results of their annual questionnaire data for 2021/22.



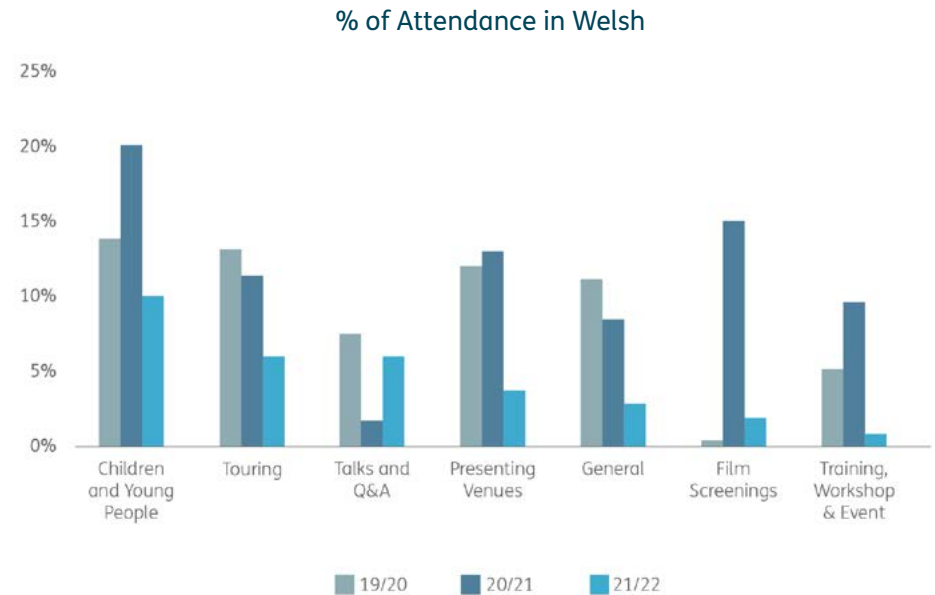
Activities and performances

- There was a decrease in the number of Welsh sessions in all areas except Touring.
- Almost one in three (31%) of all Touring Productions was produced in Welsh (-5% compared with 2020/21).
- Film Screenings was the area with the lowest percentage of Welsh output (1%).
- The biggest drop was seen in the work of presenting venues (-10%).
- The number of Welsh language talks and question and answer sessions doubled (14% activity compared with 7% in 2020/21).



Attendees

- In all but one area, we see a decrease since 2020/21.
- Children and young people (10%) were the highest proportion of Welsh language attendees but amongst them we also saw the largest drop (-10%).
- Training, Workshops and Events (1%) was the area with the lowest percentage of people attending in Welsh.
- The number of projects targeting Welsh speakers has increased by a third (+33%).



Results of the National Arts Questionnaire

Overall 88% of survey respondents indicated attending or participating in an arts event during 2021/22. Only 6% of attendees attended or participated in a Welsh language event.



Night Out, Rudry



Night Out

Progress on the Welsh-language mapping report recommendations

Mapping Report 2020 recommendation	Arts Council of Wales operational commitment in 2020 as a response to the report	Progress
<p>Recommendation 1 The Council to lead on forging a long-term strategic partnership across sectors and establishing a Memorandum of Understanding between the arts sector and the Welsh language sector, adopting a matching funding model for specific, agreed initiatives and national projects.</p>	<p>Set up a meeting for key public sector organizations identified in the research to discuss options to collaborate.</p> <p>Facilitate the development of a strategic partnership with clear aims for promoting activity in Welsh.</p> <p>Seek to establish a Memorandum of Understanding between us and the network before the end of the 2020/21 financial year.</p> <p>Make sure that our activities support our commitment to the Wellbeing of Future Generations Act (Wales) and report back on them.</p>	<p>Develop a partnership relationship with the National Centre for Learning Welsh and Nant Gwrtheyrn through the Welsh-language learning pilot.</p> <p>Hold 10 external and internal discussion sessions to input into future strategy. A possible network starting point.</p> <p>Formalising a partnership between the Arts Council Wales and the National Centre for Learning Welsh including a £50,000 investment from the National Centre for Learning Welsh which has resulted in establishing the position of a Learning Welsh Coordinator within the Council.</p> <p>Continue to encourage and enable grassroots partnerships through the Connect and Flourish funding scheme.</p> <p>Welsh language promoter network set up through the Night Out scheme.</p> <p>Hold consultative sessions internally and externally with a focus on the operational objectives of the Welsh language and the Wellbeing Act.</p>

Mapping Report 2020 recommendation	Arts Council of Wales operational commitment in 2020 as a response to the report	Progress
<p>Recommendation 2 Council / development sector for the Welsh language to establish a consortium and network around the Welsh language comprising members of the Welsh language sector and the Portfolio to implement agreed priorities and develop closer collaboration and sharing expertise and knowledge.</p>	<p>Inviting key institutions identified in the research from the Portfolio and the sector to meet to discuss options for creative collaboration.</p> <p>If joint objectives can be agreed between partners, we will encourage and support the formal development of the Welsh-language Arts Consortium. Our aim is for this to develop a list of possible creative ideas to develop in line with our objectives.</p> <p>Ensuring that the consortium is diverse and includes Welsh representatives from all protected characteristics.</p>	<p>Draw up a plan, secure funding and create a call for the Council’s associated artists to join a Welsh-language art consortium.</p> <p>Create a Welsh-language art consortium of 12 members from different arts specialties with a particular focus on acting through and with the Welsh language. The membership of the consortium will change annually.</p> <p>Ensure diversity of lived experience and a variety of arts, geographical locations and ages when selecting Welsh-langugae art consortium members.</p> <p>We facilitated networking through our funds:</p> <ul style="list-style-type: none"> • Connect and Flourish – with the emphasis on collaboration and the Welsh language. It has led to new networking. • Sharing Together – activity funded to focus on inclusivity to formalise a network of theatre companies in the Welsh language. • The partnership between Theatr Genedlaethol Cymru and the National Centre for Learning Welsh gave freelancers the opportunity to network and at the same time improve their Welsh language skills. • A more network-based approach has been suggested, possibly around themed discussions to analyse problems and promote priorities in different areas.

Mapping Report 2020 recommendation	Arts Council of Wales operational commitment in 2020 as a response to the report	Progress
<p>Recommendation 3</p> <p>The Council and the Welsh-language development sector to jointly create a new position, Welsh Language Arts Development Manager, to lead on working more closely nationally and across the sector.</p>	<p>Increase our capacity to support developments in the Welsh language and we will be earmarking funds to support the recommendation in the current financial year.</p> <p>In consultation with the potential partners who were identified in the report (and possibly the Strategic Partnership if established quickly enough), we will investigate the most cost-effective way to present the recommendation as a matter of urgency.</p>	<p>Agree the terms and conditions of the post of Welsh Language Enabler.</p> <p>Advertising and recruiting the Welsh Language Enabler.</p> <p>Appointing the Welsh Language Enabler (Grade D) on a 3-year contract to start on 1 November 2021.</p>
<p>Recommendation 4</p> <p>The Council to make it a condition that a quarter of all boards in the Portfolio are made up of Welsh speakers.</p>	<p>Ensure that the boards of all the Portfolio members represent the public they serve and that they promote equality. (25% may be unrealistic for some organizations depending on their location and purpose. So we welcome the spirit of the recommendation but we will find an alternative method to set a quota and percentage.)</p> <p>We recognise the influence that any board has on its organization. We also recognise the importance of having lived experience of Welsh language on boards. As the overall progress towards having inclusive and diverse boards has been unacceptably slow, we will be more proactive in our demands regarding the composition of Portfolio boards so that they become more representative and informed about the needs and interests of those they serve. This will be included in the annual funding agreements for 2021/22 and will be a condition for receiving funding.</p>	<p>The Bilingualism Promotion Pack developed specifically for the arts sector with the Office of the Welsh Language Commissioner has been published on our website and can be viewed here.</p> <p>The Pack includes completing a questionnaire ‘How bilingual are you?’ which can be the first step in the process of joining the Welsh Language Offer scheme.</p> <p>The Welsh Language Offer is a quality standard proposed by the Welsh Language Commissioner. It shows who is proud to actively provide some of their services in Welsh and makes it easy for the public to see what is being offered through the medium of Welsh.</p> <p>Portfolio organization agreements include asking them to deliver the Welsh Language Offer and ensuring that at least one board member is Welsh-speaking and that a Welsh-language policy and action plan is in place.</p>

Mapping Report 2020 recommendation	Arts Council of Wales operational commitment in 2020 as a response to the report	Progress
<p>Recommendation 4 (continued)</p>	<hr/>	<p>We have now attained Standard 90 of Considering the Welsh Language. We have included a question in our grant application forms asking, “What impact do you think this project will have on the Welsh language?” (positive / neutral / negative) and asks applicants to explain why the project will have that particular impact on the Welsh language. This is proving useful in making applicants think about their Welsh language provision in the project.</p> <p>Our guidance notes for the Investment Review also make it clear that the Welsh language is one of our priorities and has been included in our assessment process.</p> <p>As the Investment Review has been postponed due to the pandemic, we are looking at the opportunities the process can offer to strengthen the contribution of Portfolio organizations to an increase in Welsh-language creative activity.</p>
<p>Recommendation 5 The Council to bring about a step change in the awareness of the Welsh language, its culture and history in the arts sector starting with an introduction to the Welsh language, its culture and history led by Professor Peredur Lynch and Professor Mererid Hopwood for all Council staff.</p>	<p>Making available an online learning programme on Welsh history and cultural context.</p> <p>Commissioning and sharing talks by inspirational speakers.</p>	<p>Design relevant language awareness provisions and courses for the arts sector. Original plans for an online resource and tailored courses. The work will begin when conclusions of the ‘Leading in a Bilingual Country’ sessions have been reached.</p> <p>The Council deciding to hold ‘Leading in a Bilingual Country’ sessions with the support of the Welsh Government before planning the further provision. This work will take place during 2022/23.</p>

Mapping Report 2020 recommendation	Arts Council of Wales operational commitment in 2020 as a response to the report	Progress
<p>Recommendation 6 The Council to include in its wider Welsh-language strategy a bold and inspiring 5-year strategy (together with an action plan with measurable targets specifically to increase the level, diversity and consistency of live arts product / content available to audiences across Wales).</p>	<p>A statement about our new Vision which is inspiring and dynamic to develop the Welsh language in response to the urgency of the situation. It will show how we can turn all aspects of our work to support the Welsh language.</p> <p>Working with our Portfolio and research team to develop measurable targets for consistency and quality of products available to Welsh audiences and participants so that we can work together to show that there is real improvement.</p> <p>Working closely with the Welsh-language Strategic Network and the Welsh-language Arts Consortium (when established) to work in partnership towards the Vision to ensure we use the 5 Ways of Working.</p> <p>Using as a foundation our Promoting and facilitating the use of the Welsh language to encourage better scrutiny of National Lottery applications to assess their impact on the Welsh language.</p> <p>Ensuring a commitment to equality, inclusion and accessibility in all our activities – these are equally important in Welsh too.</p> <p>A vision to include Wales’ contribution to the protection of linguistic diversity as part of the United Nation’s Global Wellbeing and Responsibility goals.</p>	<p>Consult on our plans in response to the Welsh-language Mapping Report. The feedback has provided the foundation to build on for the forthcoming period.</p> <p>Consult on the recommendations of the Welsh Language Mapping Report and our proposed action plan with the sector.</p> <p>The proposed implementation steps for the report’s recommendations have been revised based on these discussions.</p> <p>The Welsh Language Marketing Report has been completed and published with our response to its recommendations in October 2021.</p> <p>The Investment Review was postponed due to the impact of the pandemic on activity and staffing levels and the general focus on keeping afloat in 2020/21. The focus now will be to work strategically with partners such as the Office of the Welsh Language Commissioner on the Investment Review process to ensure a full understanding of our Grant Conditions for Arts Wales Portfolio members and to use the support offered to provide positive and high-profile advocacy for the language in all the activity that we fund.</p> <p>Hold 10 internal and external discussion sessions to input into the strategy and vision.</p> <p>The delivery schedule for the Strategy was changed to coincide with the delivery of the Council’s new strategy. It will be completed and shared during 2023.</p>

Mapping Report 2020 recommendation	Arts Council of Wales operational commitment in 2020 as a response to the report	Progress
<p>Recommendation 6 (continued)</p>	<hr/>	<p>In discussions with the research team to comprehensively collect data on Welsh / bilingual / multilingual events. The current bilingual reporting point states that if more than 50% of the work is in Welsh then it means that this is bilingual work. There is a practical question about identifying multilingualism especially given the desire to include BSL as a third language.</p> <p>There is a question about impact on the Welsh language in all National Lottery applications and the answer to this question is scrutinised by all grant panels.</p>
<p>Recommendation 7 Develop clear and creative pathways to develop a sustainable career in the arts in Welsh with the Further Education/Higher Education sector, the Welsh College of Music and Drama, the Coleg Cymraeg Cenedlaethol and the Council's Creative Schools programme.</p>	<p>Developing discussions at the Strategic Network focusing on creative pathways through the medium of Welsh.</p> <p>Ensuring Welsh language provision and opportunities are properly incorporated into our Creative Learning through the Arts programme.</p> <p>Continue to work to develop imaginative solutions with key partners and individuals/freelancers.</p>	<p>Funding was secured and an open tender call for research in this area was produced during January 2022.</p> <p>Arad was commissioned to conduct research on Welsh-language development pathways within the arts for creative workers.</p> <p>The research requirements were:</p> <ul style="list-style-type: none"> • gathering information on the various work currently taking place. • gathering information on the shortcomings and creative workforce development opportunities. • discussing the needs and ideas with the creative workforce, arts organizations and creative course providers. • formulate recommendations about the development methods of the above areas. The report and the recommendation will be published during 2023.

Mapping Report 2020 recommendation	Arts Council of Wales operational commitment in 2020 as a response to the report	Progress
<p>Recommendation 8</p> <p>The Council to establish and continuously manage a central, dynamic database of Welsh practitioners / artists to ‘provide expert information and advice about the arts’ (quoting the Council’s corporate plan) and to identify the existing baseline.</p>	<p>Consider issues with respect to the General Data Protection Regulations that may affect our ability to implement the recommendation.</p> <p>Set up the existing baseline internally.</p> <p>Working with the Welsh Government through its Freelance Pledge on the possibilities of the recommendation.</p>	<p>We are exploring possible methods of creating and maintaining a database.</p> <p>There are several questions and concerns about the relevance of such a database to a body funding the arts.</p> <p>We are focusing our efforts on increasing the number of creative Welsh-speaking individuals seeking Arts Council sponsorship and increasing the Welsh language skills of the existing creative workforce.</p> <p>We will work with arts organizations, creative individuals and language organizations to create practical links and secure partnership support to grow and share knowledge about Welsh creative practitioners and new speakers.</p>
<p>Recommendation 9</p> <p>Significantly increase the number of Welsh practitioners by an agreed percentage.</p>	<p>Urgently review how it will be possible to implement the recommendation through our Creative Pathways programme once an accurate baseline has been established.</p> <p>Accelerating our support of apprentices, mentoring opportunities and work experience through Welsh.</p>	<p>Building on the success of the 3-month pilot carried out by Iaitn Ltd. who provided Welsh lessons to Arts Portfolio Wales organizations to develop or hone the language skills of their staff, particularly those in direct contact with the public.</p> <p>This year I worked in partnership with Theatr Genedlaethol Cymru and the National Centre for Learning Welsh on a ‘Iaitn Gwaith’ (‘working language’) course for freelancers.</p> <p>A partnership has been established with the National Centre for Learning Welsh following a series of pilot courses over the past three years.</p> <p>As part of the agreement, we will receive additional funding from the National Centre for Learning Welsh to appoint a Welsh Language Learning Coordinator for the sector for 2022/23.</p> <p>The aim of the post and partnership is to create a ‘Iaitn Gwaith i’r Celfyddydau’ (‘working language for the arts’) service.</p>

Mapping Report 2020 recommendation	Arts Council of Wales operational commitment in 2020 as a response to the report	Progress
<p>Recommendation 10 The Council to share with the sector information on the best practice in Welsh-language marketing to Welsh-speaking audiences and undertake related research into the needs of Welsh-speaking audiences.</p>	<p>We have already commissioned a piece of Welsh language marketing research. The research closed in October 2020 and our response was published in October 2021.</p> <p>As part of our work to meet Standard 90 of the Welsh Language Measures, we have developed a toolbox that promotes good practice.</p> <p>Improved partnerships with the Welsh language sector should enable us to use academic, practical and technological advances in a timely manner and extend their profile and use in the arts community.</p>	<p>Produce and share a Bilingualism Promotion Package specific to the arts sector with the Office of the Welsh Language Commissioner.</p> <p>The package includes an introduction and encouragement to be a part of the Welsh Language Offer.</p> <p>We have included a question in our grant application forms asking, “What impact do you think this project will have on the Welsh language?” (positive/neutral/negative) and asks applicants to explain why the project will have that particular impact on the Welsh language.</p> <p>Our guidance notes for the Investment Review also clearly state that Welsh is one of our priorities and has been included in our assessment process.</p> <p>The Welsh Language Marketing Report was completed during 2020, and a response was published in October 2021. We are in the process of implementing the relevant recommendations.</p>

Compliance

Overview of Welsh service and compliance

The Welsh Language (Wales) Bill 2011 establishes the principle that Welsh and English should be treated on an equal footing when conducting public business. The Welsh Language Commissioner is responsible for enforcing the legal duties of the Bill through a series of Standards that must be met by public bodies such as Arts Council of Wales. The Commissioner also monitors us every year to assess how well we are doing in terms of achieving them.

Welsh Language Committee

Arts Council of Wales has a Welsh Language Committee (formerly the Welsh Language Monitoring Group) to whom Council has given specific responsibilities for initiating, managing and monitoring work in relation to the Welsh language in the arts.

The Welsh Language Committee is one of the 7 sub-committees which, together with the Council, initiate, manage and monitor work and to which the Council delegates certain powers. Committees are below the Council in our governance structure

but have delegated defined tasks and/or authority to act as well as an important advisory and scrutiny role, reporting to the Council on the performance of those activities that form part of their remit.

[More information can be found here including the Welsh Language Committee's Terms of Reference.](#)

A key task for the Welsh Language Committee, as in previous years, was to implement the new Welsh Language Standards, as defined in the legislation.

[You can see a full list of the Standards that apply to us here.](#)



Wales Millennium Centre

Welsh Language Standards

We will continue to review and update our processes in line with the Welsh Language Commissioner's standards. [Click here to see the standards that we need to implement.](#)

Complaints

As part of our commitment to promoting and facilitating the use of Welsh, both internally and externally, we record and monitor any complaints we receive regarding the Welsh language. Complaints can relate to us directly or relate to organizations or activities that we have funded.

During 2021/22, two complaints were received directly. One related to an administrative error regarding an application for funding received and the other referred to the

Welsh language skills assessment of the advertised Director of Arts Development position. This job advert resulted in a third-party complaint to the Welsh Language Commissioner's Office resulting in a separate investigation, which looked at our approach to assessing Welsh language requirements for new and vacant positions.

We received a further enquiry from the Office of the Welsh Language Commissioner following the publication of our commissioned Widening Engagement reports, seeking further information on the potential impact of equality considerations on the Welsh language.

All have been fully addressed and resolved during this reporting period.

Language skills assessment

As part of our ongoing developments to strengthen Welsh within the organization, a new language skills assessment has been created. This assessment identifies four potential language skills designations for job applicants, namely:

Welsh language skills are essential from the outset

Welsh language skills are required from day one to carry out the work satisfactorily, and there is no other reasonable way to deliver the service in Welsh satisfactorily.

A person without the necessary level of language skills is not considered.

Welsh skills are desirable

Welsh skills are among the skills that will help to perform the duties of the job satisfactorily, but they are not essential. However a bilingual individual will bring valuable skills to the workplace that will strengthen the organization's ability to provide an effective and efficient bilingual service.

Welsh skills need to be learned as a result of the appointment

Skills in Welsh are required from day one to carry out the work satisfactorily, and the employer is looking for someone with those skills, but temporary arrangements can be made until the appointee's language skills have reached the level necessary for the job.

The post is therefore open to candidates who are willing to commit to acquiring / improving their Welsh skills to the designated level within a reasonable specified timeframe with the support of the employer.

Welsh skills are not necessary

Welsh language skills are not essential to carrying out the work because all the essential criteria for the job have been assessed, and the conclusion is that Welsh is not an essential requirement to carry out the duties, and this would not adversely affect the organization's working pattern and its need to be in a position to provide an effective and efficient bilingual service. We need to make sure we use the option under these specific conditions, rather than simply plumping for 'desirable' when the Welsh language is not 'essential'.

The form requires a thorough consideration of the role, its contact with the public and its relevant requirements to perform the job within the Council.



Festival Interceltique
de L'Orient

Training

We are working with the Welsh Government to pilot internal training including Unconscious Bias training with a focus on the Welsh language and on developing Welsh language awareness courses for staff and the wider sector. We will be jointly planning this with the Welsh Government following five sessions of 'Leading in a Bilingual Country' by Cadenza through the support of the Welsh Government's Welsh 2050 unit.

New appointments

During this reporting year, we recruited the Welsh Language Enabler who took up the post in November 2021 as well as the appointment of an Arts Director and Portfolio Manager with responsibilities for the Welsh language. At the time of writing, these posts have begun as well as that of a Welsh-language Learning Coordinator.

Statistics

Cwmpas, our new Client Management System allows for greater functionality / flexibility for statistical analysis. We now need to refine the questions we ask to capture relevant information about the Welsh language.

These statistics will allow us to measure progress, identify best practice, identify areas that need to be developed and address gaps in provision.

We will also continue to work closely with Audience Finder to improve the data, as the first step towards increasing our ability to identify which performances are in Welsh and which are bilingual.

Other statutory requirements

By pursuing 5 ways of working the [Well-being of Future Generations \(Wales\) Act](#) (Long Term, Prevention, Integration, Collaboration, Involvement) we can support the Welsh Government's Welsh 2050 target of achieving [one million Welsh speakers and doubling daily use of Welsh by 2050](#) by delivering its themes.

Strategy

- Creating favourable conditions for the Welsh language to flourish.
- Increasing the use of Welsh.

Increasing the number of Welsh speakers

The Welsh Government has put out a clear message through its strategy on the Welsh language, Welsh 2050 – the ambition to achieve one million Welsh speakers in Wales by 2050.

Welsh 2050 has three main themes, namely increasing the number who speak Welsh, its use and the creation of favourable conditions for the Welsh language. All our actions in 2021/22 will contribute to these

areas and the well-being aims of Welsh Government's Wellbeing of Future Generations (Wales) Act of creating “a Wales with a vibrant culture where the Welsh language thrives”.

The following areas include the recommendations of the Mapping Report, adjusting the purposes of what we do to be in line with the feedback from our consultation. We have divided our areas of work into two key parts: Development and Monitoring.

We are contributing to achieving the well-being aim of the Well-being of Future Generations Act of creating “a Wales with a vibrant culture where the Welsh language thrives”.

Requirements of our Royal Charter

“To achieve the objectives (developing, making accessible and advising) through the medium of English and Welsh.”

International responsibilities

United Nation Indigenous Languages Decade 2022-32

UNESCO's International Year of Indigenous Languages stressed that languages around the world continue to disappear at an alarming pace despite their enormous value and the huge contribution they make to the world's rich cultural diversity. 40% of the 7,000 languages used worldwide face some degree of risk.



Welsh Language Report 2021-22

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