

#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

2022-23

# 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 2022-23 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 2022-23 academic year, with data taken from August 1st 2022 and July 31st 2023.

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

In fact 6455 learners in total across all curriculum areas. Alongside this, 1062 learners completed additional bilingual WJEC modules - to develop Welsh language and subject specific skills hand-in-hand.

Our mandatory E-tutorial course for all full-time learners, named 'Bilingualism for the Workplace', was further developed for a second year. 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, Creative Industries through to ESOL (English for Speakers of Other Languages).

And more than ever, we 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 our Sports app 'Chwaraeon Trwy'r Gymraeg' supported by Coleg Cymraeg Cenedlaethol.



The Welsh language is so incredibly emotive. You can clearly see the passion instilled by the college and the community it's building. I'm proud to be a part of CAVC's Welsh culture!

**Gabriel Lilford,**  
Music Production

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



As someone from a non-Welsh-speaking family who went to a Welsh primary and secondary school, I felt there was a lot of pressure on the students to speak Welsh every day. Now that I'm at college, I have the freedom to speak Welsh whenever I please which has made me want to use the Welsh language more often. I'm committed and passionate about promoting the Welsh language at college and getting involved with activities as an ambassador. Because of this I was awarded the Welsh Award which was a big honour.

**Bethan Paul,**  
Bakery Level 3

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.

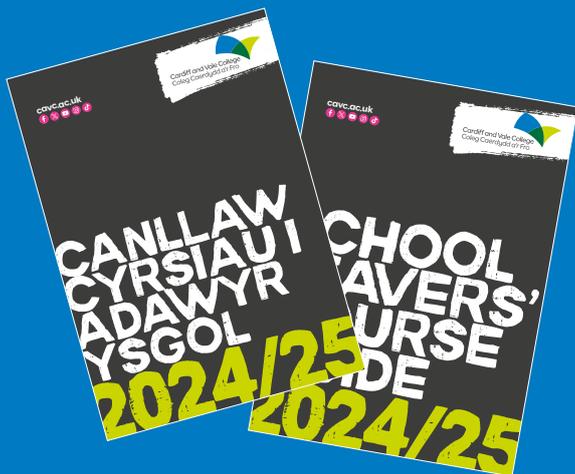
We utilised our suite of videos and advertising campaigns profiling Welsh speaking learners - promoting Welsh medium and bilingual courses and support, to raise awareness and encourage recruitment and uptake of these.

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, 2,539 learners across 923 courses, with 1,060 stating they were fluent.



# We offered comprehensive and proactive support for Welsh speaking learners

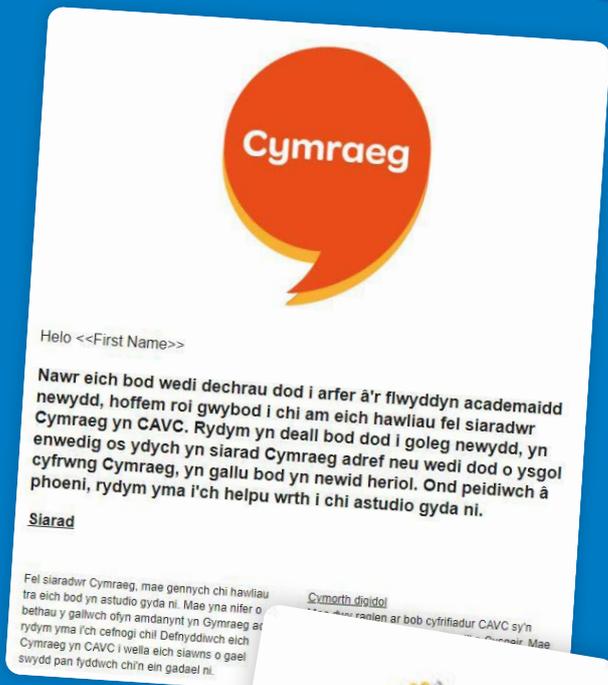
At enrolment, key information from each learner was added to their online profile, to identify those progressing from Welsh-medium schools and others whose language preference was Welsh. This information provided a whole College picture and enabled individualised support.

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 popular bilingual 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.

We recruited staff into new Welsh roles. We appointed a new Welsh Transition Officer to support the growth of the Welsh language's profile across our campuses and ensure that all Welsh speaking learners joining us had the support they needed to transition to a new way of learning bilingually. And we employed a Welsh Sports Development Coach to increase the number of learners studying bilingually in this area.

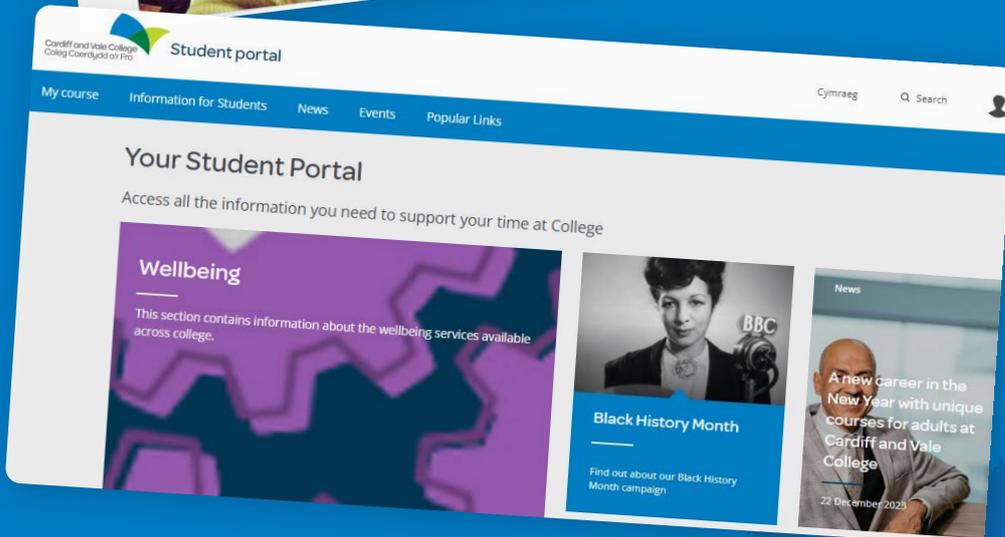




All learners continued to undertake the Wales Essential Skills Toolkit (WEST) assessment at the start of their course – assessing Literacy, Numeracy and Digital Literacy skills in the language of their choice (with a toggle button to support). Dedicated support for Welsh speakers remained in place, including 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 Bacalaureate 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 2022-23 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 my department to develop the amount of Welsh language that is being used with both staff and learners. Alongside promoting the language within my own faculty, I also enjoyed arranging cross college music performances to celebrate several Welsh days which raised the profile of Welsh culture and has enabled learners and staff to be more aware of the Welsh language, it's opportunities and its importance in the workplace. I was also awarded the 'Embedding Scheme Award – Enriching the Experience of Learners and Apprentices' at Coleg Cymraeg Cenedlaethol's annual awards which was a big honour.

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

Our Welsh Student Ambassador Programme saw 9 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 23/24, developed Welsh and bilingualism across CAVC and supported a normalised bilingual classroom culture.

We launched our 'Welsh incentive app / App Cymhelliant' on Teams to incentivise all staff to use Welsh in their classrooms and record good practice. This app was developed with a Welsh leader board where all departments add information and evidence of Welsh used in classrooms and prizes are won throughout the year.

Outside the classroom, exciting bilingual opportunities for students grew. Renowned bilingual 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, encouraged to use their Welsh and add crucial skills and exciting experiences to their CV to help them stand out from the crowd.

Our student-led bilingual wellbeing club, 'Y Lles-Plês' (The Wellbeing Place) was created for learners to learn, share and make new friends. Alongside the core team of learners who manage this club, the Welsh staff team were available for more support if needed. And we continued to grow sŵn@CAVC - our 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!



Presenting at the Jason Mohammad Academy bilingually and being a Welsh Ambassador allowed me to maintain and push my Welsh language skills. This gave me the confidence to work at BBC Radio Cymru, where I use Welsh daily. CAVC was my best decision ever. It fostered my independence, boosted my confidence and clarified my career path.

**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 help motivate our learners to use their Welsh – including sports professionals, television and creative industries professionals, health and care industry specialists 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, sport, 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 celebrating the launch of our Welsh Incentives Scheme which shares the college's good practice and supports staff in developing their Welsh both inside and outside of the classroom
- **Tafwyl Festival** as proud main sponsors, with a presence at the event and with students participating in projects and activities
- **Welsh Language Rights Day** with our student led Welsh wellbeing club Y Lles Ples encouraging learners to use their Welsh and engage with the club alongside a film which was produced by our creative media students to help raise awareness and help celebrate the campaign
- **Dydd Santes Dwynwen** with teacher led sessions and student activities running across our campuses
- **Dydd Miwsig Cymru** with our CAVC Music Production team hosting its own Welsh artists takeover with a range of Welsh artists performing
- **Dydd Gŵyl Dewi** with student led music performances and gigs across our campuses
- **Welsh Week** with our students participating in book art activities, music concerts, stalls and more
- **#FelMerch** with learners attending the event
- **Urdd Competitions** with learners competed during Urdd Eisteddfod
- **Dylan Thomas Day** with learners attending workshops to engage with Welsh poetry
- **Galw Nhw Allan** where our learners participated in a promotional film to support and promote the campaign
- And we supported Wales in the Football World Cup as a college, running several bilingual celebration events

# 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, 68 staff undertook the programme - and it is making an impact with evidence of these staff embedding Welsh and growing bilingual delivery and support.

We invested in bespoke CPD to support priority areas to further Welsh and bilingualism. For example, Sgiliaith presented a 2 day bilingual teaching course to support tutors to deliver bilingually with confidence, alongside Welsh awareness training for Work Welsh staff to provide staff with relevant and current classroom requirements. Several staff members also participated in the Sgiliaith mentoring programme and completed MA qualifications in bilingual education.

We continued to develop 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 2023/24 to ensure all staff undergo this training.

Our college wide CPD programme grew significantly with a range of sessions offered through Welsh and bilingual delivery and/or resources, including all CPD required to be offered bilingually in line with Welsh Language Standards.

## Internal Courses

- Work Welsh - 68 attendees
- Anti-Racism Update (Resources/PowerPoint offered in English & Welsh) – 304 attendees
- Bilingual Methodology Training Programme For Welsh Speaking Lecturers (Delivered bilingually) – 17 attendees
- Bilingual Teaching, Learning & Support (Delivered in Welsh) – 15 attendees
- Welsh Government Requirements for the Welsh Language Within FE (Delivered bilingually) – 9 attendees
- Managing Staff in Probation (Resources/PowerPoint offered in English & Welsh) – 11 attendees
- Appraisals (Resources/PowerPoint offered in English & Welsh) – 7 attendees
- Cymraeg Gwaith – Work Welsh for staff (Delivered bilingually) – 9 attendees
- Cymraeg Gwaith CBAC - WJEC Work Welsh (Delivered bilingually) – 2 attendees
- Cymraeg Gwaith - Work Welsh End of Year Awards Celebration (Delivered bilingually) – 11 attendees



## External Courses

- Learn Welsh Cymru Course – 1 attendee
- Modiwl MA ar Fethodoleg Addysgu Dwyieithog Sgiliaith – 1 attendee
- Learn Welsh - Intermediate Course – 1 attendee
- Bilingual Teaching Methodology – 1 attendee
- WJEC GCE Computer Science: Assessment and Classroom Practice – 1 attendee
- WJEC GCE & GCSE History: Assessment and Classroom Practice – 1 attendee
- WJEC AS-A Level Digital Technology: Next Steps – 1 attendee
- Additional Learning Needs (ALN) Reform Wales Digital Conference – 1 attendee
- Introduction to IQA – 1 attendee
- Estyn Post-16 sectors' Peer Inspector (PI) and Additional Inspector (AI) Update Training – 1 attendee
- Preparing to Deliver the Advanced Skills Baccalaureate Wales – 1 attendee

We continued to grow our Adlais club for staff, developing a strong Welsh language community across all campuses. 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 55 staff members classed themselves as fluent Welsh speakers, 299 staff members said they had some Welsh language skills and 73 staff members informed us that they were actively learning Welsh.

All vacant posts were advertised with the need for Welsh Language skills as Essential (7 posts) or Desirable (171 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, the number of learners being recorded on the LLWR database, the number of fluent staff members, 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.



As a non-Welsh speaker, I chose a Welsh medium education for my children and we embraced all aspects of the language, culture and ethos of our wonderful country. It was the best decision I could have made as they progressed into good jobs using their Welsh skills. I am the Welsh Champion for the Business, IT and AAT department and was delighted to be chosen as the winner of the Welsh Culture Award during my first year in that role. I am committed to the Welsh curriculum ensuring we champion Welsh businesses, invite in Welsh guest speakers and arrange visits to broaden learners Welsh horizons.

**Rhian Hacker,**  
Business Lecturer  
& CAVC Welsh Champion

# 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 at a strategic level; 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 level of Welsh language and receive support and guidance to embed Welsh in their classrooms, provide feedback as well as verbal and written communication. This is the only 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.

**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.





We have fostered a dynamic network of valued partners across Cardiff, the Vale and at a national level. Working closely with them each year, we develop new and innovative opportunities for Welsh speakers and learners to use and develop their skills and prospects.

**Nic Buttle,**  
CAVC's Welsh Curriculum Manager

**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.

**Bilingual Cardiff** – with our Welsh curriculum manager on the Welsh strategic forum to support and promote a bilingual Cardiff. And we hosted a Welsh medium careers event for over 600 year 9 pupils with guest speakers, workshops, markets stalls providing information on Welsh medium career opportunities

**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 continued to undergo further training to support future inspection opportunities.



# 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 updates in our staff newsletter 'limelight', 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. And we provided tailored training on Welsh language standards requirements to new staff in key areas to ensure our compliance remained strong.

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.



#falch

Cymraeg

## 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)