

Welsh Language Standards Annual Report

September 2025 to September 2026



CRONFA
GYMUNEDOL
COMMUNITY
FUND

This document is available in Welsh
Mae'r ddogfen hon ar gael yn y Gymraeg



MOL Education, Wales



Breathe Creative, Wales

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Hope Church Food Pantry, Wales

Background

The National Lottery Community Fund is the UK's largest community funder, distributing money raised by National Lottery players to projects that help build resilient, inclusive and environmentally sustainable communities. Our funding supports activities that strengthen society and improve people's lives. We have operated as The National Lottery Community Fund since January 2019, having previously been known as the Big Lottery Fund. Between June 2025 and May 2026, we awarded 1,034 grants in Wales, totalling just over £45 million, through National Lottery and other funding streams.

We are proud to be a bilingual organisation. We are committed to delivering a high-quality bilingual service to the public and to promoting the use of Welsh among our colleagues. Through our grant-making, we also support projects that encourage and increase the use of Welsh within communities.

The Welsh Language (Wales) Measure 2011 established the principle that Welsh should be treated no less favourably than English in Wales, and that people should be able to live their lives through the medium of Welsh if they choose. The Measure also created the role of the Welsh Language Commissioner, who works to promote and regulate the use of Welsh.

Our requirement to comply with the Welsh Language Standards came into force in 2017. This has enabled us to strengthen and promote the Welsh language across the Fund and improve the quality and availability of our Welsh-medium services. The full list of Standards that apply to us is set out in our [Compliance Notice](#), issued under the Welsh Language Measure.

This report outlines our compliance with the Welsh Language Standards and highlights our achievements during 2025 - 2026. It also identifies recommendations and actions for the year ahead.



Home-Start Wrexham, Wales

Executive summary

- We have not received any complaints regarding our Welsh language services this year.
- The Welsh Language team worked with the Digital team during the process of upgrading our website to ensure all relevant pages are available equally in English and Welsh. We also updated our Welsh Language Standards webpage.
- The materials for all new and updated funding programmes relevant to Wales are translated into Welsh. For example, this year we launched the new Small Eco Awards and refreshed the Sustainable Steps Wales – Egin grant.
- We have maintained our social media channels bilingually, including Facebook and LinkedIn. We also ensure that content related to Welsh language and culture is included in our bilingual monthly newsletter which is sent to over 1,800 subscribers in Wales.
- We offer bilingual services at any 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. Over the past year, the Equity, Diversity and Inclusion Funding (EDIF) team have created a 'Meeting our equality duties in funding decisions' e-learning module, including the Welsh language as a consideration.



- We updated our internal policy for using the Welsh language this year.
- We support staff to use their Welsh in all aspects of their work. We distributed a survey to colleagues to assess their Welsh language skills and we have listened to 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 produced a Welsh Language Awareness video for our monthly Corporate Induction to new staff across the UK.
- We continue to support our grantholders to promote the Welsh language through their grants through outreach work and offering training on managing projects bilingually.
- We have promoted Welsh culture internally and externally by celebrating important dates in the Welsh calendar, such as the National Eisteddfod.
- 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 developed a [webpage](#) that summarises how we meet the requirements of the Welsh Language Standards. In addition, we have produced a page that explains how we oversee [compliance, promotion and facilitation](#) of the Standards, in accordance with Standards 151, 157 and 163.

Complying with the Welsh Language Standards is a positive and valuable experience for us. It enhances the bilingual service we provide to customers and grantholders, and it enables us to offer Welsh-language services to our colleagues.

The Standards also support closer collaboration between our Welsh language team and central UK-wide teams, including Human Resources (the People Team), various Funding teams, Communications and Engagement, and Evidence and Impact. At The National Lottery Community Fund, our Standards fall under four categories: Service Delivery, Policy Making, Operational, and Record Keeping.



Breathe Creative, Wales

Service delivery standards

We are pleased to provide bilingual services to applicants and grantholders throughout the lifetime of their grant. Our enquiry line is staffed by bilingual colleagues, all guidance and application materials are available in both languages, and Welsh-speaking staff assess and manage grants for groups that choose to apply in Welsh. This ensures compliance with Standards 1–7, 8–22, 33–47 and 67–71.

Currently, 57% of colleagues in Wales (21 out of 37) speak Welsh or are learning Welsh, an increase on last year in both number and percentage. Two members of our Wales Committee are Welsh speakers, meaning all Wales Committee meetings have been held bilingually since 2021 with simultaneous translation, in line with Standards 24–32. In addition, four colleagues based outside Wales are Welsh speakers or learners, helping us to further embed the language across our UK-wide work. With so many Welsh speakers across the Fund, providing Welsh-language services to customers is a straightforward process for us.

Most colleagues work on a hybrid basis, combining home working with time in our offices. Our main contact with the public therefore is through our bilingual enquiry line and through outreach events, which are also delivered bilingually. Welsh continues to have a strong presence in our Wales office, supported by ongoing use of the Welsh Language Commissioner's Work Welsh resources.

We also use the Work Welsh logos on Microsoft Teams icons and email signatures to support bilingual communication. The simultaneous translation function in Microsoft Teams enables us to hold bilingual virtual meetings and interviews. To support colleagues, we have produced internal

guidance on using this function effectively, which is available on our Intranet.

Our website is available in both languages, and all new content relevant to Wales or UK-wide audiences, such as news, evidence and funding information, is translated into Welsh, ensuring compliance with Standards 48 and 52. This year, during our website upgrade, the Welsh language team worked closely with the Digital team to ensure Welsh is treated no differently from English across all relevant webpages.

Our bilingual branding and promotional materials are readily accessible, and grant holders can use our [Promoting your project](#) page to find guidance on sharing funding news, request bilingual branded resources, and download our bilingual logo.

Following the appointments of our new Head of Policy and Engagement and our Welsh-speaking Strategic Communications Lead in Wales, the Welsh Language Officer attends regular team meetings, ensuring consideration of the Welsh language in discussions related to policy and communications in Wales. It also enables the Welsh Language Officer to stay informed about new developments and to provide a Welsh-language policy perspective when required.

We remain committed to prioritising bilingual services for both customers and colleagues.

Below, we outline our key achievements relating to the Service Delivery Standards this year.

New funding programmes launched

In September 2025, the new [Meithrin Natur](#) funding programme was launched, aiming to improve children and their caregivers' health and wellbeing in Wales by helping them connect with the natural environment. In accordance with standards 33-45, all materials related to the programmes are available in Welsh.

To learn more about the programme, in September and October 2025 we held in-person workshops across Wales as well as webinars. In accordance with standards 31-32, we ensured that participants were able to participate bilingually if they had indicated this as their preference.

In July 2026, we launched Small Eco Awards, a new funding programme for communities across Wales who want to take practical action for their local environment. We also more than doubled the maximum grant available under the Sustainable Steps Wales – Egin programme. During these changes, the Welsh Language team worked closely with various teams across the Fund to ensure all new and updated materials were available in Welsh.

New Welsh Language Standards webpage

In March 2026, our new [Welsh Language Standards](#) webpage was launched. The Welsh Language Officer collaborated with the Digital team to ensure accessibility and readability. The information required by the Standards is now available as webpages linked from the main page, rather than several PDFs which were not accessible. This will improve the user experience, enabling them to access information efficiently in Welsh and English.

Highlighting our Welsh content

Over the past year, we have emphasised Welsh-language content in our monthly newsletter, which is distributed to more than 1,800 subscribers. This content includes showcasing projects that promote the Welsh language, marking key dates in the Welsh calendar, and highlighting our presence at relevant events.

In line with Standards 54–55, we ensure that all such content is shared bilingually across our social media channels, including Facebook



Our 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.



The Welsh Language at external events

In line with Standards 24–29, we continue to consider the Welsh language when planning any external event. Invitations and registration forms inform attendees that they are welcome to use Welsh, and we ask whether they would like to participate through the medium of Welsh. Based on the responses, we put the appropriate arrangements in place. Whenever at least one attendee wishes to use Welsh, we provide simultaneous translation. Events are opened bilingually, and we emphasise that participants may contribute in Welsh throughout.

As part of our role as a funder, we attend funding surgeries and third sector events across Wales, including [Gofod3](#), the largest voluntary sector event in Wales, as well as smaller local events. We ensure that Welsh-speaking Funding Officers are available to speak with anyone who wishes to discuss funding opportunities in Welsh. We also promote our presence at these events bilingually on our social media channels. In addition, we facilitate bilingual communication at Wales Committee strategy days and stakeholder events.

The Welsh language in 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. The strategy is regularly reviewed as new roles are created within the organisation. 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 'essential' or 'desirable'. Since September 2025, 32 jobs have been advertised bilingually, either based in Wales or UK-wide. Two of these roles noted Welsh as an 'essential' skill and one role noted Welsh as 'desirable'. We have recruited two fluent Welsh speakers over the past year.

Policy making standards

The National Lottery Community Fund has a broad range of policies that guide how we operate and deliver our services. Whenever we review an existing policy or develop a new one, we consider its potential impact on the Welsh language and identify opportunities to support or increase its use.

For all new policies, we ensure that Welsh is treated no less favourably than English, and we actively look for ways in which our policies can enhance people's opportunities to use Welsh.

Similarly, when undertaking consultation or research as part of policy development, we assess the potential effects on the Welsh language and seek views on this.

In line with Standard 90, we have a dedicated [policy](#) for considering the Welsh language when awarding grants. This is set out in a guidance document for colleagues, outlining our expectations of grantholders in relation to the Welsh Language Standards.

Equity, Diversity and Inclusion (EDI)

In 2024, the Equity, Diversity and Inclusion Funding (EDIF) 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.

The following year, the EDIF team created an Equity Consideration tracker to support the development of strategic projects, policy design and programme development. This ensures Equity is considered consistently for different funding mechanisms.

This year, the 'Meeting our equality duties in funding decisions' document has been redesigned into an e-learning module. This is on our internal learning system and is compulsory for new starters and used as a refresher for existing funding colleagues. The module includes the Welsh language as a consideration.



The Outdoor Partnership, Wales

Operational standards

The National Lottery Community Fund is a UK-wide organisation, with most of our corporate services located outside Wales. When we first became subject to the Welsh Language Standards in 2017, the Operational Standards were the most challenging for us to meet.

Over the past nine years, we have made significant progress. The Welsh language is now firmly embedded across the organisation, and teams throughout the UK routinely consider Welsh-language requirements before developing any new campaign, programme or materials.

Following the launch of the Welsh Language Commissioner's internal use policy models, our Welsh Language Officer developed a new internal policy in May 2026 to encourage and support the use of Welsh within the organisation. This policy fulfils the requirement under Standard 94 to create an internal Welsh-language policy and builds on our previous **Our Promise to You** policy. Through this policy, supported by effective planning and positive action, we aim to help colleagues develop the skills and confidence needed to use Welsh in the workplace. The policy highlights the strong bilingual culture within the Fund and encourages staff to embrace the Welsh language, making use of the opportunities available to learn and develop their skills in the workplace.

The policy is structured around three key areas: leadership, building confidence, and administrative infrastructure. An accompanying action plan sets out specific targets, responsibilities and indicators. The policy is currently being reviewed by the Welsh Language Officer before being approved by leadership colleagues and then published on our Intranet.



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. 17 internal policies were translated this year, with examples including the Technology Usage Policy, Whistleblowing Policy and Secondment Policy. We work closely with the People Team who create or update any policies to translate these promptly into Welsh before being made available to colleagues, and ensure colleagues are aware of their availability in Welsh.

People Hub

We use an internal Human Resources system, People Hub, where colleagues can record their performance objectives, view their employment information, and manage annual leave and other absences in one place. The entire system is available in Welsh, ensuring full compliance 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 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 30 colleagues. 10 colleagues completed the questionnaire through the medium of Welsh, and 20 colleagues completed the questionnaire in English.

The results show that several of our colleagues feel confident in their Welsh listening and reading skills with 15 agreeing with the statement “I can understand the majority of complex and simple Welsh texts” and 15 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 writing and speaking is slightly lower, with 12 agreeing with the statement “I feel confident enough to produce a report / assessment report / consultation response document in Welsh” and 14 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. Those attending Learn Welsh courses would like to continue attending.

Two colleagues noted a desire to attend intensive language courses. Another colleague expressed they would like to see a more bilingual approach towards meetings and team days and more management staff with Welsh language skills. Another colleague noted an interest in attending a Nant Gwrtheyrn course with other members of staff.

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 several 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 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.

Eight 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. Four of our learners have completed Learn Welsh’s Entry course this year and will start the Foundation course in September.

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.

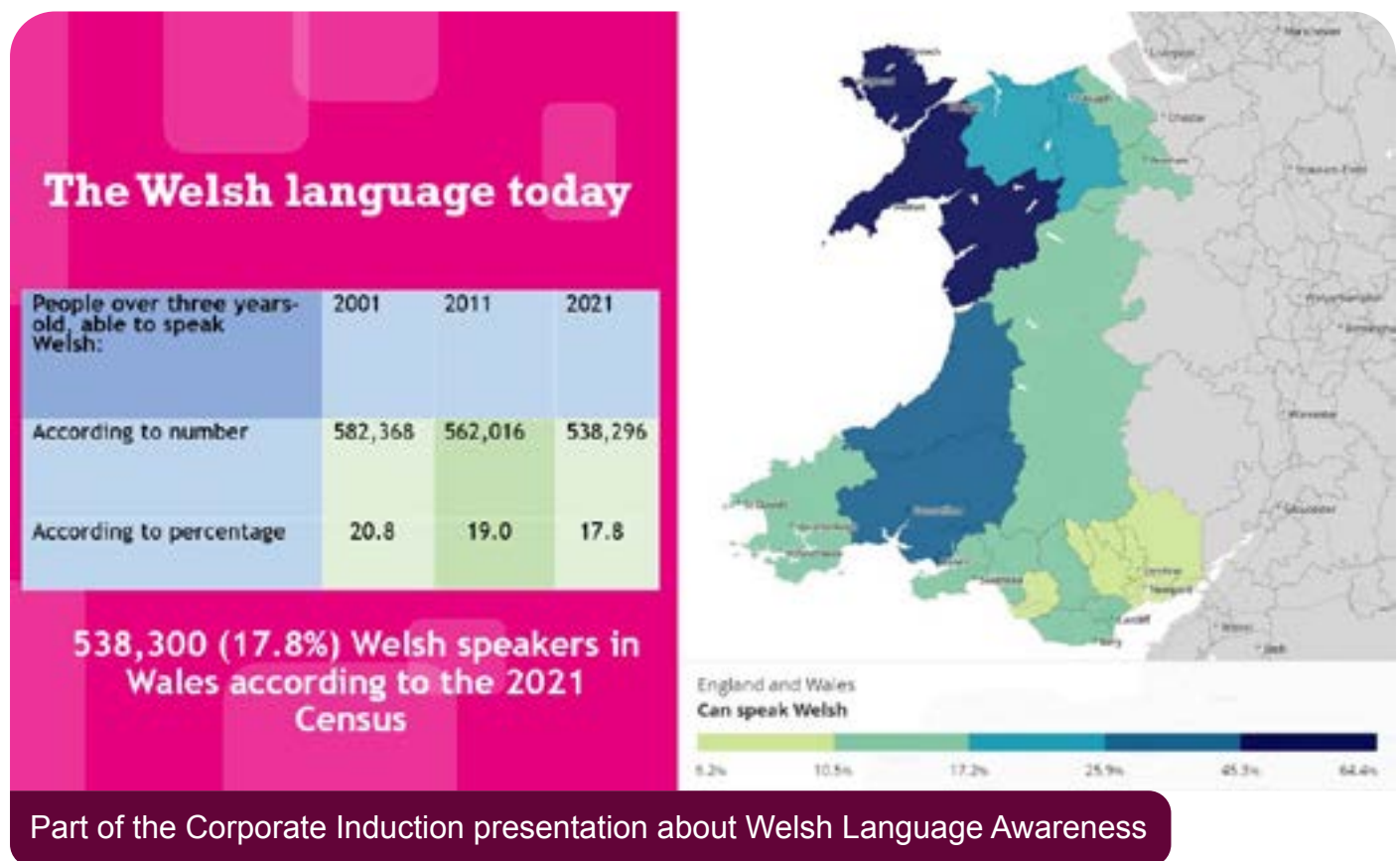
A separate Teams channel is available for fluent speakers, allowing them to use their Welsh at work and discuss any linguistic matters, for example terminology queries. A central terminology spreadsheet is maintained by the translator and updated as needed.

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.

Following internal consultation on our onboarding process, the Learning and Development team has streamlined our Corporate Induction by creating a series of videos for new starters. One of these focuses on Welsh Language Awareness and is mandatory for all new colleagues. This interactive video provides historical context about the Welsh language, explains relevant legislation, and outlines the current situation of the language today.

We therefore meet standard 124 in providing all essential training in English and Welsh. Three colleagues completed the 'Workplace Essentials' certificate through the medium of Welsh this year, which is an increase from the previous year. We will aim to increase this number again 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 forms part of the Workplace Essentials training and must be completed annually by all colleagues across the UK. The module covers the history of the Welsh language, its current context, and its significance to us as a bilingual UK-wide organisation.

In accordance with Standard 129, all new colleagues and committee members in the Wales directorate receive an induction session with the Welsh Language Officer. This session outlines our responsibilities under the Welsh Language Standards and highlights the opportunities to use Welsh in the workplace. The Welsh Language Officer also continues to identify teams across the Fund that would benefit from refreshed training. This year, we plan to prioritise Welsh-language training for the Learning and Development, Digital, and Communications teams.

To promote Welsh culture and the language, we celebrate Welsh days and events internally, and we run external communication campaigns through our social media channels and newsletter.

Shwmae/Su'mae Day (15 October)

In October 2025, 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 channels.



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It is pleasing to see that the Fund is constantly seeking to expand its bilingual provision, both internally and externally, and as a result is improving the service available to the public. The work of the Community Fund reaches every corner of our society here in Wales and has a significant impact in promoting the Welsh language.

”

Efa Gruffudd Jones
Welsh Language Commissioner



Pentredŵr & District Community Association in Llangollen

Use your Welsh week (24 November – 5 December)

In November, we took the opportunity to celebrate the Welsh Language Commissioner's Use your Welsh week to highlight a grantholder using our funding to promote the language in their community. Pentredŵr & District Community Association in Llangollen is empowering their community to both use and learn Welsh by offering accredited Welsh courses, monthly Paned a Sgwrs sessions and a Welsh language group for young children.

Cynnig Cymraeg week (11 – 15 May)

In May, the Welsh Language Commissioner's *Cynnig Cymraeg* week was an opportunity to highlight our Bilingualism at Work sessions, held in partnership with the Welsh Language Commissioner's Hybu team. This opportunity was shared on our social media channels and our newsletter and led to our highest number of attendees during the year.

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, such as health and safety.
- 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 grantholders attending our 'Bilingualism at Work' sessions in partnership with the Welsh Language Commissioner.



Promoting the Welsh language through our grants

As a grant making organisation, it is essential that our grantholders deliver their projects bilingually, helping to support and promote the use of Welsh within communities across Wales.

From the outset, we make clear that projects in Wales are expected to operate bilingually as a condition of their grant, ensuring communities can engage with activities in the language of their choice. Costs associated with bilingual delivery, such as translating promotional materials, can be included within project budgets. We encourage applicants to consult our [guidance on bilingualism](#), and to consult with Welsh speaking communities when planning their work. More detailed support is available in our [guide to creating a bilingual project](#), and the Welsh Language Officer is available to advise applicants before, during and after the application process.

In line with Standard 90, below are additional steps we have taken this year to ensure grantholders treat both languages equally and consider how their projects can increase opportunities for people to use Welsh.

Bilingualism at work sessions

In collaboration with staff from the Welsh Language Commissioner, we have continued to deliver training for our grantholders on how to manage their projects bilingually. Sessions took place in November 2025, March 2026 and June 2026, during which we outlined our Welsh language requirements for funded projects. The Commissioner's team also provided guidance on bilingual design, as well as information on the resources available for translation and proofreading.

Last year, we began working with The National Lottery Heritage Fund as part of these sessions, enabling grantholders to network and share good practice in bilingual delivery. The next Bilingualism at Work sessions are scheduled for October 2026.

Mentrau Iaith outreach

In November 2025, one of our Funding Managers attended Mentrau Iaith Cymru's annual conference in Aberystwyth. During the event, we delivered a presentation outlining the funding opportunities available to them, and one of the Mentrau Iaith branches shared their experience of receiving support from us. Our aim was to encourage more applications from Welsh language initiatives, which resulted in two successful applications in January 2026.

We identify stakeholders who may benefit from this type of outreach and maintain strong relationships with Welsh language organisations, including Mudiad Meithrin, Merched y Wawr, and Mentrau Iaith.

Welsh festivals

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

The Royal Welsh Show – Llanellwedd

In July 2026, our Head of Marketing attended the Royal Welsh Show on behalf of the Fund, following an invitation from Merched y Wawr, who received a £10,599 Awards for All grant. Their project brought together communities across fourteen regions to take part in social and creative activities, producing visual artwork on the theme of 'Pink Positivity'.

The project culminated in a vibrant exhibition at the Show, showcasing artwork created through community workshops across Wales. The exhibition aimed to raise awareness of cancer and offer practical help and emotional support. It also supported Merched y Wawr's appeal for Cancer Research Wales, encouraging people of all ages to discuss the impact of cancer in an open, supportive and empowering environment through the medium of Welsh.

The Urdd Eisteddfod - Anglesey

To celebrate the Urdd Eisteddfod this year, our Welsh Language Officer published an [article in Golwg](#) looking at why investing in the Welsh language is so important to us as a funder. The piece focused on funded projects attending the festival including Mercher y Wawr Rhanbarth Môn, Medrwn Môn, Mudiad Meithrin and Menter Môn Cyf. We highlighted the piece on our social channels and our newsletter.

The National Eisteddfod – Llantwd, Pembrokeshire

This year, we had the opportunity to collaborate with Lottery operator Allwyn, sharing a tent with other National Lottery distributors throughout the week at the National Eisteddfod. This marked our largest presence at the Eisteddfod to date, with several colleagues contributing in different ways. It provided an excellent opportunity to offer funding advice to the public through the medium of Welsh and to engage with key stakeholders. Over the course of the week, we captured more than 160 enquiries from community groups.



Mercher y Wawr's 'Pink Positivity' exhibition at the Royal Welsh Show, July 2026



Our Wales Director John Rose, along with UK Chair Dame Julia Cleverdon and Funding Manager Rachel Richards presenting a cheque to Small World Theatre at the National Eisteddfod in Llantwd

We also took part in a stakeholder event celebrating 850 years of the National Eisteddfod and £2.6 billion of National Lottery investment in Welsh culture, language and heritage. A highlight of the week was a cheque presentation by Heledd Fychan MS, Cabinet Secretary for Culture and Sport, to Small World Theatre, recognising a £99,990 National Lottery Community Fund award through our People and Places programme.

Our UK Board Chair, Dame Julia Cleverdon, attended the Eisteddfod on behalf of the Fund for the first time, demonstrating our commitment to funding in Wales. We produced a [video featuring Dame Julia](#) discussing her visit, which we shared across our social media channels.

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 Sir Caerffili received a £20,000 Awards for All grant to run a series of creative activities over two years, giving residents of all ages the opportunity to build their confidence, improve wellbeing and develop new skills through the medium of Welsh. Their community arts project involves regular workshops and events, including cooking, singing, dance and visual and digital art, strengthening local connections and promoting natural use of the language.

Menter Môn Cyf received a £250,000 People and Places grant to engage with children, young people and adults across Gwynedd and Anglesey. Their 'Our History' project shares and documents local history and heritage across generations through short films and newsletters. The activities aim to reduce loneliness and improve wellbeing, whilst supporting the Welsh language.

Menter Iaith Rhondda Cynon Taf received a £20,000 Awards for All grant to run a series of creative and engaging activities over two years, giving residents of all ages the opportunity to learn about their local culture, history and use the Welsh they have. The project will foster local pride and reinforce the use of the Welsh language in the community.

Menter Cwm Gwendraeth Elli received a £15,582 Awards for All grant to establish a new weekly Welsh language darts academy for young people in Cwm Gwendraeth and Llanelli. With darts increasing in popularity amongst young people, the academy identified a need for a local space for young people to engage in a different sport whilst strengthening the use of the language in a fun and sociable setting.



St Peters Community Hall and Garden, Wales



Same but Different, Wales

Conclusion and recommendations

This report has provided an opportunity to reflect on the position of the Welsh language within The National Lottery Community Fund during 2025 - 2026. It outlines our performance across the Service Delivery, Policy Making, Operational, and Record Keeping standards, and highlights how we have promoted Welsh language and culture through our grant making and outreach activity. The Fund has continued to strengthen its bilingual services and make meaningful progress, and we are proud of the Welsh language provision we offer both internally and externally.

Looking ahead to the coming year, it is recommended that we prioritise the following:

Ensuring our new Intranet operates bilingually

As we update our Intranet pages, the Welsh Language team is working closely with Internal Communications to ensure the Welsh language is considered from the outset and that there is full parity between the English and Welsh versions. We will pilot a weekly translation schedule for all new articles ahead of the Intranet's launch later this year. The Welsh Language Officer will monitor the translation process and ongoing compliance with Standards 118, 120 and 122.

Supporting colleagues to use more Welsh in day to day work

Following feedback from our staff language skills survey, we will explore further opportunities for Welsh speaking colleagues to use more Welsh in their daily work. We will use our internal policy on the use of Welsh to increase opportunities and build confidence.

Encouraging more Welsh speaking colleagues to complete 'Workplace Essentials' in Welsh

Although completion rates have increased this year, we aim to further boost the number of colleagues completing Workplace Essentials training in Welsh. We will prepare communications reminding colleagues that all internal training modules are available in Welsh and encouraging Welsh speakers to complete them in the language.

Continuing to encourage colleagues to learn Welsh

We will maintain our relationship with Learn Welsh and continue to share available courses with colleagues to sustain momentum in developing Welsh language skills. We will encourage and support colleagues currently undertaking the Foundation course to progress to the Intermediate course. Informal Welsh conversation sessions between the Welsh Language Officer, our internal translator and learners will continue, building on feedback from the staff language skills survey. We will also use resources from the Welsh Language Commissioner to support increased use of Welsh in the workplace.

Continuing to promote Welsh language matters and culture

As highlighted in this report, the Fund promotes Welsh culture through Welsh days and festivals. We plan to continue celebrating these occasions and build on the success of events we attended such as the National Eisteddfod. We will also continue to champion Welsh language projects through our grants, social media channels and newsletter, and mark significant dates in the Welsh calendar internally.

Continuing to update teams across the UK on the Welsh Language Standards

The Welsh Language Officer will continue to identify UK wide teams that would benefit from updated training on the standards, while also regularly updating regional teams and new colleagues in Wales. It is recommended that we prioritise the following teams: Learning and Development, Digital, and Communications.

Continuing to support our projects

Following positive feedback from this year's Bilingualism at Work sessions, we intend to continue delivering these sessions three times a year in partnership with the Welsh Language Commissioner and The National Lottery Heritage Fund. While English language sessions are well attended, we aim to increase participation in the Welsh language sessions. It is suggested that the sessions be redesigned to be more interactive, encouraging grantholders to share best practice and discuss challenges in managing bilingual projects.



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.

Our complaints procedure is detailed on our [website](#).



