

#falch

Cymraeg

Cardiff and Vale College
Coleg Caerdydd a'r Fro

All things Welsh

Cardiff and Vale
College Annual Report
on Welsh Language
Compliance, Provision
and Promotion

2020-21

Introduction

Cardiff and Vale College is Proud to be Welsh. As the biggest college in Wales we are passionate about our country, our language and growing opportunities for everyone to speak, learn and live in Welsh.

This report provides an overview of our work during the academic year 2020-21 on 'All things Welsh' – including our provision and support for learners and our promotion of the Welsh language. It also provides the required information to demonstrate how we have complied with our Welsh Language Standards during the year – a statutory duty for the College.

This report reflects on activity during the 2020-21 academic year, with data taken from the period between August 1st 2020 and July 31st 2021.

More learners studied a Welsh or bilingual module as part of their course...

In fact 1634 learners in total. This included learners studying dedicated Welsh-medium or bilingual whole courses in Hair & Beauty, Childcare, Sport, Public Services and GCSEs as well as courses in Building Services, Business, Construction, Creative Industries, Engineering, Hairdressing and Beauty, Hospitality and Catering, Health and Care, Public Services, Tourism and Sport completing newly designed bilingual WJEC Iaith ar Waith modules with online or face to face delivery - to develop Welsh language and subject specific skills hand-in-hand.

We continued to embed Welsh language modules in key courses, with PGCE learners completing Sgiliaith Welsh awareness training programmes, supporting a strong understanding of Welsh language requirements and the employability benefit for them and their future learners.

We also continued to provide beginners Welsh lessons for non-Welsh speakers across a host of courses from Welsh language priority areas of Health and Care and Public Services, through to ESOL.

And more than ever used innovative resources to support bilingual learning, including online learning and bespoke applications like 'Gwasanaethau trwy'r Gymraeg', an app for Public Services courses developed collaboratively by CAVC and Coleg Cymraeg Cenedlaethol.

We ensured a bilingual learner journey from first point of contact

All marketing (website, brochures, materials, course information, social media, advertising etc) and student recruitment (school liaison, materials, direct emails etc), the application process, enrolment process and all communications surrounding this were bilingual.

Our provision and support for Welsh was clearly promoted across this work, including dedicated pages online and in print and bespoke school liaison for Welsh-medium schools, all actively encouraging learners to use their skills and understand their rights to support and assessment through the medium of Welsh.

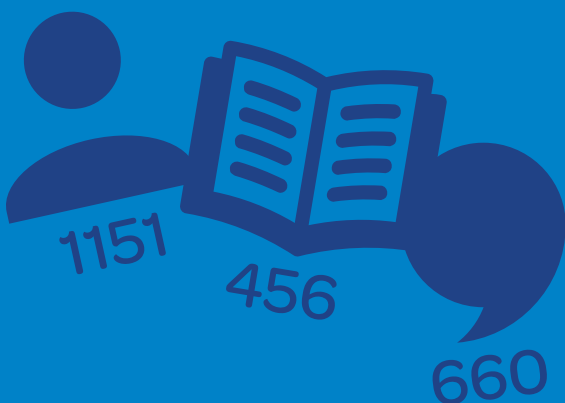
We utilised our suite of videos and advertising campaigns profiling Welsh speaking learners - promoting Welsh medium and bilingual courses and support, to raise awareness and encourage recruitment and uptake of these.

Alongside our central bilingual phonenumber and email, we continued to promote and use bilingual LiveChat on our CAVC website, enabling members of the public to visit our website, post questions in Welsh or English and get a response from a member of the Customer Services Team in the language of their choice.

And we ran themed online campaigns during the year, promoting news, the wide range of Welsh language support available for learners, our Welsh Language Champions and Student Ambassadors, our work with partner organisations, our commitment to Welsh and bilingual learning and much more.

More Welsh speaking students than ever before

And this all had an impact, with more Welsh speaking learners enrolling at CAVC and declaring their level of Welsh. In fact, 1151 learners across 456 courses, with 660 stating they were fluent.



We offered comprehensive and proactive support for Welsh speaking learners

At enrolment, key information from each learner was added to their online profile, to identify those progressing from Welsh-medium schools and others whose language preference was Welsh. This information provided a whole College picture and enabled individualised support.

During induction these learners were identified and contacted via their tutor and a personalised email, actively encouraging learners to declare and continue to use and develop their skills and understand their rights to support and assessment through the medium of Welsh. This was also promoted in the Freshers Fayre and via the bilingual Student Portal and MyCAVC app.

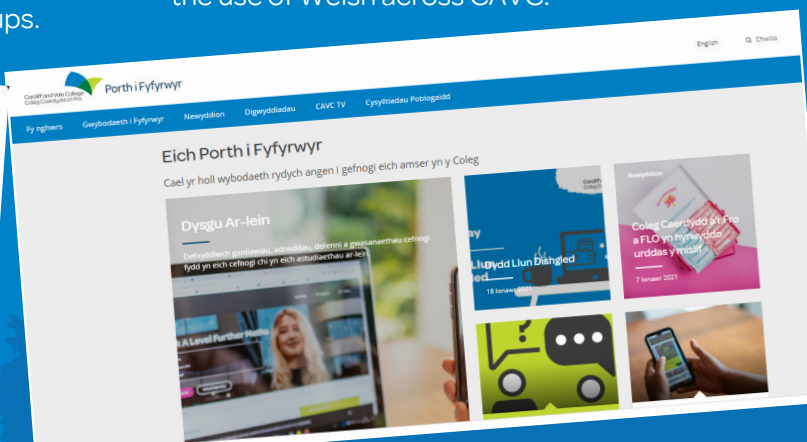
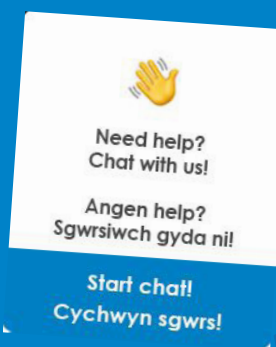
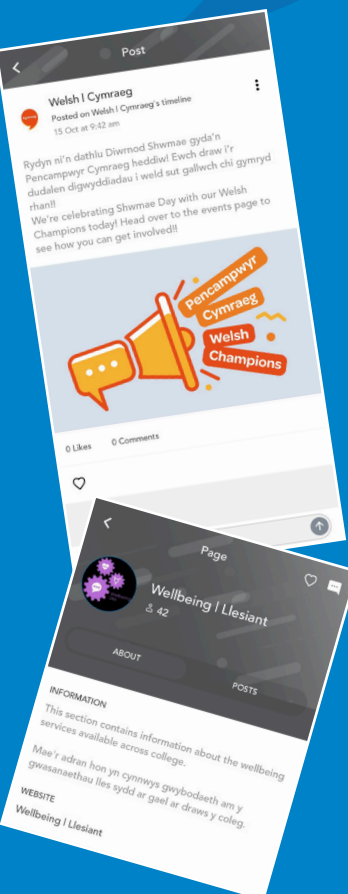
Throughout the year, teachers continued to use the information on learners' online profiles, encouraging those with Welsh language skills to develop their Welsh and understand their rights, setting development targets for Welsh alongside course specific targets in their Individual Learning Plan and promoting support, assessment and submitting work in the language of their choice.

Teachers and managers could also view learner data at a departmental level – supporting a whole department approach to supporting Welsh-speaking learners, including dedicated tutorial groups.

All learners continued to undertake the Wales Essential Skills Toolkit (WEST) assessment at the start of their course – assessing Literacy, Numeracy and Digital Literacy skills in the language of their choice (with a toggle button to support). Dedicated support for Welsh speakers remained in place, including terminology glossaries, online support, in class support and the offer to submit work and take all assessments through the medium of Welsh.

Our bilingual Student and Staff Portals grew, with the addition of advertising internal and external opportunities and events, new reading resources, the promotion of CAVC clubs and support, FAQs, enrichment resources, news, and live notifications through the day. We further developed our bilingual MyCAVC app launched in Summer 2020, providing learners in 2020-21 all the information needed including personalised timetables, progress, exams and assessments information plus all support, opportunities and services. We also launched CAVC TV, our weekly bilingual video series providing important updates and news from across the College to all learners and staff.

And all Welsh speaking learners were offered dedicated lanyards displaying the Cymraeg symbol to support and promote the use of Welsh across CAVC.





Pencampwyr
Cymraeg
Welsh
Champions

Cymraeg @CAVC @CAVC_Cymraeg - May 15, 2021
Rydym yn nodwyr balch i @Tafwy! Digital eleni! Ewch i'w gwnefan i
fynhau ystod o ddigwyddiadau digidol heddiw!
#SeraoDyngusYr
Gliciwch yma tafwyl.org/ty/



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Y Lles-Plês
Bilingual Well-Being Support

Our successful Career Ready programme continued to run learner and employer advisory boards bilingually, including bringing together Welsh speaking learners, previous bilingual learners and employers to recognise and use their Welsh to stand out from the crowd. The programme also supported all Welsh speaking learners; providing translated resources, supporting future interviews

We celebrated Welsh festivals, involving students from across the College, including **Dydd Shwmae** (with a campaign promoting staff Welsh Language Champions with online drop in sessions for learners); **Tafwyl and Urdd T** (as proud sponsors and with students participating in projects for both); **Welsh Language Rights Day** (including an online open day for prospective learners to discuss Welsh opportunities available at CAVC); **Dydd Santes Dwynwen** (with department led sessions across Hair and Beauty, Creative and Vocational Access) and **Dydd Miwsig Cymru** (including film promoting student music).

We continued to grow the Welsh skills of our staff

We remained one of the largest providers of Cymraeg Gwaith, a programme to develop the Welsh language skills of staff so they can teach and support learners bilingually. During the year, 35 staff undertook the programme - and it is making an impact with evidence of these staff embedding Welsh and growing bilingual delivery.

We invested in bespoke CPD to support priority areas to further Welsh and bilingualism. For example, Coleg Cymraeg Cenedlaethol and Sgiliaith presented bespoke manager training sessions to the Executive Team, Heads of Departments and Deputy Heads of Departments highlighting Welsh Government requirements, opportunities and support. Sgiliaith also delivered Welsh awareness sessions to Work Welsh staff.

Our college wide CPD offer grew significantly, with a wide range of Welsh sessions including: **Presentations from The Urdd and Menter** for Welsh speaking staff (25 attendees); **Cymraeg Gwaith** taster sessions (45 staff); **Sgiliaith sessions** (recorded and available for all staff to view); **CAVC 'All things Welsh'** (80 attendees); **Q&A session to support staff with bilingualism** (44 attendees); **'Welsh in Your Classroom'** session discussing importance of supporting Welsh medium learners (36 attendees); **How-to-guide to Duolingo** for all curriculum areas (Pre-recorded session available to all staff throughout the CPD week); **Learn Welsh** fitness session (19 attendees).

We also put all in place to launch Adlais – a club for staff led by our Welsh Language Champions, designed to provide additional speaking opportunities to Welsh speaking staff and staff learning Welsh.

And our development of staff is having an impact, with Welsh-medium and bilingual provision growing at CAVC and in 100% of lessons where this standard was observed, it

was judged to be good or better. Whilst in our annual skills audit we also saw growth, as 36 staff members classed themselves as fluent Welsh speakers, 152 staff members said they had some Welsh language skills and 81 staff members informed us that they were actively learning Welsh.

In line with Welsh Language Standards, some of our wider CPD is also required to be offered through the medium of Welsh including training relating to recruitment and interviewing; performance management; complaints and disciplinary; induction; health and safety and dealing with the public; through the Welsh language on request. During this period no training relating to these areas was requested to be delivered via the medium of Welsh.

All vacant posts were advertised with the need for Welsh Language skills as Essential (2 post) or Desirable (194 posts).

From this year, each teaching department was provided with a Welsh departmental profile – identifying all aspects of Welsh within the department including the amount of Welsh speaking learners, staff, the number of staff members learning Welsh and specific targets for Welsh and bilingual curriculum – supporting the department to meet needs and develop its offer.

Welsh speaking staff across the College were provided with a lanyard with the Cymraeg icon to support the use and promotion of their Welsh. Whilst our bilingual Staff Directory on the Staff Portal enabled all to easily identify Welsh speaking staff across the College by department - supporting the provision of a bilingual service to learners, staff and the public.

We worked in partnership – growing opportunities for our learners and our region

We believe in the power of partnership and work with a network of organisations to grow opportunities and benefit our region. Over the year this included...

Coleg Cymraeg Cenedlaethol – working together from a strategic level, with one of our Vice Principal on the strategic panel; promoting Welsh medium delivery and opportunities; and the College successfully gaining and utilising bid monies to undertake activities including Welsh medium development within several priority sectors, promotion and advertising for Welsh medium activities across CAVC, and our student ambassador scheme to name a few.

Urdd Gobaith Cymru – following a successful CPD programme, Welsh speaking staff members at CAVC worked with Urdd, to support further opportunities for staff and learners, collaborate on projects, and provide activities and opportunities to learners, such as Welsh-medium Sports Coaching experience and qualifications.

Menter Caerdydd & Menter y Fro – sponsoring and supporting key festival Tafwyl; working collaboratively to deliver CPD and further opportunities for staff and learners.

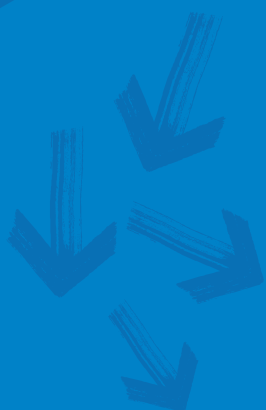
The Welsh Language Commissioner – working supportively to develop compliance and promotion including attending training events, providing regular feedback and supporting the first Welsh Language Rights Day.

Vale and Cardiff Education Forums – collaborating on 10-Year Strategic Plans; working in collaboration with partners across the region, including Welsh medium primary and secondary schools.

Welsh medium schools – with positive partnership working at a senior level to plan provision, through to the school liaison team raising awareness of opportunities and promoting progression and support with pupils.

Awarding bodies – working with pan-UK awarding bodies to develop exams, resources and materials to support Welsh-medium assessment and qualifications, and working with Qualifications Wales regarding Welsh medium opportunities and resources to support our learners.

Colegau Cymru and Colegio Camwy (Argentina) – partnering on a Turing funded student trip to Patagonia for our Level 3 Health and Social Care and Sport learners.



We maintained a positive and robust approach to meeting Welsh Language Standards and promoting the Welsh language

The College has a robust annual plan to meet its Welsh Language Standards. This is overseen by a structure to report and monitor requirements and progress.

An ongoing internal communications campaign supports staff to understand requirements and meet them. During the year this included Department Meetings; CPD opportunities; 'At a glance' document for all staff and a refreshed comprehensive area on the Staff Portal including key information, templates and how to guides, information on student rights and FAQs.

We continued to take innovative steps - investing in and developing new whole college systems and processes to support meeting Welsh Language Standards requirements - positively impacting on our service to staff, learners and our community. Over the year this included the launch of our bilingual MyCAVC app for learners; the development and introduction of a fully bilingual sign-in welcome system at our reception areas; further development of our CAVC website and portals; continuation of our centralised translation process and budget to remove barriers for ensuring bilingualism, and launch of bilingual LiveChat on the CAVC website.

We provided a clear process for receiving and addressing complaints relating to our Standards requirements under headings of Service Delivery, Policy Making and Operational. During this period, no complaints were received.

We promoted staff and student rights, supporting the Commissioner's Welsh language Rights Day campaign '**Mae gen i hawl**' and integrating key messages into all marketing, recruitment and communications activity pre and post enrolment information for learners.

And our longstanding overarching campaign 'Speak. Learn. Live' or 'Siarad. Dysgu. Byw' continued to be promoted through the year internally to staff and learners, and externally too - sharing our commitment to growing opportunities for everyone to speak, learn and live in Welsh.

Find out more:

To find out more about anything in this report or to get involved, contact cymraeg@cavc.ac.uk

