

#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

2021-22

# Introduction

Cardiff and Vale College is Proud to be Welsh. As the biggest college group 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 2021-22 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 2021-22 academic year, with data taken from August 1st 2021 and July 31st 2022.

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

In fact 3211 learners in total. This included learners studying dedicated Welsh-medium or bilingual whole courses in Hair & Beauty, Childcare, Health and Social Care, Sport, Public Services and GCSEs. It also included courses in Building Services, Business and IT, Construction, Creative Industries, Automotive, Electrical Engineering, Hairdressing and Beauty, Hospitality and Catering, Health and Social Care, Childcare, Public Services, Tourism, Sport and Foundation Skills completing bilingual WJEC Iaith ar Waith modules - to develop Welsh language and subject specific skills hand-in-hand.

A brand-new mandatory E-tutorial course for all full-time learners was launched, named 'Bilingualism for the Workplace'. This multi week course was designed by CAVC staff, for CAVC learners, including two weeks of sessions focusing on general Welsh language skills followed by a further two weeks of sessions covering subject specific language for industry. Through a built-in badge system, learners achieve badges and the college tracks module completion week on week, giving us accurate learner data.

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 Social Care, Childcare and Public Services, through to ESOL.

And more than ever used innovative resources and online learning to support bilingual learning in Welsh Government priority sectors, like our app for Public Services courses 'Gwasanaethau trwy'r Gymraeg' and a 10-hour online Work Welsh programme for subject specific areas.



# We ensured a bilingual learner journey from first point of contact



As someone who was in Welsh medium primary and secondary school, moving somewhere English based is intimidating, but integration has been amazing here. I adore the ability to use Welsh language at the College, it's an amazing place to use it!

**Katie Hill, A Levels**

All marketing (website, brochures, materials, course information, social media, advertising etc) and student recruitment (school liaison, materials, direct and personalised emails, physical mailers 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.

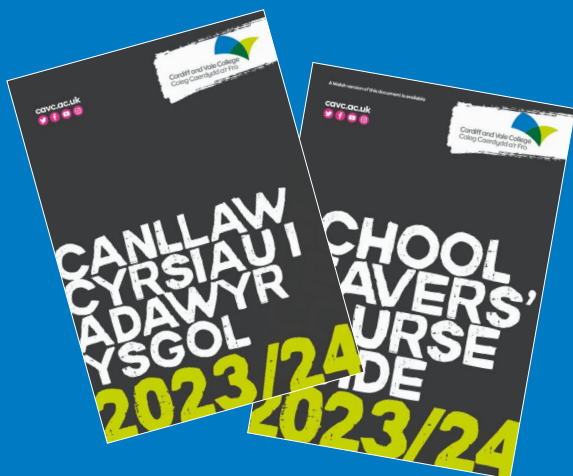
We utilised our suite of videos and advertising campaigns profiling Welsh speaking learners - promoting Welsh medium and bilingual courses and support, to raise awareness and encourage recruitment and uptake of these.

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 Welsh language services, 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, 1868 learners across 999 courses, with 1055 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 the MyCAVC app.

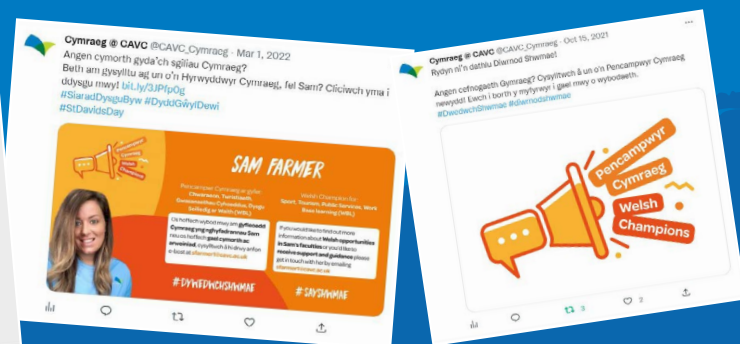
Throughout the year, teachers continued to use the information on learners' online profiles, encouraging those with Welsh language skills to develop their Welsh and understand their rights, setting development targets for Welsh alongside course specific targets in their Individual Learning Plan and promoting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

Teachers and managers could also view learner data at a departmental level – facilitating 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 Learning Coach team delivered Welsh and bilingual literacy sessions on evaluating internet sources, summarising text, plagiarism and referencing to cohorts, including those groups completing the Welsh Baccalaureate through Welsh.

Our bilingual Student and Staff Portals grew, continuing to advertise 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, providing learners in 2021-22 all the information needed including personalised timetables, progress, exams and assessments information plus all support, opportunities and services.

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





# More opportunities for learners to use and further their Welsh

Being a Welsh champion this year has allowed me to work within a department to develop the amount of Welsh language that is being used with both staff and learners.

Throughout the year I have arranged guest speakers and workshops to enable the learners and staff to be more aware of the Welsh language, it's opportunities and its importance in the workplace which proved extremely successful and inspiring for our learners.

**Sian Chandler, Creative Industries  
Lecturer & CAVC Welsh  
Language Champion**



Our Welsh Student Ambassador Programme saw 5 learners from across a range of subjects work with the college to champion the language and build its presence outside the classroom. We also recruited 10 passionate staff members to work as this year's Welsh Language Champions. Assigned to a wide range of curriculum areas, the Champions provided weekly bespoke advice and support to their areas, created and delivered CPD staff training covering all aspects of Welsh curriculum, supported an increase in the amount of staff wishing to learn Welsh in 22/23, developed Welsh and bilingualism across CAVC and supported a normalised bilingual classroom culture.

Outside the classroom, exciting bilingual opportunities for students grew. Renowned presenter and broadcaster, Jason Mohammad, worked in partnership with the College to establish CAVC's Jason Mohammad Media Academy in 2021, exclusively for CAVC students who are interested in pursuing a career in Media. Learners are provided with an in-depth introduction to media and journalism, adding crucial skills and exciting experiences to their CV to help them stand out from the crowd.

Our student-led bilingual wellbeing club, 'Y Lles-Plêś' (The Wellbeing Place) was created for learners to learn, share and make new friends, and specific promotional merchandise was produced to support learner wellbeing and provide 'Y Lles-Plêś' with an identity across college. Alongside the core team of learners who manage this club, the Welsh staff team were available for more support if needed. And we launched sŵn@CAVC - a new Student Ambassador led Welsh club providing learners with social opportunities, somewhere to use their Welsh language skills and be involved in extra-curricular activities, job opportunities, gigs and much more!





What I've enjoyed the most about my time at College has been how much I have grown. I've learnt more than I ever could have anywhere else. I've been given loads of opportunities to try new things and I've made new friends – it's given me so much more confidence.

An achievement that really stood out for me was being a part of the Jason Mohammad Media Academy, I made podcasts, TV shows and radio broadcasts in Welsh and English. I'd never even thought about working in the media before – I've found a passion I never knew I had.

**Ffion Llewellyn, A Levels (Business, Geography, Art with Welsh Baccalaureate).  
Now on an apprenticeship with BBC Cymru Wales.**

Our successful Career Ready programme continued to run local employer advisory boards bilingually and supported all Welsh speaking learners; providing translated resources and running bilingual mentoring sessions between students and their one to one business mentors.

We invited in a wide range of external speakers to deliver inspiring sessions on campus to inspire our learners to use their Welsh – including sports professionals, television presenters, business people and Miss Wales!

We continued to work with Coleg Cymraeg Cenedlaethol to develop a range of projects across CAVC including:

- Welsh medium development within the public services, health and social care and childcare sectors
- Promotion and advertising for Welsh medium activities across CAVC
- Student Ambassador scheme
- And we were able to celebrate achievements with staff and learner awards sponsorship, celebrating members of our CAVC family for their Welsh achievements.

We celebrated Welsh festivals, involving students from across the College, including

- **Dydd Shwmae** with a campaign promoting staff Welsh Language Champions online drop in sessions for learners and a film promoting the day on social media
- **Tafwyl Festival** as proud sponsors, with a presence at the event and with students participating in projects and activities
- **Welsh Language Rights Day** including an online open day for prospective learners to discuss Welsh opportunities available at CAVC
- **Dydd Santes Dwynwen** with teacher led sessions across curriculum areas
- **Dydd Miwsig Cymru** including a film promoting student music and a live gig
- **#FelMerch** with learners attending the event
- **Urdd Competitions** with learners competed during Urdd Eisteddfod in May

# 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, 42 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.

I decided to start learning Welsh at college to help my son when he started at Welsh school. I didn't anticipate how important it would be to speak Welsh until I started.

I'm now a Welsh champion for the Hospitality and Hair and Beauty areas and I was presented the Welsh Language Award in 2021. I enjoy using Welsh in the classroom, empowering learners to speak Welsh and to help their friends to develop their Welsh skills.


**Richard Littleton, Hospitality and Catering Lecturer & CAVC Welsh Language Champion**



Our college wide CPD offer grew significantly, with a wide range of sessions focusing on all things Welsh including:

- Raising post-14 learners' awareness & use of the Welsh language (25 attendees)
- Language awareness in the context of post-16 education in Wales (214 attendees)
- Introduction to Creating Bilingual Resources (40 attendees)
- LLWR - Recording Learners for Welsh Government (1 attendee)
- Welsh Incentives Scheme (1 attendee)
- Bilingual Teaching – Resources (1 attendee)
- Welsh Bacc: Teaching the Global Citizenship Challenge in Year 1 (24 attendees)
- WJEC Work Welsh in the workplace (8 attendees)
- Welsh Medium Staff Workshop (14 attendees)
- Answering the phone bilingually in line with the Welsh language standards (1 attendee)
- About Cymraeg Gwaith (14 attendees)
- Welsh Bacc: Teaching the Enterprise and Employability Challenge in Year 1 (24 attendees)
- Welsh Bacc: Teaching the Individual Project in Year 2 (17 attendees)
- Day-to-Day Welsh Language Compliance (23 attendees)

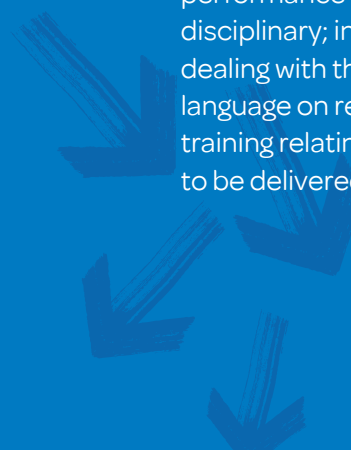




We designed and developed an online digital course, 'Welsh Awareness For Staff', covering Welsh curriculum requirements, the internal and external support available to staff and the importance of bilingualism in the workplace. Comprising of four modules (Bilingual College, Importance of Welsh, Sgiliaith and CAVC's Welsh team), this mandatory course will become a part of the wider CAVC new staff induction and a mandatory CPD session during 2022/23 to ensure all staff undergo this training. We also grew our Adlais club for staff. Led by our Welsh Language Champions, this club provided additional speaking opportunities to Welsh speaking staff and staff learning Welsh alongside creating new opportunities for large amounts of staff to participate in Welsh medium activities throughout the year.

And our development of staff is having an impact, with Welsh-medium and bilingual provision growing at CAVC. Whilst in our annual skills audit we also saw growth, as 47 staff members classed themselves as fluent Welsh speakers, 304 staff members said they had some Welsh language skills and 75 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 (3 posts) or Desirable (259 posts).

We continued to provide all teaching departments with Welsh departmental profiles – to support development within each area. The profiles identify all aspects of Welsh within each department including the amount of Welsh speaking learners, staff, the number of staff members learning Welsh and include specific targets for Welsh and bilingual curriculum. Reviewing these profiles at curriculum surgeries enables robust planning and development of Welsh across the college - supporting each department to meet needs and grow their offer, and Welsh language across CAVC.

Welsh speaking staff across the college were provided with a lanyard with the Cymraeg icon to support the use and promotion of their Welsh. While extensive development work was carried out on our Staff Directory on the Staff Portal, enabling all to easily identify Welsh speaking staff and staff learning Welsh 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 Principals on the strategic panel; promoting Welsh medium delivery and opportunities; and the College successfully gaining and utilising funding to undertake activities including Welsh medium development within several priority sectors, promotion and advertising for Welsh medium activities across CAVC, learner and staff awards, 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, collaborated on projects, and provided activities and opportunities for all, such as 16 staff members who attended a bespoke Welsh residential programme to upskill their levels of Welsh language and receive support and guidance to embed Welsh in their classrooms, provide feedback as well as verbal and written communication. This was the 1st Welsh residential programme of its kind in Wales and proved to be highly successful at growing the confidence of our CAVC staff members.

**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 continuing to support Welsh Language Rights Day.



I am more confident in speaking Welsh and able to understand more when listening to spoken Welsh.

There were many opportunities to practice and learn new words which can be used in the workplace. It also offered us to meet and bond with other members of staff who also speak Welsh and allow us to share ideas practice and work together.

**Shellie Scott who attended the Urdd Welsh Residential Programme**

**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.

**Estyn** – Our Welsh Curriculum Manager and specialist in Welsh and Bilingual opportunities, delivery and development was invited on a two-week deployment to support Estyn as a peer inspector.



# 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 utilising our bilingual MyCAVC app for learners; further development of our CAVC website and portals; continuation of our centralised translation process and budget to remove barriers for ensuring bilingualism, and our 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](mailto:cymraeg@cavc.ac.uk)

