



Welsh Language Standards Annual Report

September 2023 - September 2024

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Background

The National Lottery Community Fund is the largest non-statutory 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. Between September 2023 and August 2024, over 950 grants have been awarded in Wales worth £38.6 million. We have been operating under our new name, The National Lottery Community Fund, since the 31st of January 2019. Prior to this, we operated as the Big Lottery Fund.

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

Since the 25th of January 2017, The National Lottery Community Fund has been working with the Welsh Language Commissioner on the implementation of our Welsh Language Standards to facilitate and promote the Welsh language at the Fund. A full list of the Welsh Language Standards that apply to The National Lottery Community Fund can be found in our [Compliance Notice](#).

This report sets out our compliance with our [Welsh Language Standards](#) and highlights our successes over the year 2023 – 2024. 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 March we launched a new strand of the Climate Action Fund and in July we updated our UK Fund webpage.
- We explored ways to reach a more diverse audience in Wales by providing a series of Impact Features in a Welsh audio format.
- We have maintained our social media channels bilingually and launched a new LinkedIn page in Wales.
- We ensure that Welsh language content is included in our bilingual monthly newsletter which is sent to almost 1,500 of our grant holders in Wales.
- We ensure that all of our events are held bilingually, 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 the roles.
- We continue to test materials with Welsh language customers. This year we tested materials for our refreshed People and Places programme and Sustainable Steps Wales: Green Careers and received positive feedback.
- We developed an Equity Impact Assessment tool to aid colleagues in assessing EDI (Equity, Diversity and Inclusion) implications, including consideration of the Welsh language.
- We sent a questionnaire to our colleagues to assess their Welsh language skills and we have listened to feedback on opportunities to 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 and internal translator.
- We continue to offer internal training through the medium of Welsh. We also held internal Welsh language awareness training to two teams outside of Wales.
- We continue to support our grant holders to promote the Welsh language through their grants – for example, we built on our advice to funded projects on managing their projects bilingually by publishing a more detailed guidance document.
- We have promoted Welsh culture internally and externally by celebrating Welsh language days and festivals.
- We fund a variety of groups across Wales that promote 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, as well as enabling 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 outside of Wales, including Human Resources and UK-wide funding teams. They have also enabled us to work closer with key external Welsh language organisations to promote our Welsh services and support them to make full use of these. The National Lottery Community Fund operates under the categories of Service Delivery, Policy Making, Operational and Record Keeping.

Service Delivery Standards

We are pleased to be able 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. One of the actions recommended by the Welsh Language Commissioner's office last year was to add the following phrase to our contact page 'We welcome calls and correspondence in Welsh and English. Corresponding in Welsh will not lead to a delay'. This now appears on [this](#) section of the website, complying fully with standard 14.

Currently, 51% (22 out of 43) of colleagues in Wales speak Welsh or are learning Welsh, which is a slight increase from last year's percentage. Two of our Wales Committee members are also fluent Welsh speakers, and all Wales Committee meetings have been held bilingually since 2021 with the provision of simultaneous translation, in line with standards 24-32. With so many Welsh speakers at the Fund, it is easy for us to facilitate Welsh language services to our customers.

Most colleagues work on a hybrid basis (i.e. a mix of working from home and in our offices). This mainly affects our Service Delivery standards as more meetings take place online rather than in person. Our main contact with members of the public is now 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 in our offices. We also make use of the Work Welsh logos on our Teams icons. We will continue to prioritise providing a bilingual service to customers and colleagues.

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 48-52.

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

New Climate Action Fund strand

In March, we launched a new strand of the Climate Action Fund called Our Shared Future. In accordance with standards 33-45, all materials related to the programme are available in Welsh, including a bilingual information webinar where the presentation slides were bilingual. The attendance of our Welsh translator enabled attendees to participate through the medium of Welsh.

The UK Fund webpage refresh

In July, the UK Fund team delivered a series of webinars for their updated webpage, one year after its launch. One of the webinars was held bilingually, where the presentation slides were bilingual and attendees could participate in Welsh through the attendance of our Welsh translator. A [recording of the webinar](#) was made available on the website with Welsh subtitles and a Welsh transcript.

Welsh voiceovers of our Impact Features

In November, our UK Knowledge and Learning Team produced an impact feature about the [Soil Association's Food for Life Get Togethers](#). To improve accessibility and encourage a wider audience to engage with Knowledge and Learning content, the team decided to produce an audio version of the feature. It was available both as a written Welsh translation and as a Welsh audio recording. Following the success of this, we used the same approach for a series of Impact Features called [What Works](#), based on Climate Action, Board diversity, Men's sheds, Food banks and Helplines. These were recorded in-house by a diverse range of voices, making this content available to a wider audience in Wales.

Highlighting our Welsh content

Over the past year we have ensured that we highlight our Welsh language content in our monthly newsletter which is sent to almost 1,500 subscribers. This content varies from guidance on how to manage your grant bilingually, celebrating projects that promote the Welsh language, celebrating Welsh days and events and hearing from our Welsh speaking Funding Officers.

Complying with standards 54-55, we ensure that we share this content bilingually on our social media accounts, including our Wales [LinkedIn](#) page which was launched earlier this year.

The National Lottery Community

Fund: A truly bilingual funder

In November 2023, we produced a [blog](#) focusing on our Welsh language provision as both a funder and an employer. We used research undertaken by our Policy team on the 2021 Census results to discuss how we can help increase the use of the Welsh language in communities. We highlighted projects who promote the language including Mudiad Meithrin, Menter Gorllewin Sir Gâr, Cwmni Theatr Eleth and Merthyr Tydfil County Borough Council.

NOVEMBER 30, 2023 TNLCOMMUNITYFUNDWALES

The National Lottery Community Fund: A truly bilingual funder

The Welsh language has been described as a national treasure that belongs to us all. We are proud to be recognised as a funder that provides a bilingual service for people living in Wales. Through our funding, we enable communities to support the use of Cymraeg in everyday life.

The Welsh language is officially recognised in Wales, and the Welsh Government has set a target to increase the number of Welsh speakers to a million by 2050. As a statutory body, The National Lottery Community Fund (the Fund) in Wales fully supports this target.

From the initial contact with us you will be provided with a bilingual service and, should you wish, your project can be managed by a Welsh speaking Funding Officer.

The National Lottery Community Fund:
A truly bilingual funder blog post

Welsh in external events

In accordance with standards 24 – 29, with any external event we continue to consider the Welsh language from the beginning 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. In our events, where at least one person notes that they would like to use the Welsh language, we use a simultaneous translator to translate from Welsh to English. We open the event bilingually and emphasise that attendees can participate through the medium of Welsh.

In June, we held a bilingual funding session for YFC Wales with two of our Welsh speaking Funding Officers. We also held a bilingual session with Mudiad Meithrin in June for 15 members of staff who support baby and toddler groups in Wales. The Funding Officers presented information about our National Lottery Awards for All and People and Places funding programmes in Wales.

Welsh language recruitment

In accordance with standard 132, we assess the need for Welsh language skills for every vacant role by referring to our Language Skills Strategy. We also have a checklist which details the protocol in relation to the Welsh language when advertising jobs, interviewing and communicating with new starters.

Last year, our jobs webpage on our website improved so that the Welsh and the English can be seen on the same site. Previously, there was a separate page for Welsh language advertisements. This means that Welsh language advertisements are easier to find and we comply with standard 133A. This has worked well over the last year and we will continue to use this system.

All roles within Wales and UK-wide are advertised bilingually. 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 2023, 42 jobs have been advertised bilingually, with 12 of those jobs based in Wales and the rest UK-wide. Six of these roles were noted as Welsh 'desirable' and four were noted as Welsh 'essential'. We have recruited four Welsh speakers over the past year.

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 policy is included in a guidance document created this year for colleagues to make it clear what our expectations are of our grant holders in terms of our Welsh language standards.

The Welsh Language in our regions

Context and stats



North Wales

This region has the highest number of Welsh speakers and remains a Welsh language stronghold. Gwynedd and Anglesey have the highest number of Welsh speakers Wales wide, and most communities here have a high number of people who speak Welsh as their first language.

Conwy and Denbighshire also have pockets of strong Welsh speaking communities such as the areas surrounding Corwen and Rhuthin in Denbighshire and the areas surrounding Llanrwst, Betws y Coed and Cerrig-y-Drudion in Conwy. Wrexham and Flintshire are the only counties without a large percentage of Welsh speakers in this region.

These are the regions with the highest percentage of Welsh language speakers in each Local Authority region in the North:

- Caernarfon West & Waunfawr, Gwynedd – 78.1%
- Llangefni, Anglesey – 74.9%
- Betws yn Rhos, Llangernyw & Llansannan, Conwy – 55.7%

- Corwen, Llanellidan & Efenectyd, Denbighshire – 44.5%
- Rhosllannerchrugog & South Johnstown, Wrexham – 20.1%
- Mold, Flintshire – 18.4%

There are five Mentrau Iaith in the region and one of the Welsh Language Commissioner's offices.

Mid and West Wales

The Mid and West region has a very mixed linguistic profile, with Ceredigion and Carmarthenshire having the greatest percentage of Welsh speakers, some areas with high percentages of Welsh speakers in Powys, such as areas around Machynlleth and Llanerfyl. The areas Cilgerran and

The Welsh language in our regions guidance document for colleagues

See below our other developments this year in relation to our policy making 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 Sustainable Steps Wales: Green Careers in January, we tested the materials with customers in Welsh and English. The feedback we received was positive, and the organisations appreciated that we had tested the materials in Welsh as well as English. We also tested materials for our refreshed People and Places programme, launching in September.

Collaborating with our Service Design team on developing new programmes, customer testing and testing the materials on our internal systems strengthens the understanding of teams across the UK of the need to ensure that the Welsh language is considered throughout the process.

Close relationship with our Policy Team

All colleagues in the Wales Directorate meet weekly over Microsoft Teams to receive an update from every team in Wales including the Policy Team, Communications Team and Funding.

The Communications Team, which includes our Welsh Language Officer, Internal Translator, and our Head of Communications and Engagement, meet twice a week. A member of the Policy Team joins the meetings once a week to provide an update on their work to ensure we can collaborate and support each other.

This means that the Welsh Language Officer is informed of new policies or changes to any policy that may affect the Welsh language.

Equity, Diversity and Inclusion developments

The EDI (Equity, Diversity and Inclusion) team have created an Equity Impact Assessment tool this year 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.

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 seven years and the Welsh language is now deeply embedded in the organisation with teams across the UK thinking about 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 and we have published this policy on our intranet.

Yr iaith Gymraeg... ein addewid i chi
The Welsh language... our promise to you

CRONFA GYMUNEDOL COMMUNITY FUND

Mae Safonau iaith yn sicrhau bod gan pobl yr hawl i ddefnyddio Cymraeg wrth gysylltu ac ymdrin â chyrrff cyhoeddus yng Nghymru.
Mae Cronfa Cymunedol y Loteri Genedlaethol wedi ein ymrwmo i gwrrd 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.

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
- parhau a chofo eich dewis iaith
- hyrwyddo cyfleoedd i ddefnyddio'r Gymraeg gyda ni

Gallwch chi

- gysylltu a chyfathrebu gyda ni yn Gymraeg ac yn Saesneg
- gwneud cais am arian trwy gyfrwng y Gymraeg
- siarad wyneb yn wyneb gyda ni yn Gymraeg neu Saesneg
- cwyno wrthyfym yn Gymraeg neu yn Saesneg os yw pethau yn mynd o chwith

The Welsh Language Standards make sure that individuals have the right to use their Welsh when they get in touch with public bodies in Wales.

The National Lottery Community Fund is committed to achieving those standards in all aspects of our work.

Principle
We will always treat the Welsh and English language equally in our work in Wales. We recognise individuals' right to live their life and conduct their business through the medium of Welsh.

We will

- communicate with you in Welsh and English
- publish all our materials in print and online bilingually in Wales
- make sure that there's no delay when we consider grant applications made in Welsh
- respect and remember your choice of language
- promote opportunities to use Welsh with us

You can

- contact us in Welsh and English
- make a grant application in Welsh
- talk to us face to face in Welsh or English
- complain to us in Welsh or English if things do

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

We ensure that colleagues are aware of their rights in terms of using 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, and we work closely with the Human Resources team who communicate any new policies or updates to ensure these are translated promptly into Welsh before being made available to colleagues.

Below are details of our successes regarding our Operational Standards this year:

People Hub

We have an internal system at the Fund where colleagues can record their performance objectives, see their employment details along with recording 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.

Assessing the Welsh language skills of colleagues

In line with standard 123, we send a questionnaire to colleagues annually to assess how many colleagues speak Welsh in the organisation 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 sent out in August this year and was completed by 33 colleagues (25 in the Wales directorate and 8 who speak or learn Welsh but work outside of the Wales directorate). 15 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 13 agreeing with the statement “I can understand the majority of complex and simple Welsh texts” and 12 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 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 many positive comments about the weekly informal conversation sessions held between our learners 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 support with improving their Welsh grammar skills. Two colleagues would like more opportunities to speak Welsh in internal meetings. Another colleague mentioned they would like more opportunities to speak Welsh with colleagues informally, such as our internal book club. These suggestions will be considered and implemented over the next year.

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 suitable for learners, whether at a residential course at Nant Gwrtheyrn, 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.

Eleven colleagues at the Fund are currently learning Welsh, seven outside of the Wales directorate – the highest number of learners outside of Wales we have ever had. We have continued the momentum of helping our colleagues to learn Welsh as our internal translator has held informal conversations through Teams for our learners on a weekly basis. We use resources from Learn Welsh to hold the conversations and two 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, TV programmes with subtitles and details of local Welsh conversation groups and events across the UK.

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.

In December 2023, a new 'Data confident' module was added to the Data Protection course, along with some revisions to our GDPR module. These modules are also available in Welsh.

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.

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 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 at the Fund in the Wales directorate have an induction 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.

In May, our Welsh Language Officer and Welsh Translator delivered two Welsh language awareness training sessions to the Strategic Communications team and the UK Portfolio team, who are based outside of Wales. These sessions provided historical context of the Welsh language as well as information on legislation and the situation of the language today. We discussed how to design bilingual content, translation, how we promote our bilingual service and our expectations of grant holders to manage their projects bilingually.

To reinforce Welsh language awareness further to our new colleagues, this year we intend to work with our Learning and Development team to reintroduce a Welsh language awareness session to our Corporate Induction which is mandatory for all new colleagues across the UK. This is something we used to do before the pandemic, so we will build on our previous sessions to update the materials and tailor the session to a virtual setting.



The Welsh Language

UK Portfolio session – June 2024

Awel Jones & Megan Martin



Presentation to the UK Portfolio team 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 (15th October)

In October 2023, we attended a Shwmae/Su'mae Day event held by Merthyr Tydfil County Borough Council in Cyfarthfa Park. The celebration day was part of a series of cultural events held by the council, funded by a £10,000 National Lottery grant. We highlighted our attendance on our blog and had the opportunity to meet Efa Gruffudd Jones, the Welsh Language Commissioner, who thanked the Fund for supporting the event.



Our Welsh Language Officer, Awel Jones with Efa Gruffudd Jones, The Welsh Language Commissioner at the Shwmae/Su'mae Celebration Event at Cyfarthfa Park, Merthyr Tydfil.

Use your Welsh Campaign (27th November - 11th December)

In December 2023, we took part in the Welsh Language Commissioner's Use your Welsh Campaign by creating a [video](#) to share on our social media channels highlighting the opportunities colleagues have across the Fund to use and improve their Welsh at work. We also created a video featuring two of our Welsh speaking Funding Officers and how they support community groups to apply for our funding through the medium of Welsh. The [video](#) also features one of our funded organisations, Nerth dy Ben, sharing their experience of applying for a grant through the medium of Welsh.

Welsh Language Music Day (9th 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 Cwmni Theatr Maldwyn, Menter Cwm Gwendraeth Elli and Sistema Cymru – Codi'r To. The blog was shared on our social media channels and our newsletter.

Rhestr Testunau	List of Topics
Coginio Cyflwyno Resiat Gymreig gyda delwedd o'r bwyd	Cooking Presentation of a Welsh recipe with an image of the food
Celf/ Art Delwedd sy'n cynrychioli ein hamgylchedd a byd natur	Art An image that represents our environment and nature
Cerdd Cerdd ar y thema cymuned - Gall fod yn Gymuned o ddiddordeb neu gymuned ddaearyddol	Poem Poem about community - Can be a community of interest or geographical community
Limerig Rhaid cynnwys 'fe brynais Tocyn Loterï'	Limerig/ Limerick Must include 'I bought a Lottery ticket'
I'w gyflwyno yn yr Eisteddfod: <ul style="list-style-type: none">Anifail anwes neu aelod teulu gyda talent arbennigCyflwyniad o'ch hoff lyfr CymraegCyflwyniad o'ch hoff canwr/ cantores/ band Cymraeg	To be presented at the Eisteddfod: <ul style="list-style-type: none">Pet or a family member with a special talentPresentation of your favourite Welsh bookPresentation of your favourite Welsh singer/ band

Dylai cflwyniadau a bwriadau i gystadlu yn yr Eisteddfod fod wedi cael ei gyflwyno i sylw Awel Jones erbyn 12:30 am fan bellaf ar 1 Mawrth 2024.

Submissions and intentions to compete in the Eisteddfod should be brought to the attention of Awel Jones no later than 12:30am on the 1 March 2024.

St David's Day (1st 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.

The list of competitions for our annual internal Eisteddfod in March.

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 in relation to a new or vacant position and how many advertised roles require Welsh language skills as 'essential' or 'desirable'.
- The number of grant holders attending our 'Bilingualism at Work' sessions in partnership with the Welsh Language Commissioner.

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.

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:

Planning a bilingual project guide

In December, we published a [Planning a Bilingual Project Guide](#) for grant holders. This guidance builds on our existing [Managing your project bilingually](#) guidance and encourages grant holders to consider the language requirements of the communities they serve and produce a project plan outlining how their projects will be bilingual. It contains helpful tips covering translation costs, bilingual social media, recruitment and event planning. This guidance is intended to ensure the Welsh language is considered throughout the application process, as well as the delivery of the project.

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 January and June 2024. In the sessions we explain what our grant requirements are 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. The next Bilingualism at Work sessions are planned for November 2024.

Welsh Festivals

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

Eisteddfod yr Urdd, Maldwyn (27 May - 1 June)

We attended the Urdd Eisteddfod in Maldwyn to engage with stakeholders and attend Mudiad Meithrin's launch event for their new Welsh language YouTube channel for children and families, funded by a People and Places grant. We also took the opportunity to record footage with our grant holder Bro360 and Gwenllian Lansdown Davies, Chief Executive of Mudiad Meithrin, for a video for our internal UK-wide Connected meeting which was hosted in Cardiff in July. This gave colleagues in England, Scotland and Northern Ireland an opportunity to gain insight into Welsh culture and why our Welsh language provision is so important as a funder.

The National Eisteddfod, Rhondda Cynon Taf (3-10 August)

We had a table at the Third Sector Hub at The National Eisteddfod this year which was a good opportunity to network with Welsh charities and organisations and provide funding support to visitors of the Eisteddfod through the medium of Welsh. We also met the new First Minister, Eluned Morgan, at the hub and discussed our funding offer in Wales. During the week we also shared a [video](#) we created about Bro360's Ymbweru Bro project. In the video we discuss the importance of being able to apply for our grants and liaise with our funding officers through the medium of Welsh.



Gareth Scourfield and Marged Roberts, Communications and Engagement Officers meeting First Minister Eluned Morgan at The National Eisteddfod in Pontypridd.



Ruth Bates, Head of Communications and Engagement in Wales attending The Royal Welsh Show.

The Royal Welsh Show (22-25 July)

We attended The Royal Welsh Show in Builth Wells this year to meet with key stakeholders. We also shared a social media post to promote our £11.5 million investment in rural communities in Wales over the last five years.

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:

Caban Penra in Gwynedd received a £126,405 grant to update an unused space in Deiniolen for the community. The new hub will provide opportunities to socialise, learn and develop new skills. It aims to reduce loneliness and isolation amongst people of all ages in a rural Welsh area and promote the use of the Welsh language by offering training classes to integrate non-Welsh speaking families into the community.

Canfod y Gân in Gwynedd received a £20,000 grant to run fortnightly music sessions to improve the mental health of people with learning disabilities aged 16+. The project will use Welsh music to develop connections between people with and without disabilities by strengthening their sense of belonging in a primarily Welsh-speaking area.

Mudiad Meithrin received a £496,945 grant to develop a new educational Welsh language YouTube channel for families, building on the popularity of their unique characters, Dewin and Doti. The digital platform will deliver a range of videos and stories to encourage families across Wales to use the language at home.

Menter Iaith Bro Morgannwg received a £8,350 grant to develop its annual Welsh language festival, Gŵyl Fach y Fro, which took place in May 2024. The grant funded a series of community workshops leading up to the festival in Barry Island, followed by performances during the festival and opportunities for participants after the festival including starting a dance club.

Supplementary Standards

Last year, the Welsh Language Commissioner recommended that we update our [complaints procedure](#) to include details of staff training to deal with any complaints related to the Welsh Language. It has since been updated, complying with standards 150, 156 and 162.

It was also suggested to update our [Supervising, Promoting and Facilitating Compliance with the Welsh Language Standards document](#). This document covers Service Delivery, Policy Making and Operational Standards and now fully complies with standards 151, 157 and 163.

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 2023-2024. 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 with various events over the past year. The Fund has continued to develop the Welsh language and our 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:

- **The National Lottery 30th birthday celebrations** – In November we will be celebrating an important milestone in The National Lottery’s history, its 30th birthday. The Welsh language has been considered from the beginning of the planning process and we will ensure that all communications and materials related to the celebration are bilingual.
- **People and Places funding programme refresh** – In September we will be refreshing our People and Places programme. The Welsh language has been considered throughout this process and we will ensure that all communications and materials related to the update are bilingual.
- **Translate any updated policies into Welsh** – Internal policies are regularly updated by our Human Resources team. We will ensure that these continue to be translated into Welsh before they are published internally and put on our intranet in order to comply with standards 101 – 107.
- **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 internal translator and learners.
- **Encourage more Welsh-speaking colleagues to complete their ‘Workplace Essentials’ internal 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.
- **Continue to update teams across the UK on the Standards** - The Welsh Language Officer will arrange more Welsh language awareness sessions with teams across the UK to update them on our standards, as well as regularly updating our regions in Wales. We will also liaise with the Fund’s Learning and Development team to incorporate a Welsh language awareness session into our Corporate Induction for all new colleagues across the UK.
- **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.

- **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 promote Welsh language projects through our social media and newsletter. We will also continue to promote Welsh culture internally by continuing our Welsh book club and our internal Eisteddfod, for example.

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