

Welsh Language Standards Annual Report

September 2024 - September 2025



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Background

The National Lottery Community Fund is the largest community funder in the UK, responsible for distributing funds raised by The National Lottery. We support activities that create resilient communities that are more inclusive and environmentally sustainable – activities that will strengthen society and improve lives. We have been operating as The National Lottery Community Fund since January 2019. Prior to this, we operated as the Big Lottery Fund. Between September 2024 and August 2025, we awarded 1,110 grants in Wales worth a total of £60 million.

We are proud to operate as a bilingual organisation and we are committed to providing a bilingual service of a high standard to the public, as well as promoting the use of Welsh internally to our colleagues. In this way, we support projects that encourage the use of Welsh in communities through our grants.

In 2011, the Welsh Language Measure came into force which established the principle that Welsh should be treated no less favourably than English in Wales and that people in Wales should be able to live their lives through the medium of Welsh if they wish to do so. The Measure also established the office of the Welsh Language Commissioner, which facilitates the use of the Welsh language through regulation and promotion work.

The requirement for The National Lottery Community Fund to comply with the Welsh Language Standards came into effect in January 2017. This has enabled us to facilitate and promote the Welsh language at the Fund. A full list of the Welsh Language Standards that apply to us can be found in our [Compliance Notice](#), in accordance with the Welsh Language Measure.

This report sets out our compliance with the Welsh Language Standards and highlights our successes over the year 2024 – 2025. We also look at any recommendations or actions needed in the coming year.



Executive Summary

- We have not received any complaints regarding our Welsh language services this year.
- The materials for all new and updated funding programmes relevant to Wales are translated into Welsh – for example, in September last year we launched the refreshed People and Places funding programme and in August this year, we launched a new funding programme called Meithrin Natur.
- The Technology team relaunched their intranet page, which is available fully in Welsh for the first time.
- The National Lottery celebrated its 30th birthday at the end of last year, and the Welsh language was considered in all aspects of the celebration, internally and externally.
- We have maintained our blog and social media channels bilingually, including Facebook and LinkedIn.
- We ensure that Welsh language content is included in our bilingual monthly newsletter which is sent to over 1,700 of our grant holders in Wales.
- We offer bilingual services for all events we hold, enabling our stakeholders to participate in Welsh.
- We ensure that jobs based in Wales or UK-wide are advertised bilingually and we consider the linguistic needs of roles.
- We continue to consider the Welsh language when developing any new or existing policies. We use our Equity Impact Assessment tool whilst developing any new policy or programme to consider Equity, Diversity and Inclusion (EDI) implications and any effect on the Welsh language.
- We continue to test application materials with Welsh language customers. This year we tested materials for our new Meithrin Natur programme and received positive feedback.
- We support staff to use their Welsh in all aspects of their work. A survey was sent to our colleagues to assess their Welsh language skills and we have explored feedback on opportunities to further use the Welsh language in the workplace.
- We continue to support colleagues to learn and improve their Welsh by offering Learn Welsh courses and holding informal conversations between our learners, our Welsh Language Officer and our internal translator.
- We continue to offer internal training through the medium of Welsh. This year we started incorporating a Welsh Language Awareness session in our monthly Corporate Induction to new staff across the UK.
- We have promoted Welsh culture internally and externally by celebrating important dates in the Welsh calendar.
- We continue to support our grant holders to promote the Welsh language through their grants.
- We fund a variety of groups across Wales that encourage and increase the use of Welsh in their communities.

How we comply with our Welsh language standards

We have created a [document](#) that summarises how we comply with the standards. We have also created a document outlining how we oversee [compliance, promotion, and facilitation](#) of our Welsh language standards, in line with standards 151, 157 and 163.

Complying with our Welsh language standards is a positive experience for us as it strengthens the bilingual service we offer to our customers and grant holders, and it enables us to provide Welsh language services to our colleagues.

The standards enable our Welsh language team to collaborate more closely with our central teams who are based across the UK, including Human Resources (the People Team), UK-wide funding teams, Communications and Engagement and the Evidence and Impact team. The National Lottery Community Fund operates its standards under the categories of Service Delivery, Policy Making, Operational and Record Keeping.



Datblygu Egni Gwledig, Wales

Service Delivery Standards

We are pleased to offer bilingual services to our applicants and grant holders throughout the duration of their grant. Our enquiry line is staffed by bilingual speakers, all guidance and application materials are available bilingually and Welsh-speaking colleagues assess and manage grants for groups who have chosen to apply through the medium of Welsh. This ensures that we comply with standards 1-7, 8-22, 33-47 and 67-71.

Currently, 55% (21 out of 38) of colleagues in Wales speak Welsh or are learning Welsh, which is an increase from last year's percentage of 51%. One member of our Wales Committee is a Welsh speaker, and therefore all Wales Committee meetings have been held bilingually since 2021 with the provision of simultaneous translation, in line with standards 24-32. In addition, five colleagues based outside of Wales are also Welsh speakers or learners, which further enables us to consider the language as part of our UK-wide work. With so many Welsh speakers at the Fund, it is straightforward for us to facilitate Welsh language services to our customers.

Most colleagues work on a hybrid basis (i.e. a combination of working from home and in our offices). Our main contact with members of the public is through our enquiry line, or at outreach events which are bilingual. The Welsh language continues to have a prominent place in our offices, as we continue to use the Welsh Language Commissioner's Work Welsh resources and display our Welsh language charter.

We also make use of the Work Welsh logos on our Teams icons and email signatures to facilitate bilingual communication. The simultaneous translation function on Microsoft Teams enables us to hold virtual meetings and interviews bilingually. We have created an internal guidance document to aid colleagues to use this function effectively in bilingual meetings, which is available on the intranet.

Our website is bilingual and all new content which is relevant to Wales and UK-wide audiences is translated into Welsh, including news, insights and information about our funding. This complies with standards 48 and 52. We are currently undergoing the process of upgrading our website and the Welsh language team has been working closely with the Service Design team to ensure that the Welsh language is treated no differently to the English language on all relevant webpages. This will be a priority over the coming months.

We will continue to prioritise providing a bilingual service to customers and colleagues.

We have noted below our successes relating to Service Delivery standards this year:

New funding programmes launched

In September of last year, we launched the refreshed People and Places programme, our funding programme for large grants. In August this year, we launched Meithrin Natur, a new funding programme to help improve the health and wellbeing of babies and children, their families and caregivers across Wales, through connection with the natural environment. In accordance with standards 33-45, all materials related to the programmes are available in Welsh.

To learn more about Meithrin Natur, we are offering in-person workshops across Wales as well as webinars. In accordance with standards 31-32, we have ensured that participants are able to participate bilingually if they have indicated this as their preference.

Our new Meithrin Natur funding programme

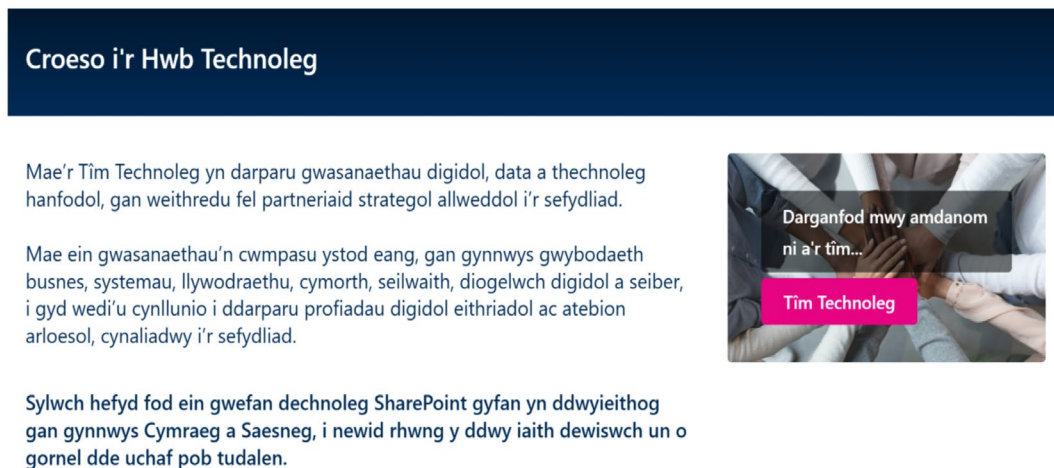


**Kids need nature.
Natur i bob plentyn.**

With funding from our **Meithrin Natur** programme, you could help give it to them.
Gydag arian gan raglen **Meithrin Natur**, gallwch chi helpu i roi byd natur iddynt.

New Technology intranet page

In June, our Technology team launched their updated intranet page, a valuable and accessible source of information which is now available in Welsh for the first time. The page clearly states that the site is available in both languages and how to toggle between the two, complying with standard 120. The Welsh Language team worked closely with Technology colleagues to ensure consistency between the two languages in terms of content and design.



Part of the new Technology Intranet page in Welsh

The National Lottery 30th birthday

In November 2024, The National Lottery celebrated its 30th birthday. We held an event with other National Lottery distributors at the Senedd in Cardiff Bay to celebrate this milestone, bringing together stakeholders, colleagues and grantholders to celebrate the impact of this funding in Wales. The Welsh language was considered during each stage of these celebrations, not only in terms of ensuring simultaneous and written translation but also bringing attention to projects who have transformed Welsh communities and facilitated the use of the language.

We also highlighted notable projects in our blog, social media and newsletter, drawing attention to [Welsh organisations](#) such as Urdd Gobaith Cymru, who have benefitted from our support over the years.



Our 30th Birthday event at the Senedd

Highlighting our Welsh content

Over the past year we have emphasised our Welsh language content in our monthly newsletter which is sent to over 1,700 subscribers. This content varies from highlighting projects that promote the Welsh language, celebrating significant dates in the Welsh calendar and promoting our presence at various events.

Complying with standards 54-55, we ensure that we share this content bilingually on our social media accounts, including Facebook and LinkedIn.

Our blog

As part of the 30th birthday celebrations, we produced a series of blogs and social media posts celebrating the positive impact that National Lottery funding has made to communities and the Welsh language. The projects we focused on included [Mudiad Meithrin](#), [Menter Gorllewin Sir Gâr](#), a [variety of music projects across Wales](#) and [Trawsfynydd Village Hall](#). We also promoted this content in our newsletter.

Expanding local career prospects for young people in Welsh communities



Blog about Menter Gorllewin Sir Gâr, a project facilitating work opportunities for young people in rural West Wales

Welsh in external events

In accordance with standards 24 – 29, we continue to consider the Welsh language whilst planning any external event by letting attendees know in the invitation or registration form that they are welcome to use the Welsh language and we ask if they would like to participate through the medium of Welsh. Following the responses, we have the appropriate arrangements in place. At our events, where at least one person notes that they would like to use the Welsh language, we use a simultaneous translator. We open the event bilingually and emphasise that attendees can participate through the medium of Welsh.

Part of our work as a funder includes attending funding surgeries and third sector events across Wales, such as [Gofod3](#), the largest voluntary sector event in Wales. We ensure that Welsh speaking Funding Officers are available to speak with any members of the public who wish to discuss funding opportunities through the medium of Welsh.



Welsh language recruitment

Recruiting bilingual staff is an important part of ensuring the delivery of our bilingual services. In accordance with standard 132, we assess the need for Welsh language skills for every vacant role by referring to our Language Skills Strategy. This details how many Welsh speakers are needed within each team to meet the Welsh Language Standards. We also have a checklist which details the protocol in relation to the Welsh language when advertising jobs, interviewing and communicating with new starters. The Welsh Language Officer works with the People Team to ensure these processes are followed.

All roles within Wales and UK-wide are advertised bilingually and published simultaneously. We also use Welsh language job sites such as Golwg360, Lleol and Safle Swyddi for roles that are Welsh language 'desirable' or 'essential'. Since September 2024, 39 jobs have been advertised bilingually. Two of these roles were noted as Welsh 'desirable' and one was noted as Welsh 'essential'. We have recruited two Welsh speakers over the past year.

The Welsh language in our regions

Important things to remember



Welsh Language Standards

As you know, the Fund has been operating under the Welsh Language Standards since 25 January 2017. This means it is crucial for us to always remember that we are a bilingual organisation and that we should be offering a bilingual service wherever possible.

We all have a duty to offer a bilingual service to our customers and our customers have the right to demand this from us.

Translation

Please continue to arrange for work to be translated according to the existing procedure, by sending it to translations@tnccommunityfund.org.uk so it can be translated by our Translator/ Welsh Language Officer or sent to an external translator.

If you want to translate something yourself that will be going out in the public domain, that's great, but please send it to the above e-mail address to be checked or ask a colleague to read it first.



Public events

Our events

When we arrange public events, funding fairs or one to one events, it is important that all materials we take with us are bilingual and that at least one member of our staff speaks Welsh (in some of the Welsh language strongholds in the region, we need to ensure that all members of staff attending are Welsh speakers wherever possible). See the Context and stats section

for your region for information on the Welsh language in your region.

Simultaneous translation

For large events attended by the public, we must offer a language choice to attendees in the invitation and ensure that simultaneous translation is available if needed. (If simultaneous translation is needed remember to consider from which budget this will be paid from the outset). Contact the Welsh Language Officer or

The Welsh language in our regions guidance document for colleagues



Babi Actif, Wales

Policy Making Standards

The National Lottery Community Fund has a wide range of policies that explain how we conduct our business and our services. When we review one of our policies or develop a new policy, we consider any effect on the Welsh language and opportunities to use it.

With all new policies we will treat Welsh no less favourably than English and we will think of ways policies can have a positive impact on people's opportunities to speak Welsh.

Similarly, when carrying out consultation or research work as part of developing policy, we will consider the effect on the Welsh language and seek opinion on this.

In accordance with standard 90, in January 2020 we published our [policy](#) for considering the Welsh language when awarding grants. This is included in a guidance document for colleagues to explain what our expectations are of our grant holders in terms of our Welsh language standards.

Material testing with customers

With all new funding programmes or any changes to our funding programmes in Wales or across the UK, we test our application materials and guidance with Welsh customers.

This year, ahead of the launch of the Meithrin Natur funding programme, we tested the application materials with customers in Welsh and English. The feedback we received was positive, and we will continue to test materials with any new funding programmes.

Equity, Diversity and Inclusion (EDI)

Last year, the Equity, Diversity and Inclusion (EDI) team created an Equity Impact Assessment tool to be used when developing any new policy or programme. It supports colleagues in considering EDI implications, including the Welsh language, during each stage of development in line with an equity-based approach and how it may impact groups of people both positively and negatively - and putting actions in place to mitigate against this. We continue to draw colleagues' attention to this tool to ensure the Welsh language is considered at the very beginning of the development process.

The 'Meeting our equality duties in funding decisions' EDI training on our internal learning system is compulsory for funding colleagues and includes the Welsh language as a consideration.

Operational Standards

The National Lottery Community Fund is a UK-wide organisation with most of our corporate services based in offices outside of Wales. When the Fund began operating under the standards in 2017, the Operational Standards were the most challenging to meet as an organisation.

We have made great progress in the last eight years, and the Welsh language is now deeply embedded in the organisation with teams across the UK considering the Welsh language before creating any new campaign, programme or materials. In accordance with standard 94, we have developed a policy on the internal use of Welsh which is available on our intranet.



Mae Safonau Iaith yn sicrhau bod gan pobl yr hawl i ddefnyddio Cymraeg wrth gysylltu ac ymdrin â chyrrff cyhoeddus yng Nghymru. Mae Cronfa Gymunedol y Loteri Genedlaethol wedi ein hymrwymyo i gwrdd â'r safonau ym mhob agwedd o'n gwaith.

Egwyddor

Rydym yn trin y Gymraeg a'r Saesneg yn gyfartal bob amser yn ein gwaith yng Nghymru. Rydym yn cydnabod hawl unigolion i gynnal eu busnes a byw eu bywydau trwy gyfrwng y Gymraeg.

Sut y gallwch gysylltu gyda ni yn Gymraeg neu Saesneg?



Byddwn yn

- cyfathrebu gyda chi yn Gymraeg ac yn Saesneg
- cyhoeddi pob peth mewn print ac ar-lein yn ddwyieithog yng Nghymru
- sicrhau na fydd oedi wrth ymdrin â cheisiadau Cymraeg am grantiau
- parchu a chofio eich dewis iaith
- hyrwyddo cyfleoedd i ddefnyddio'r Gymraeg gyda ni

Gallwch chi

- gysylltu â ni yn Gymraeg ac yn Saesneg
- gwneud cais am arian trwy gyfrwng y Gymraeg
- siarad wyneb yn wyneb gyda ni yn Gymraeg neu Saesneg
- gwyno wrthym yn Gymraeg neu yn Saesneg os yw pethau yn mynd o chwith

We ensure that colleagues are aware of their rights to use Welsh at work when starting their job at the Fund. In accordance with this policy and standard 95, their job contract is offered in Welsh and any correspondence, documents and forms thereafter can also be provided in Welsh (standards 96-100). All internal policies are translated into Welsh, complying with standards 101-107. We work closely with the People Team who communicate any new policies or updates to ensure these are translated promptly into Welsh before being made available to colleagues.

People Hub

We have an internal HR system at the Fund where colleagues can record their performance objectives, see their employment details and record annual leave and any other absence from work all on one system. This system is called People Hub. People Hub is available in its entirety in the Welsh language and is being used widely amongst our Welsh speaking colleagues. This ensures that we comply fully with standards 98 and 100.

'The Welsh language...our promise to you'
internal policy on our intranet

Assessing the Welsh language skills of colleagues

In line with standard 123, we send a questionnaire to colleagues annually to assess how many colleagues can use the Welsh language and at what level. The questions ask how confidently they speak, listen, read and write in Welsh. We also ask for feedback on any resources colleagues would like us to provide to support them to learn Welsh or to develop their Welsh skills.

The questionnaire was distributed in August this year and was completed by 28 colleagues. 10 colleagues completed the questionnaire through the medium of Welsh, and 18 colleagues completed the questionnaire in English.

The results show that several of our colleagues feel confident in their Welsh listening and reading skills with 12 agreeing with the statement “I can understand the majority of complex and simple Welsh texts” and 11 agreeing with the statement “I can follow all conversations and discussions between others, on all types of topics”. The number of colleagues who feel confident speaking and writing is slightly lower, with 10 agreeing with the statement “I feel confident enough to produce a report / assessment report / consultation response document in Welsh” and 10 agreeing with the statement “I express myself fully and in detail, even when discussing complex issues”.

In the questionnaire, colleagues had the opportunity to provide feedback on what resources or services they would like to receive to use their Welsh more in the workplace. We received positive comments about the weekly informal conversation sessions held between our learners, our Welsh Language Officer and translator. They are keen for these to continue. Those attending Learn Welsh courses would like to continue attending.

One colleague noted they would like more formal Welsh classes at work to learn more terminology that would be relevant and useful in their role. Another colleague expressed they would like more opportunities to speak Welsh informally in Teams meetings. Another colleague noted they would like support in their everyday speaking skills after losing confidence.

These suggestions will be followed up as we continue to improve our support for Welsh speakers and learners.

Welsh Learners at the Fund

In accordance with standards 125-127, we encourage colleagues to learn or improve their Welsh at the Fund with a number of different opportunities, whether at a residential course at Nant Gwrtheyrn, a weekly in-person class, an online course or a self-taught course. We are working closely with [Learn Welsh](#) and we discuss the options available to colleagues to learn Welsh or improve their language skills in the induction for new starters.

Nine colleagues at the Fund are currently learning Welsh, two of whom are based outside of Wales. We have continued the momentum of helping our colleagues to learn Welsh as our internal translator and Welsh Language Officer have held informal conversations through Teams for our learners on a weekly basis. We use resources from Learn Welsh to aid the conversations and three of our learners have attended formal Learn Welsh courses this year.

Resources are shared with the learners' group such as news articles with vocabulary for learners, podcasts, radio shows, TV programmes with subtitles and details of local Welsh conversation groups and events across the UK.

We also have a dedicated Teams channel for our learners, where they can share successes, ask questions and practice their written Welsh. A separate Teams channel is available for fluent speakers, allowing them to use their Welsh at work and discuss any linguistic matters related to work, for example terminology queries.

Internal Training

All colleagues are required to complete the 'Workplace Essentials' training certificate when they join the Fund, then undertake it again annually. There are nine courses in total to complete on our internal learning management system, and they are available in both English and Welsh. These courses comprise: Code of Ethics; Data Protection (GDPR, FOI); Health and Safety (DSE and Fire Safety); Safeguarding; Equity, Diversity and Inclusion; Welsh language awareness; Anti-fraud and corruption awareness; Our Statutory and Regulatory Framework; and IT Security.

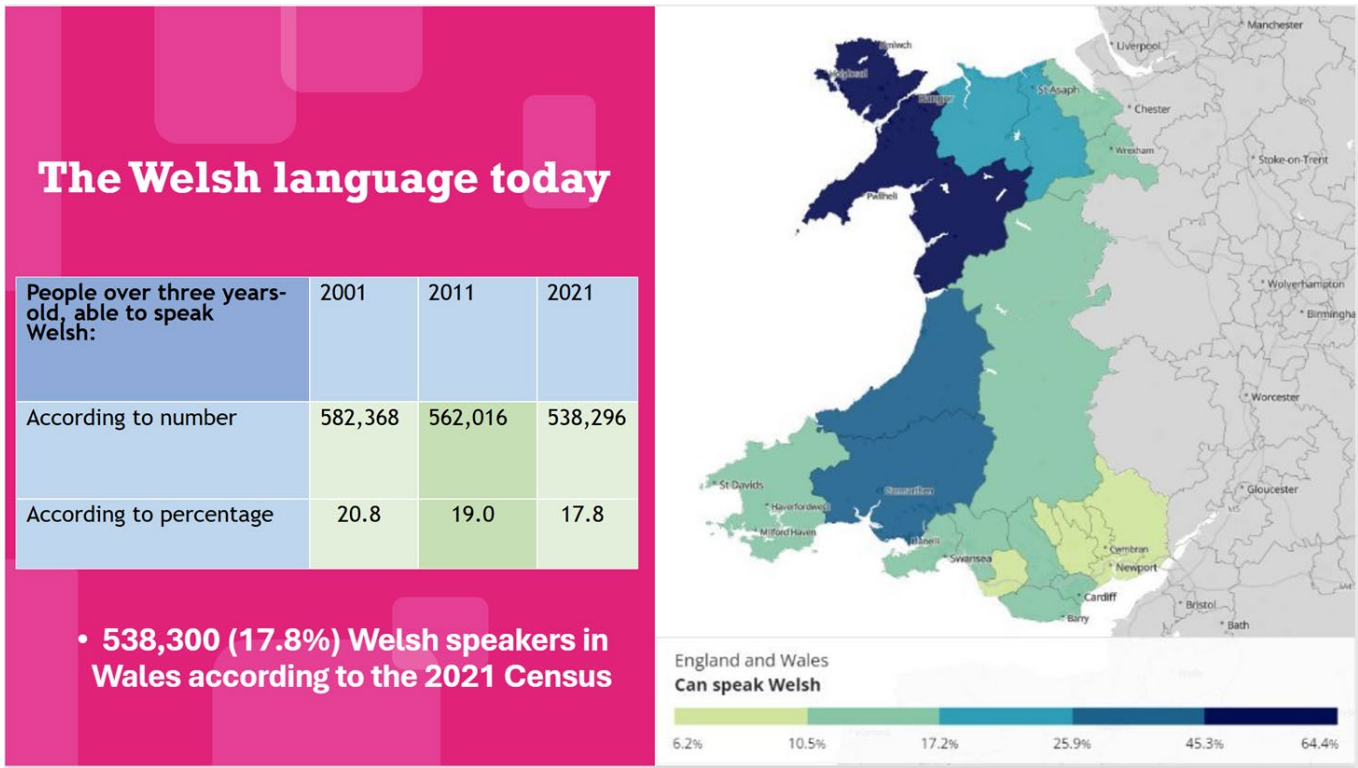
This year we have started to incorporate a Welsh Language Awareness session in our Corporate Induction, a monthly training session for all new staff at the Fund. This interactive session provides historical context of the Welsh language as well as information on legislation and the situation of the language today. This is mandatory for all new staff across the UK.

We therefore meet standard 124 in providing all essential training in English and Welsh. Two colleagues completed the 'Workplace Essentials' certificate through the medium of Welsh this year. We will aim to increase this number next year by reminding colleagues that this training is available in Welsh.

Awareness of our Welsh culture and the importance of the standards

In line with standard 128, our Welsh language awareness module is included in the Workplace Essentials training and is required to be completed annually by everyone in the organisation across the UK. The module covers the history of the language, its situation today and therefore its importance to us as a bilingual UK-wide organisation.

In accordance with standard 129, all new colleagues and committee members in the Wales directorate have an induction session with the Welsh Language Officer. In this session, we discuss our duty to act in accordance with the Welsh language standards and the opportunities to use Welsh in the workplace. The Welsh Language Officer continues to identify teams across the Fund who might benefit from refreshed training, and this will be prioritised over the coming year due to team changes.



Part of the Corporate Induction presentation about Welsh Language Awareness

To promote Welsh culture and the language, we celebrate Welsh days and events internally at the Fund, as well as running external communication campaigns on social media and our newsletter:

Shwmae/Su'mae Day (15 October)

In October 2024, we used Shwmae/Su'mae Day as an opportunity to publish our Welsh Language Standards annual report. We wrote a [blog](#) summarising the report and shared a quote from Efa Gruffudd Jones, the Welsh Language Commissioner, on our social media pages.

O ystyried bod gwaith y Gronfa Gymunedol yn cyrraedd pob cwr o'n cymdeithas ni yma yng Nghymru, mae'n hollbwysig fod y gwasanaethau yn cael eu cynnig yn newis iaith eu cwsmeriaid. Mae'n braf gweld fod y Gronfa yn ceisio ehangu yn gyson ar ei darpariaeth ddwyieithog, yn fewnol ac allanol, a hoffwn ei llongyfarch ar ei hymdrechion a dymuno'n dda iddynt i'r dyfodol.

Given that the work of the Community Fund reaches all corners of our society here in Wales, it is vital that their services are offered in their customers' preferred language. It is great to see that the Fund is constantly seeking to expand its bilingual provision, both internally and externally, and I congratulate them on their efforts and wish them well for the future.

~ Efa Gruffudd Jones
Comisiynydd y Gymraeg
Welsh Language Commissioner

Quote from Efa Gruffudd Jones following the publication of our Welsh Language Standards annual report

Welsh Language Music Day (7 February)

To Celebrate Welsh Language Music Day, we wrote a [blog](#) highlighting our grant holders in Wales who use music to benefit their communities, including Soel Connect in Cardiff, Canolfan Gerdd William Mathias in Gwynedd, Rhythm of Life Therapies C.I.C. in Pembrokeshire and Cwmni Theatr Maldwyn in mid Wales. The blog was shared on our social media channels and our newsletter.

St David's Day (1 March)

We celebrated St David's Day internally at the Fund with our annual Eisteddfod to promote the Welsh language and culture with our colleagues across the organisation. We also shared the event externally on our social media.

Eisteddfod Dydd Gŵyl Dewi

4.3.2025

Cystadlaethau

Celf

Delwedd sy'n cynrychioli cymuned

Coginio

Cyflwyno rysâit Gymreig gyda llun o'r bwyd

Cerdd

Cerdd ar thema'r amgylchedd

Limerig

'Unwaith ar ymweliad asesu...'

Ysgrifennu creadigol i ddysgwyr

Darn byr am eich hoff wyliau

I'w gyflwyno yn yr Eisteddfod

- Ffaith am Gymru
- Cyflwyniad o'ch hoff gerdd Gymraeg
- Hoff jôc Gymraeg

Competitions

Art

An image that represents community

Cooking

Presentation of a Welsh recipe with an image of the food

Poem

A poem on the theme of environment

Limerick

'Once on an assessment visit...'

Creative writing for learners

A short piece on your favourite holiday

To present at the Eisteddfod

- A fact about Wales
- A presentation on your favourite Welsh poem
- Favourite Welsh joke

Cynnig Cymraeg week (12 – 16 May)

In May, we celebrated the Welsh Language Commissioner's Cynnig Cymraeg week, which was an opportunity to celebrate organisations that have received official recognition for their strong Welsh language plan. We shared a social media post highlighting our grant holder O Ddrws i Ddrws, which offers community transport and social events to people on the Llŷn peninsula that need the service due to age, health or disability.

Anfonwch eich cyflwyniadau/bwriad i gystadlu at Megan Martin **erbyn 12yp ar Ddydd Llun 3 Mawrth**.
Please send your submissions/intentions to compete to Megan Martin **by 12pm on Monday 3 March**.

The list of competitions for our annual internal Eisteddfod in March



O Ddrws i Ddrws
Cludiant Cymunedol
Community Transport

Cynnig Cymraeg

Comisiynydd y Gymraeg
Welsh Language Commissioner

"Roedd mynd am gydnabyddiaeth y Cynnig Cymraeg yn reswm i ni adolygu a chryfhau ein polisi iaith ac i gael y polisi diwygiedig hwnnw wedi'i wirio gan swyddfa Comisiynydd y Gymraeg".

"Going for the Cynnig Cymraeg recognition was a reason to review and strengthen our language policy and to have that amended policy checked by the Welsh Language Commissioner's office".

- Wil Parry
Rheolwr Prosiect O Ddrws i Ddrws Project Manager

CRONFA GYMNEDOL
COMMUNITY FUND

Social media post highlighting the project's strong Welsh language plan

Record keeping standards

To comply with our record keeping standards (Standards 141-148), we keep records of the following:

- Complaints we receive in relation to our compliance with the Standards. We are pleased to note that we have not received any complaints about the Welsh language this year.
- Colleagues' language skills following the Welsh language skills questionnaire and any feedback regarding Welsh language learning resources to be provided.
- The number of colleagues who have attended training courses delivered in Welsh.
- Assessments we undertake in relation to Welsh language skills that may be required for a new or vacant position and how many roles require the Welsh language as an 'essential' or 'desirable' skill.
- The number of grant holders attending our 'Bilingualism at Work' sessions in partnership with the Welsh Language Commissioner.



Longwood Community Woodland, Wales

Promoting the Welsh language through our grants

As the main purpose of The National Lottery Community Fund is to provide grants to our communities, it is vital that we ensure that our grant holders manage their projects bilingually to support the use of Welsh in communities across Wales.

From the outset, we emphasise our expectation of any projects in Wales to deliver their projects bilingually as one of the terms of their grant, ensuring that communities can engage with projects in the language of their choice. Costs for bilingual services, such as translating promotional materials, can be included in proposed budgets. We encourage applicants to read our guidance on bilingualism and our Welsh Language Standards, as well as consulting Welsh language communities when planning their project. The Welsh Language Officer is available to advise applicants on managing their projects bilingually before the application process and following their successful grant award.

In line with standard 90, here are some additional things we have done this year to ensure that our grant holders treat both languages equally and consider what impact their grant has on opportunities for people to use Welsh:

Bilingualism at Work sessions

In collaboration with Welsh Language Commissioner staff, we have continued to provide training to our grant holders on how to manage their projects bilingually. The sessions were held in November 2024 and April 2025. In the sessions we explain our grant requirements in terms of the Welsh language. The Commissioner's team also provides advice on bilingual design for posters and social media and the resources available to help with translation and proofreading. This year, we started collaborating with The National Lottery Heritage Fund during these sessions, allowing grant holders to network and share good practice in terms of bilingual provision. The next Bilingualism at Work sessions are planned for November 2025.



Welsh Festivals

We have continued to support and attend Welsh festivals which promote the language and culture through our grants and outreach work:

Eisteddfod yr Urdd Dur a Môr, Margam Park (26 - 31 May 2025)

During the Urdd Eisteddfod, an annual Welsh language youth festival of music, literature and performing arts organised by Urdd Gobaith Cymru, we shared a social media post highlighting a local project run by Menter Iaith Castell-nedd Port Talbot. The music workshops in Ystradgynlais create opportunities for children and young people to enjoy community experiences and access safe spaces to socialise and get support, which is in line with one of our [strategy](#) aims.

The National Eisteddfod, Wrexham (2 - 9 August)

This year we had the opportunity to share a stall with The National Lottery Heritage Fund at The National Eisteddfod in Wrexham for three days. It was a good opportunity to give funding advice to the public through the medium of Welsh and to network with Welsh charities and organisations at the Third Sector Hub. We also hosted an information stand at an evening reception held by the Heritage Fund, which was an opportunity to meet other National Lottery staff, network with sector colleagues and stakeholders and to hear from local organisations whose projects have been made possible thanks to players of The National Lottery.



Colleagues Eirian Jones, Llinos Alun and Rachel Richards at the stall at The National Eisteddfod in Wrexham

Notable Welsh language projects funded this year

We support organisations that promote the use of Welsh in the community. See below some examples of Welsh language projects we have supported this year:

Menter Iaith Blaenau Gwent, Torfaen a Mynwy received a £20,000 grant to organise eight Welsh language festivals in Blaenau Gwent, Torfaen and Monmouthshire as well as introducing a forest school after-school club. These festivals will bring Welsh-speaking and non-Welsh speaking communities together.

The Queer Emporium Foundation C.I.C. in Cardiff received a £98,859 grant to expand its community programme which aims to address the needs of the local LGBTQ+ community and increase Welsh language prominence in the community.

Beuno Sant Uwch Gwyrfa in Gwynedd is using a £19,920 grant to offer work experience in gardening and conservation activities specifically aimed at people who are looking to improve Welsh language skills.

Cwm Taf People First in Rhondda Cynon Taf used a £19,948 grant to provide learning in mathematics and the Welsh language through music-based workshops for people with learning disabilities. The project culminated with a performance by participants at the National Eisteddfod in Wrexham.

Conclusion and recommendations

This report provided an opportunity to look back at the position of the Welsh language in The National Lottery Community Fund during the year 2024-2025. In the report, we looked at Service Delivery, Policy Making, Operational and Record Keeping standards. We also looked at how we have promoted Welsh culture and language through our grants and outreach work. The Fund has continued to develop the Welsh language and its bilingual services, and we have made some positive changes. We are proud of the Welsh language provision that we offer both internally and externally.

Over the next year, it is suggested that we prioritise the following:

- **New website** – We are currently undergoing an update to our main website. The Welsh Language team has been working closely with the Service Design team to ensure the Welsh language has been considered at the beginning of the process and will continue to do so to ensure parity between the English and Welsh pages. This will comply with standards 48 and 52.
- **Continue to encourage colleagues to learn Welsh** – We will continue to maintain the relationship with Learn Welsh and share the courses available consistently with colleagues. This approach will help to maintain the momentum we have generated around developing the Welsh language skills of our colleagues. We will also continue to hold the informal Welsh conversations between our Welsh Language Officer, our internal translator and learners. We will use information and resources provided by the Welsh Language Commissioner on increasing the use of Welsh in the workplace.
- **Encourage more Welsh-speaking colleagues to complete their 'Workplace Essentials' internal training through the medium of Welsh** – We would like to increase the number of colleagues completing this training through the medium of Welsh. We will prepare communications to reinforce to colleagues that all internal training modules are available in Welsh and that they are encouraged to complete them in Welsh if they are able to do so.
- **Continue to update teams across the UK on the Welsh Language Standards** - The Welsh Language Officer will identify teams across the UK and provide training to update them on the standards, as well as regularly updating our regions in Wales. We will also continue to incorporate a Welsh language awareness session into our Corporate Induction for all new colleagues across the UK.
- **Continue to consider the Welsh language in recruitment** – We will continue to advertise any Wales or UK-wide roles bilingually and assess the linguistic skills needed for the role to ensure we continue to improve our bilingual offering as a funder.

- **Continue to provide support to our projects** – Having received positive feedback following our Bilingualism at Work sessions this year, we intend to continue this training for our grant holders three times a year in partnership with the Welsh Language Commissioner and The National Lottery Heritage Fund.
- **Continue to promote Welsh culture** – As highlighted in this report, the Fund promotes Welsh culture through Welsh days and festivals. We plan to continue celebrating these days in the coming year. In addition, it is important for us to continue to promote the Welsh language through our grants and champion Welsh language projects through our social media, blog and newsletter. We will also continue to promote Welsh culture internally.



Datblygu Egni Gwledig, Wales

Accountability

If you would like to contact us about our Welsh Language Standards or the contents of this annual report, please email welshlanguage.advice@tnlcommunityfund.org.uk



Llangorse Community Shop, Wales