

Appendix 2 Welsh Language Promotion Strategy- Results from consultation

Question	Response- Yes		Response -No		Total
	Number	%	Number	%	
Do you agree with the Strategy	133	85%	24	15%	157
Do you agree with the objectives set	124	79%	33	21%	157

Issues raised

- Targets need to be more challenging and ambitious
- More marketing to raise awareness of Welsh language and importance of delivering services in first language to Welsh speakers
- Expense -spending resources on Welsh language in financially challenging times
- Focus on promoting Welsh culture
- Potential to discriminate against non-Welsh speakers

What objectives and actions would you like to see included		
Themes	Ideas raised	Comments
Education and young people- increasing places in preschool Welsh medium schools,	Opportunities for parents to choose Welsh medium education, free transport to Welsh medium schools, increase in Welsh medium pre school opportunities	Welsh medium education and pre-school provision is addressed in Welsh in Education Strategic Plan
Signage	Make sure all signage is bilingual Correct Welsh on signage	This is an existing legal obligation on the Council
Increased use of Welsh language Council- use by employees and councilors and Town Councils employees,	Increase use by employees and councilors and Town Councils. Normalise the use of Welsh in the workplace More recognition for employees who learn Welsh Use of Welsh in Council meetings	Part of FCC's Welsh in the Workplace Policy. Welsh language part of commitment in the County Forum Charter additional actions to encourage Town and Community Councils to share opportunities to promote the Welsh language
Increased opportunities to	Fun activities in the medium	To work in partnership

use Welsh language in social and community settings and out of school	of Welsh for children/ families at weekend. Opportunities to use Welsh in football, rugby, netball, hockey	with Fforwm Sirol (Welsh language Forum) to look at opportunities to use Welsh outside of work, school and college
Housing developers	Taking responsibility to promote the Welsh language on new developments	Now including Welsh language as a community benefit clause
Welsh language skills training for adults	Free conversation groups and access to Welsh language skills training	Coleg Cambria to lead on opportunities for Welsh classes for adults
Celebration of Welsh culture	Create more of a Welsh feeling in the county	Actions identified to promote Welsh culture and support national initiatives.
Encourage business to use Welsh and celebrate Welsh culture	Businesses to use signs on the door such as food hygiene “scores on the Door” sign to show they have Welsh speaking employees and can provide Welsh language services. Show business the link between embracing Welsh language services and in customers.	Including actions to encourage businesses and shops to promote Welsh language.
Resources	Concerns raised about spending money on Welsh language when resources are short and impact it will have on English speaking community	Providing bilingual information is already a statutory requirement. The Welsh Language Promotion Strategy is not about spending additional Council resources on the Welsh language but doing things differently and in a co-ordinated way to ensure Welsh language is not an afterthought. To include more focus on

		activities that bring people together Welsh speakers and non-Welsh speakers and develop a sense of belonging.
Discrimination	<p>Concerns people who do not speak Welsh will be discriminated against when applying for jobs</p> <p>Create more opportunities for people to learn Welsh so not discriminated against</p> <p>Feeling disadvantaged as an English speaker</p>	<p>Welsh language skills assessments completed on vacant posts to assess i) if Welsh skills are essential to the post or not and ii) to assess the level of skill required. Postholder may not have to be fully fluent. Currently the Council has difficulty to recruiting to Welsh essential posts. Action included in the plan for HR to review recruitment process which will include how they can upskill potential and current employees who do not have Welsh skills required for posts. Events to celebrate Welsh language will be inclusive to ensure a sense of belonging is promoted and Welsh culture is seen as belonging to all of us - not just Welsh speakers.</p>

Equality monitoring

Welsh skills of respondents	
Skill level	%
None	12.5%
Basic	25.78%
Moderate	19.53%
Fluent	42.19%

Age profile of respondents	%
16- 24 years	1.56%
25 - 34 years	11.72%
35 – 44 years	25.78%
45-54 years	30.47%
55 – 64 years	20.31 %
65 -74 years	9.38%

Disabled	%
Disabled	7.2%
Not disabled	88.8%
Prefer not to say	4%

National Identity of respondents	%
British	21.88%
Welsh	66.4%
English	5.47%
Other	3.13%
Prefer not to say	3.13%

Sex	%
Male	23.59%
Female	63.28%
Prefer not to say	3.13%