



Noddir gan
Lywodraeth Cymru
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Accessibility

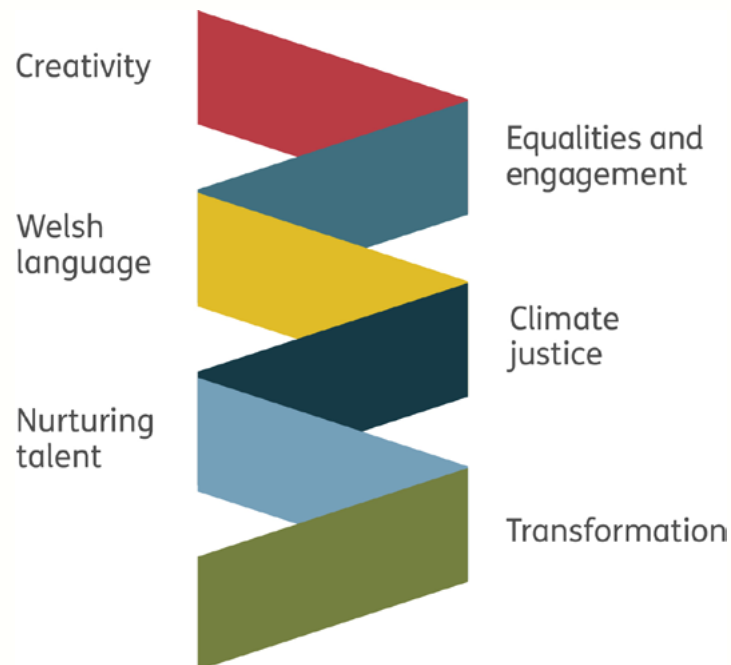
Arts Council of Wales is committed to making information available in large print, braille, audio, Easy Read and British Sign Language and will endeavour to provide information in languages other than Welsh or English on request.



Cover: Bridie Doyle Roberts, Llais y Lle
Session, Bangor (Image: Iolo Penri)

Introduction

The Arts Council of Wales has been busy throughout the year going through the Investment Review process. With Welsh as one of the 6 principles, the entire year was filled with strategic operations that ensured that all organisations seeking multi-year funding were required to come up with thorough plans for the Welsh language alongside creativity and the other principles.



Despite this intense activity, it has also been a busy year for Welsh language developments. Thoroughly planned in the first year, the focus of the Welsh art consortium's work programmes was implemented during 2023/24.

Arts and Health's work programmes, the Creative Learning Programme, Wales Art International, Night Out and Climate Justice have been busy developing their Welsh language actions through various programmes, and our engagement and consultation work has been further developed.

It continues to be a challenging time for the sector but despite this, the response to the challenge of increasing the availability of Welsh has received a positive response in the Investment Review and through creative ideas around the Welsh language in Lottery applications.

Overview of progress

Work language service for the arts sector

Coleg Cambria receives direct funding from the National Centre for Learning Welsh to provide weekly lessons and online learning support.

82 individuals are enrolled in 6 Learning Welsh courses through Coleg Cambria, with attendance around 65%.

The accelerated scheme was continued for 30 learners as they set about moving from Entry 2 level to Foundation and beyond. The second course in the series was held in June 2023.

An Advanced Learning course was held at Nant Gwrtheyrn in March which explored and combined the Synhwyro'r iaith (Sensing the Language) methodology, with 12 attending and developing their Welsh through creative means.

[Here's a video that gives an overview and response to that course.](#)



Sketchbook making workshop and sharing ideas

Consortiwm Celf Cymraeg

Consortiwm Celf Cymraeg (the Welsh Art Consortium) is a group of 12 creative practitioners from a wide range of creative fields with experience and expertise in integrating Welsh into their practice. The Consortium has been created by The Welsh Language Enabler and operates in an advisory capacity. The consortium aims to research and develop plans to increase the use of Welsh within the arts sector.

The four areas for further development and investigation are:

Llais y Lle (The Voice of a Place)

How can we place the Welsh language and Welsh culture at the centre of community creativity while encouraging current and future ownership and use of the Welsh language?

9 full plans have implemented innovative plans and 6 creative individuals have been supported, with the call-out for the second year opened and closed and the decisions for the following year made. There were some changes to the call-out:

- Need to confirm a partnership with an organisation upon request.
- An opportunity to seek £7,500 plus the full amount to provide more comprehensive support to individuals.
- Priority given to certain geographic areas.

[Here is a video summarizing impression of Llais y Lle at the end of year 1.](#)

Cymraeg yn y canol (Welsh at the heart)

Placing the Welsh language at the centre of creativity ensuring inclusivity and a positive approach to Welsh language activity and availability across the sector. This objective forms a superior umbrella to all the other schemes. Inputting findings into the Welsh language and arts scheme.

Translating / Interpreting our identity

There were two days of creative exploration with Cyfieithwyr Cymru, consortium members and simultaneous translators.

[Here's a video summarizing the day and the discoveries.](#)

Synhwyro'r iaith (Sensing the Language)

Support and equip creative individuals to place the Welsh language at the centre of their activity. What is needed to enable practical support?

[There is a starter pack on the website.](#)

Leading in a bilingual country

The Academi Gymraeg/Welsh Academy was welcomed to the Arts Council of Wales during this year, with the support of the Welsh Government's Welsh Unit 2050 to work with the Council and Arts Council of Wales management.

Developing a Welsh creative workforce

We responded to the arts development pathways report and recommendations.

[Response to Welsh-language development pathways for creative workers in the arts.](#)

Implementing marketing report recommendations

A response to the marketing report was published in October 2021 and the recommendations are being implemented but it would be beneficial to revisit the recommendations when planning communication developments.

[Response to the Welsh language arts marketing report.](#)

Pyst

An agreement has been created with Pyst to provide individuals with a [platform for the Llais y Lle scheme](#) and in doing so share the learning communally through their community programme.

Mentrau Iaith and the Urdd

A day was held with the Menter Iaith in October at Canolfan Arad Goch, Aberystwyth. A second day is to be organised which will focus on national opportunities or possibilities and a continuation of sharing expertise within events and conferences.

Conversations have begun with the Urdd and their are plans to follow a similar pattern at the Mentrau in the new year.

Creative Learning Programme and the Language Charter

Following a successful weekend at Tŷ Newydd exploring Synhwyr'r Iaith (Sensing the Language) field, a direct link was created between the Creative Learning programme and the Government's Welsh 2050 team. This link has already led to an exciting development through the Language Charter.

Noson Allan | Night Out

Welsh promoter network Night Out/Noson Allan made a national scheme a reality through a three-way partnership between Noson Allan, Pyst and the Mentrau Iaith. The national musical tours for this three-way partnership have begun, with the plans for community theatre between theatre production companies and the Mentrau Iaith network through Night Out having begun with a Christmas In Character show.

Wales Arts International – Gwranddo (Listen)

As well as collaborating on plans and inputting into international discussions, an exciting plan has been rolled out throughout this reporting year.

[You can get an overview of the actions here.](#)



Future Wales Fellowship

In partnership with Natural Resources Wales, the National Trust and the Elan Valley Trust, the Arts Council of Wales announced the second round of funding for the Future Wales Fellowship.

The Wales Future Fellowship gives people the opportunity, with pay, to use the arts to look at the impact of climate change on everyday life. The second opportunity for sponsorship opened and a very high number of applications were received during 2023.

[Here is information about the successful candidates who continue to implement their plans.](#)

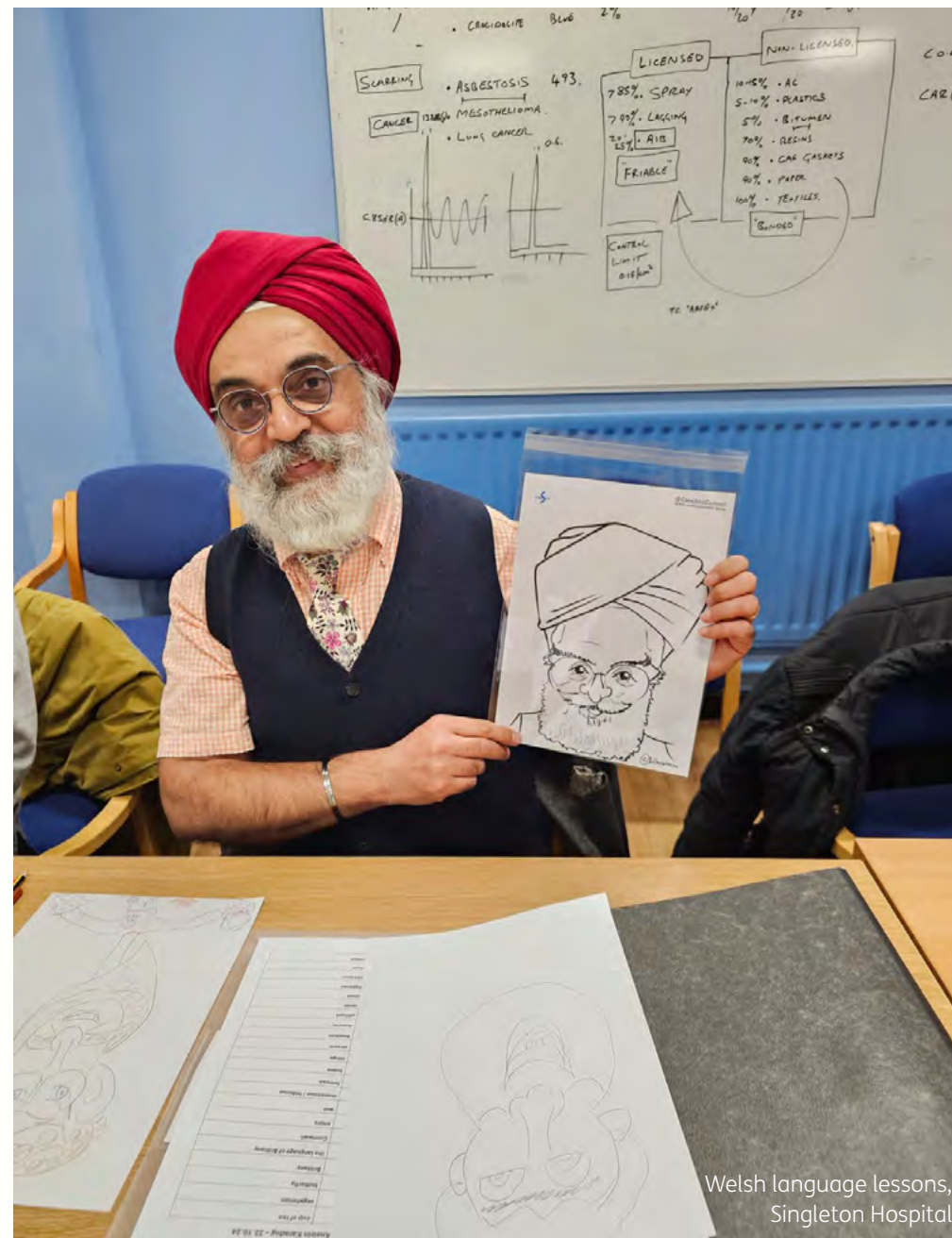
Numbers and statistics

Following a year of assessment and determination of the organisations that would receive multi-year support, 81 organisations were determined to be eligible ([see press release here](#)).

Compared to previous rounds, more Welsh-language organisations with Welsh language leadership are being offered funding, including Theatr Soar in Merthyr Tydfil and Oriel Plas Glyn-y-Widow in Llanbedrog, Llŷn Peninsula. Organisations are required to include the achievement of the Welsh language standard mark in their targets.

The achievements of these multi-year organisations will form part of the 2024/25 report as this will be their first year of operation. The 67 portfolio holders are included in this report.

The Arts Council also allocates funds through lottery schemes. The main lottery programme is 'Create' but specific opportunities are also offered such as Llais y Lle, Wales Art International funds and Creative Steps.



Welsh language lessons,
Singleton Hospital

Lottery scheme investment

During 2021/22, 15.2% of all applications were approved to schemes comprising over 50% of Welsh. This figure is lower than previous years. The factors contributing to the decrease are mainly specific funds targeting specific needs or support.

A target for growth has been agreed, that at least 30% of all Lottery investment goes towards schemes that are over 50% Welsh by the end of 2026/27.

The table below provides a comparison of all lottery applications approved and rejected against the applicants' language self-assessment.

National Lottery	2021-2022			2022-2023			2023-2024		
% Welsh language projects	Approved	Rejected	% approved of all grants	Approved	Rejected	% approved of all grants	Approved	Rejected	% approved of all grants
0%	34	33	9.2	58	44	11.6	168	101	25.0
1%-15%	100	86	27.0	128	83	25.5	184	154	27.3
16%-29%	73	49	19.7	91	61	18.2	101	129	15.0
30%-49%	98	110	26.5	108	77	21.6	118	129	17.5
50%-74%	43	62	11.6	68	48	13.6	63	107	9.4
75%-99%	19	17	5.1	36	25	7.2	31	23	4.6
100%	3	9	0.8	12	6	2.4	8	8	1.2

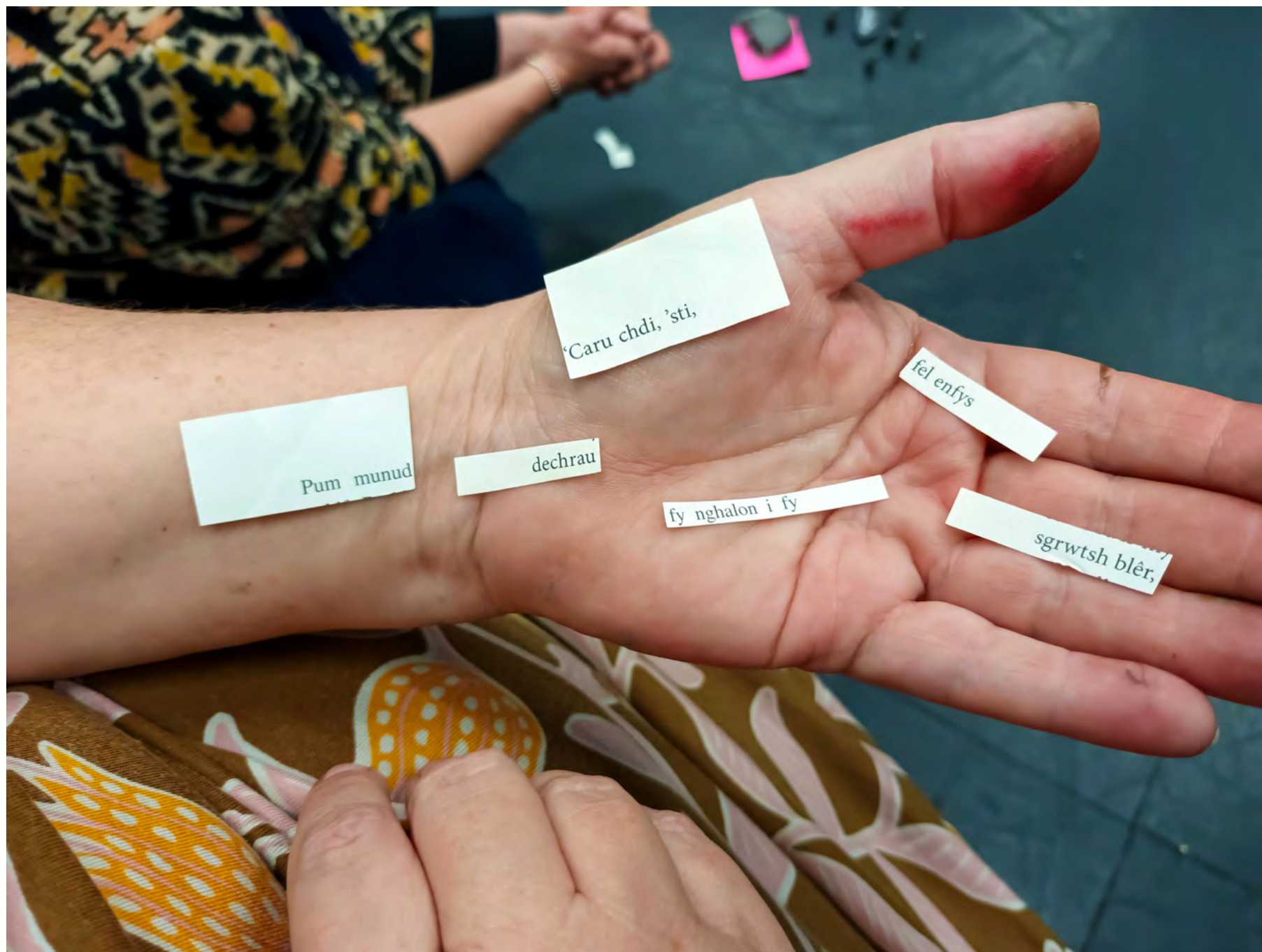
Welsh arts portfolio organisations

The Council funds 67 arts portfolio organisations. Here are the results of those organisations’ annual questionnaire data for 2023/24.

Positive figures are presented for participatory sessions as well as the individuals attending, and the growth is significant. The drop in Welsh and bilingual film performances and screenings is reflected in the audience attending.

Activities and participation	% change in Welsh 2023/24	% of bilingual change since 2023/24
Performances	-10%	-5%
Audience	-7%	18%
Participatory sessions	15%	-7%
Participants	8%	-16%

Employment	% change in 2023/24
% Welsh speakers in employment	8.2%
% Welsh speakers on boards	9.6%
% Welsh-speaking freelancers	19.2%
% Welsh-speaking volunteers	-14.9%



'Caru chdi, 'sti,

Pum munud

dechrau

fy nghalon i fy

fel enfys

sgrwtsh blêr,

Compliance

Overview of Welsh service and compliance

The Welsh Language (Wales) Bill 2011 establishes the principle that the Welsh and English language 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 the Arts Council of Wales. The Commissioner also monitors us every year to assess how well we are doing in reaching them.

Welsh Language Committee

The Arts Council of Wales has a Welsh Language Committee (formerly the Welsh Language Monitoring Group) whose Council has given specific responsibilities to 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 below the Council are 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 are 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.](#)

Welsh Language Standards

We will continue to review and update our processes in line with Welsh Language Commissioner standards. We are also working with the Commissioner's office Hybu team in increasing the Welsh-language activity of the organisations funded in the long term by the Arts Council of Wales. All organisations eligible to do this are encouraged to complete the Welsh Language Offer standard mark.

[Here's how we comply with this commitment.](#)

Complaints

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

There was 1 complaint about the Welsh language in 2023-24, received in April 2023. This complaint came through the office of the Welsh Language Commissioner, in response to a complaint they received from an applicant following the rejection of their application to our grant funding

programme, and how this might affect the promotion of the Welsh language under Standard 90.

A full response was provided, including details of our assessment of the application which showed evidence that Welsh language considerations had been fully considered and assessed, and that this was not the reason for the application being rejected. We also provided further details of the support we had offered the organisation. This was accepted by the office of the Welsh Language Commissioner.

Staff language skills

Staff members are asked to complete a self-assessment of language skills annually. A self-assessment of language skills was submitted by 74 staff members in January 2024. Here are the results with a comparison to the numbers from the previous year:

Level	2022/23	2023/24
Fluent	33	32
Proficient	4	3
Higher	4	5
Intermediate	5	5
Foundation	8	8
Entry	16	16
No Welsh	5	5

Not everyone fills the questionnaire, for varying reasons including absence from work, but a record of staff members' language skills is kept centrally. This is the skills allocation according to that system for 94 members of staff with an approximate comparison to the self assessment numbers.

Level	Number
Very good (Fluent, Proficient)	37 (35 on the self-assessment)
Good (Higher)	12 (5 on the self-assessment)
Medium (Intermediate)	11 (5 on the self-assessment)
Basic / Poor (Entry and Foundation)	22 (24 on the self-assessment)
No Welsh	12 (5 on the self-assessment)

New appointments

13 new members of staff were appointed during the year. A language skills assessment was carried out for each position. The following language requirements were advertised:

Essential Welsh	6
Welsh is desirable	7
Need to learn Welsh after appointment	0
No Welsh	0

Training

82 individuals are enrolled in 6 Learning Welsh courses through Coleg Cambria, with attendance around 65%.

The accelerated scheme was continued for 30 learners as they set about moving from Entry 2 level to Foundation and beyond. The second course in the series was held in June 2023.

An Advanced Learning course was held at Nant Gwrtheyrn in March which explored and combined the Synhwyrō'r iaith (Sensation of the Language) methodology with 12 attending and developing their Welsh through creative means.

IT training was conducted through the in-house team and VALTO. The training was in English.



Image: Gavin Porter

Other statutory requirements

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

Strategic

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

Increasing the number of Welsh speakers

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

Welsh 2050 has three main themes, namely **increasing the number of Welsh speakers, its use, and creating favourable conditions**. All our actions in 2022/23 will contribute to these areas and the well-being aims of the Welsh Government-owned Well-being of Future Generations (Wales) Act, which is to create “a Wales with a vibrant culture where the Welsh language thrives”.

Requirements of our Royal Charter

“achieve the objectives (development, accessibility and advisory) through the medium of English and Welsh.”

International Responsibilities

UN Indigenous Languages Decade 2022-2032

UNESCO's International Year of Indigenous Languages stressed that languages around the world continue to disappear at an alarming pace despite their huge value and the enormous contribution they make to the world's rich cultural diversity. 40% of the 7,000 languages used worldwide face some risk. The job of Wales Arts International within the Council is to work intensively with representation from the countries of the world to discuss collective creative approaches to the challenge. Conferences, events and arts projects have begun and we will see the fruits of their labour over the next few years.



Welsh Language Report 2023-24

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