



CEREDIGION COUNTY COUNCIL'S ANNUAL WELSH LANGUAGE STANDARDS REPORT

2025/2026



Cyngor Sir
CEREDIGION
County Council

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The Welsh Language in Ceredigion

“We want to see the Welsh language and Welshness belong to everybody in Ceredigion and feel a sense of pride amongst all the counties”

This is Ceredigion County Council's annual report on the implementation of Welsh Language Standards in accordance with the Welsh Language (Wales) Measure 2011. The main purpose of this report is to share information on how we complied with Welsh language standards here in Ceredigion between 2025-2026.

The report is an opportunity for us to look back and reflect over the past year and report on how we promoted and facilitated opportunities to use the language. The pinnacle of the year was our first Language Conference, the first conference of its kind to be held by the Council in Ceredigion.

Highlights of the reporting year included;

- The launch of the Welsh language page on the Council’s website, to ensure the accessibility of information about the Welsh language.
- Review appraisal processes to gain a better understanding of ALTE levels when embarking on the Process of switching ALTE to CEFR.
- Continue to work with the People and Organisation Service to investigate the effectiveness of the Language Framework and our methods of monitoring the language ability of Council staff.
- Creating Welsh Language Standards Training for the corporate induction sessions
- Offer support to students attending formal Welsh lessons with 'Welsh at Work Training Officer' as they use Welsh in the workplace.

2026-2027 promises to be a productive and busy year once again as Ceredigion County Council takes part in the 2026 National Eisteddfod (Eisteddfod y Garreg Las), adopts the Growth Charter Framework and reviews our Internal Use of the Welsh Language Policy.

Highlights: 2025-2026



No Complaints

Not a single complaint was received regarding the Welsh language in 2025/26



St David's Day Grant

Grant of £17,600 received to promote the Welsh language in Ceredigion during St David's Day



The Welsh Page

The Welsh page has been launched on the Council's website



Pecyn Iaith Gwaith

Welsh Language Pack was created for the workplace



Cymraeg Gwaith Programme

More classes were held in 2025/26 than ever before



Welsh Language Conference

Ceredigion's first Welsh Language conference was held

2025-2026 Highlights

The main purpose of this report is to demonstrate our compliance with Welsh language standards focusing on the highlights over the past year. The report sets out developments to promote our Welsh language services and increase our internal use of the language.

No Complaints

It is important to note that not a single complaint has been received by Ceredigion County Council's Complaints Department for anything relating to the Welsh language.

St David's Day grant was received to Promote the Welsh Language in Ceredigion

The grant enabled Ceredigion County Council to establish a new, innovative and integrated festival strengthening relationships between communities, promoting the Welsh language and expanding creative opportunities across the county. During the project it was possible to achieve wider community engagement, to promote the Welsh language and culture, to innovate using new ways of celebrating St David's Day and to have a positive impact on partnerships and working practices. Read more about our St David's Day 2026 celebrations here - [Ceredigion celebrates St David's Day with fringe-style festival - Ceredigion County Council](#)

'Gwefan y Gymraeg' (Welsh language page) launched on the Council's website

'Gwefan y Gymraeg' wants to ensure that all residents of Ceredigion are aware of the opportunities available to them to use the Welsh language.

Browsing through the website you can find out about the opportunities available to children, young people, adults and families to learn and use the Welsh language at school, at work, in businesses and in leisure activities. Here is a link to the website [The Welsh Language in Ceredigion - Ceredigion County Council](#)

A Work Language Pack has been created for the workplace

The 'Iaith ar Waith' Pack is a bilingual resource for Welsh learners, less confident speakers and Welsh speakers in Ceredigion County Council's workplace. The pack is an aid to use the Welsh language during a working day. This pack has been created in collaboration with the Council's Welsh Language Training Officer and CERED. [Iaith ar Waith Pack](#)

More Welsh Work classes than ever before

It is visible that the Cymraeg Gwaith programme has delivered more classes in 2025/2026 than ever before. A new pilot course called 'Cymraeg Proffesiynol' was prepared and delivered by the Training Officer. A Taster course was also held for Hafan y Waun care home staff, along with informal drop-in chat sessions led by the Training Officer, during the reporting period. It is also planned to continue this provision in 2026/2027.

Ceredigion's First Language Conference held

On the 30th of June 2025, over 60 people from different organisations and organisations from across Wales came to the Ceredigion Language Conference at Theatr Felinfach. With the support of Fforwm Iaith Ceredigion Language Forum, the Ceredigion Bilingual Futures Forum and sponsorship through the ARFOR scheme, we had a very successful day.

For more information follow the link : [Welsh language and bilingual futures take centre stage at Ceredigion Language Conference](#)

The Welsh Language - for the Public

This section highlights Ceredigion County Council's ongoing commitment and effort to provide services in Welsh to the public. In line with its commitment to comply with the Welsh Language Standards, a Policy Statement, available on the Council's corporate website informs the public that the Welsh language can be used when contacting the Council; by post, face-to-face, telephone or online services. We can continue to note that all of the officers of our CLIC Customer Service are able to speak Welsh. This therefore gives us a firm commitment to providing services in Welsh to the public from the outset.

Self-assessment by Leading Officers and Corporate Managers

As every year, we continue to take self-regulatory steps to ensure that we comply with the duties under the Welsh Language Standards regime when looking back over the past year, 2025-2026. A review was carried out to consider the compliance of our services with our Welsh language duties. This year, the questionnaire was shared with Corporate Managers as well as Corporate Lead Officers to create a wider picture of Welsh Language Standards compliance within the Council's services. Considering highlights shows a solid progress in embedding the Welsh language in everyday work, with widespread use in meetings, calls and correspondence. A supportive culture and training have strengthened staff confidence and skills, while increased bilingual resources, projects and initiatives have improved the visibility of the language. Overall, a strong commitment has ensured that the Welsh language is a natural part of the provision of the services. On the other hand, the main challenges include staff lack of confidence in using Welsh, as well as time and workload pressures that limit opportunities to develop skills. Inconsistent speaker capacity, technical challenges, and remote working also affect the consistent use of the Welsh language on a day-to-day basis.

Welsh Language Standards Self-Assessment Questionnaire Welsh Language Commissioner

During Spring 2026 we responded to the Commissioner's 'Welsh Language Standards Self-Assessment Questionnaire' which asks us to set out our assessment of the

Council's compliance with some of the statutory requirements we have in relation to the Welsh language. This information is required to be provided, in accordance with the standards relating to Supplementary Matters. The aim of the questionnaire is to collect information on compliance with Welsh language standards. It gives us as a County Council the opportunity to assess the level of our compliance with standards and identify findings.

Welsh Language Committee

The group meets three times a year to share information, to make decisions, to approve documents and to consider how to promote and develop the use of the Welsh language in the most effective way. During our committees a variety of issues were discussed including:

- Improve communication with elected members sharing information regarding Welsh language developments
- Annual Monitoring Report on Welsh Language Standards
- Corporate Workforce Welsh Language Skills
- Update on Naming Streets and Houses Policy
- Update on the CSCA
- Update on using the skills framework
- Promote a culture of awareness and Welshness in residential homes
- Annual report by CERED and Theatr Felinfach
- Boosting confidence and the Welsh language and Welshness in the workplace.
- Ceredigion's Language Profile
- Ceredigion County Council's social media provision
- Report on Welsh Language Training in the workplace

Cynnal y Cardi Team – Grants

As part of our ongoing commitment to supporting businesses and communities to provide sustainable and innovative solutions to address some of the economic, social and environmental challenges facing rural areas, Ceredigion County Council provides the Cynnal y Cardi Fund which is funded by the UK Government through the UK Common Prosperity Fund. All members of the Cynnal y Cardi Team are Welsh speakers and have a good understanding of the importance of the Welsh language when it comes to provide grants to groups and organisations across Ceredigion. The two funds in place over the reporting year include **the Cynnal y Cardi Business Capital Fund and the Cynnal y Cardi Community Fund**. These grant application forms ask the question of how the project will benefit the Welsh language including assurances that the use and visibility of the Welsh language increases through the project.

The Council's Social Media and Monthly e-Newsletter

Over the reporting year, we took active steps to promote our Welsh language channel. There is a **bilingual cover photo** marking our Welsh and English stream on our Facebook channels.



1364 of Ceredigion's residents received the Council's monthly e-Newsletter through the medium of Welsh at the end of March 2026. 2148 had received an English version. Therefore, the gap between Welsh and English is not large compared to the difference between the number accessing information via social media in English compared to Welsh.



A tag (@Cyngor Sir Ceredigion) was placed on our English messages to read the message in Welsh. Regular messages are updated and pinned on Ceredigion County Council's pages to note that there is an option to follow our Welsh and English channels.

Promoting the Services of Public Organisations

Attention was received following a request for good practice by the Welsh Language Commissioner. We have selected 3 services that are central to the customer and individual experience that are available in Welsh for residents in Ceredigion. A profile has been created highlighting those three services and this can be found on the Welsh Language Commissioner's website. Follow the link to view the profiles [Promoting the Services of Public Organisations](#)

Ceredigion Actif App- [Ceredigion Actif](#)

Ceredigion Actif app is your fitness companion in Ceredigion! It includes information on how to manage membership, information about activities and classes, as well as support on well-being.

My Account - [Welcome to My Account - Ceredigion County Council](#)

My Account is a secure website where you can keep track of any applications you have made with Ceredigion County Council. You can create enquiries and monitor developments, view the history of your applications and queries and much more.

Broadcasting Committee Meetings - [Ceredigion County Council](#)

All meetings will be held in a hybrid mode. **Broadcasts and recordings of the meetings of the following committees** can be viewed in Welsh or English on the Council's website.

Impact Assessments

The Language Policy Officer and the Equality and Inclusion Manager have now reviewed and strengthened processes to ensure that there is collaboration between Services from the outset when discussing an Integrated Impact Assessment including preparing sample questions regarding the Welsh language for inclusion in the Impact Assessment. Initial Meetings will be held at the time of consultations to discuss various issues at the start of the consultation involving staff from the relevant service, the Press Team, the Inclusion Officer and the Language Officer. A clear visibility of the Welsh language and an impact on the Welsh language will be given at this meeting. This is essential to ensure that proper and conscientious consideration is given to any potential impact on the Welsh language.

Ceredigion County Council is a Licensing Authority, and we review our Licensing Policy Statement every 5 years. Ceredigion County Council's Licensing Policy covers places such as pubs and bars, and most venues that sell alcohol, serve hot food late at night, or host entertainment such as live music, dancing, films, or some sporting events. Following a consultation for the related cabinet/council report there was one response proposing that all signage/notices etc on the site should be bilingual, as part of the licence requirements. As a result of the above response a new section was inserted in the Licensing Policy urging; *"licensees to provide signs and notices to staff and customers in both English and Welsh. Ceredigion is recognised as a bilingual community, with Welsh and English as its main languages. Offering bilingual information allows businesses to cater for a wider customer base and respects the local culture and identity."*

Translating

3,947,821 words were translated during this reporting year. During 2025-2026, a total of 266 meetings were held.

	2025-2026
Democratic Service Meetings in which simultaneous translation took place	163
Well-being Meetings in which simultaneous translation took place	32
Other Meeting in which simultaneous translation took place	71
TOTAL of meeting in which simultaneous translation took place	266

Complaints

In reviewing our complaint files, we can confirm that no complaints were received about anything relating to the Welsh language during 25-26.

The Welsh Language – for the Workplace

This section highlights Ceredigion County Council's ongoing commitment and effort to promote the internal use of the Welsh language. This is done by supporting and encouraging our officers and councillors to use the language in their daily work. By promoting the Welsh language in the workplace, we can ensure an ongoing effort to raise the status of the Welsh language internally.

Welsh Language Internal Use Policy

This Council has a bilingual identity – Welsh and English. The title of the Council is Cyngor Sir Ceredigion County Council. The motto "Golud Gwlad Rhyddid" is not translated.

The Council is committed to developing brands / initiatives that have the Welsh language at its core, devising bespoke slogans (straplines), tailored rather than literal translations e.g. the Caru Ceredigion logo. All internal and external signs installed by or on behalf of the Council are bilingual, with Welsh first.

We have already started talks with the Welsh Language Commissioner to reform our internal policy during 2026-2027 to expand the opportunities for staff to use the Welsh language in their day-to-day work. A change of approach is needed to ensure that these policies lead to practical and measurable change. We have begun to review and

strengthen existing policies on the use of Welsh in the workplace, comparing them with the new policy models being developed by the Welsh Language Commissioner. Following discussions with the Commissioner's office, we are aiming for an Innovative Level of Action as we are keen to take a step forward by administering in-house in Welsh where possible.

The Welsh Language Working Group

The Welsh Language Working Group was established in October 2024. The working group covers a range of HR topics including the use of Welsh in the workplace, the fundamentals of Welsh Standards including the challenges of recruiting, promoting and promoting the Welsh language through our Cymraeg Gwaith lessons and also reviewing the Council's Language framework. Discussions are ongoing in the Welsh Language Working Group including reviewing appraisal processes to gain a better understanding of ALTE levels when embarking on the process of switching ALTE to CEFR and also investigating the effectiveness of the Language Framework and our methods of monitoring the linguistic capacity of Council staff.

All Business Cases for a vacancy are submitted to the Lead Group for approval. The Lead Group may decide to change some details before approval. Each Business Case contains information about the current linguistic situation and the percentage of Welsh speakers within the Team or Department to which the post belongs. That assists the Lead Group in approving the linguistic needs of the vacancy.

Internal Training

The Learning and Development team organises and delivers training for the Council's workforce and is committed to maintaining Welsh language standards. Training/courses are promoted through the intranet system available in the language chosen and through bilingual Learning and Development Newsletters, Website and 'Team Ceredigion Teams Channel'. Over the past year there has been an increase in the number of Welsh medium and bilingual courses offered. However, the number of courses cancelled due to inadequate staff bookings remains a challenge. To ensure that staff are able to attend training in the language of their choice, some courses have been delivered with a very low 'Trainer to Learner ratio', for example one Trainer delivering to 2 Learners. Face-to-face Corporate Induction Sessions have resumed and there is due space to introduce Welsh Language Standards to new employees within the session.

The new 'Thinqi' Learning Management System (MSS) was implemented in early 2026 and is available in Welsh and English. Compulsory e-learning modules are available through Thinqi in both Welsh and English and include the e-learning module 'Ymwybyddiaeth o'r Gymraeg' (Awareness of the Welsh Language). The launch of 'Thinqi' and the promotional activities and support sessions offered have resulted in an increase in the overall completion rate of the Welsh Awareness e-learning module.

Ceredigion County Council's 'Cymraeg Gwaith' Programme

Ceredigion County Council's Cymraeg Gwaith programme has proven to be a success in many ways and has delivered more classes in 2025/2026 than ever before. The Council's Welsh Work Tutor sits within the Learning and Development team and continues to deliver a range of Welsh courses ranging from 'Beginners to Advanced' for the Council's workforce. The numbers are healthy across the learning levels. These courses were run across the academic year, with staff members attending weekly classes under the guidance of the Training Officer.

This role also supports a range of initiatives to promote the Welsh language across the Council. To support the social care sector, a bespoke 3-session Welsh language programme supporting the 'Operational Offer/More than Words only' is available to external social care providers in the West Wales region. The success of this program has led to its incorporation into the annual training offering. The Cymraeg Gwaith Tutor has also continued to deliver bespoke Welsh sessions to staff at Hafan y Waun, one of the Council's residential homes.

A new pilot course, 'Cymraeg Proffesiynol' (*Professional Welsh*) was prepared and delivered by the Training Officer. The aim of this course is to equip staff who have completed level 3 or are fluent Welsh speakers to use their Welsh in professional contexts. The pilot proved a success, and this provision is planned to be expanded in 2026/2027. It is noted that 6 have chosen to register for the Learn Welsh WJEC exams which will be held in summer 2025/2026 based on their studies this year.

Intermediate Sabbatical Courses and Foundation Intensive Course for Classroom Assistants

The intensive Foundation course for classroom assistants has been a huge success, with **100% attendance throughout the course**. All members of the group were very enthusiastic and active in the sessions, with a noticeable increase in their language skills over a very short period.

A visit was made by the education workforce tutor to observe practice in the classroom, and it was confirmed that what was learned in the lessons was being applied practically and confidently on the classroom floor. It was clear that the assistants were committed to using the Welsh language naturally with the pupils and taking every opportunity to increase the daily use of the language.

All participants have committed to sit **the WJEC Entrance exam** in the summer, reflecting their growing commitment and confidence in the Welsh language. According to feedback from the group, everyone says that they are now using **much more Welsh in the classroom** since completing the course, with clear benefits for the pupils and the school more broadly.

School T2 Teaching Assistants	
Basic Intensive Level (face to face supported by Education workforce tutor) – 60 hours	9 assistants T2 schools Foundation Learning Class assistants (funded for their release from school through Welsh in Education grants)
Aftercare service and modelling on the classroom floor	
Foundation Level (face to face on the classroom floor, individual sessions x 2 for the 9 practitioners on the above course)	9 Class assistants Foundation Learning schools T2
Refresher Course	
2-day course for classroom practitioners	6 practitioners from the County's Secondary Schools (funded by the Centre for Learning Welsh)
Foundation Course	
Basic Level face to face	1 Headteacher and 1 Classroom assistant (make personal hours, immediately after school)
Advanced Course 2	
Advanced level 2 course (face to face)	4 practitioners (do personal hours, immediately after school)
Sabbatical	
Advanced	1 teacher Schools T2
Term 1 Foundation	2 teachers
Term 2 Intermediate	2 teachers
Welsh at Home – Parents of Schools T2	
Tasting Session	1
Entry 1	46
Foundation 1	14
Intermediate	7
Advanced 1	9

Working in Partnership

RHWYDIAITH / DEDDF / North Wales Language Officers Network – The opportunities to meet with national and regional language officials are invaluable. These sessions are an opportunity to share good practice and discuss challenges

Welsh Language Commissioner - Ceredigion Actif who have responsibility for leadership on sport and leisure provision within Ceredigion County Council have been working with the Welsh Language Commissioner to produce a video which will be released during the week of the Welsh Language Offer 2026.

Promoting the Welsh Language Internally

We continue with our monthly internal newsletter #Gwena. This e-newsletter is a link between the Council's Culture Office, Huw Owen (Welsh Work Training Officer) and Welsh learners, less confident Welsh speakers and Welsh speakers. #Gwena has evolved over the years and includes information, podcasts, articles, music, a calendar of various events that promote the Welsh language in Ceredigion. During 2025-2026 the Training Officer contributed to #Gwena in three main ways. A series of videos and educational resources have been produced for each issue discussing aspects of Welsh grammar, history and sociology, including a successful collaboration with Ceredigion Libraries to celebrate Aberystwyth's status as a UNESCO City of Literature. Interviews with Cymraeg Gwaith learners were carried out as part of the 'Inspiration of the Month' series, representing a range of levels and sections, and were also contributed to the 'Defnyddia dy Gymraeg' week 2025 through a popular video on social media, which managed to celebrate and inspire learners while raising their confidence to use Welsh in public.

The Welsh Language – for the Community

This section highlights Ceredigion County Council's commitment to promoting the use of the Welsh language amongst partnerships and in Ceredigion County communities. This is done through our Language Forum, CERED - Menter Iaith Ceredigion and through the activities of various services within our county council. There is an ongoing effort to ensure that Welsh is the main medium of the activities organised, creating natural opportunities for young people and the wider community to use the language.

Partnerships in a community

Ceredigion Bilingual Futures Forum - There are 88 members on the forum including several new members, Merched y Wawr, Cymraeg i Blant, Welsh Books Council and Cwmni Theatr Arad Goch. The Language Forum continues to monitor the Welsh Language Promotion Strategy by prioritising the actions.

Public Services Board – During the reporting year there was a spotlight session during one of the Public Services Board meetings to share good practice on 'Yr Iaith Gymraeg Ceredigion'.

British Cycling – Following a collaboration between Ceredigion County Council and British Cycling in 2025, more Welsh can be found on the British Cycling website. During the race road closure notices were published bilingually with Welsh first and the maps are bilingual as well.

In addition, they had arranged for Gruff Lewis, a road racing cyclist, to provide live commentary on the races around the town, and this was done bilingually. Gruff Lewis noted how pleased he was to have commentary in Welsh and that he thought this was the first time that the BBC had had bilingual commentary.

ARFOR - Thank you to ARFOR funding for the opportunity to offer the session "Language Awareness and Strengthening the Use of Welsh" to Coleg Ceredigion Childcare students. This was a tailored critical language awareness training for Level 2 and 3 Childcare students. The students were a mix of Welsh speakers and those who were newer to Welsh. Facts about the Welsh language and language policies relevant to childcare and education were presented and consideration was given to why childcare practitioners need to promote and use the Welsh language.

Promoting the Welsh Language in the Community

Our campaigns relating to the Welsh language continue for example through regular posts on social media, on 'Shwmae' Day, during the 'Defnyddia dy Gymraeg' campaign and on 1st March, just to name just a few. CERED, Menter Iaith Ceredigion continues to develop Hapus i Siarad – a scheme that gives Welsh learners the opportunity to use Welsh in the community by having a chat in small businesses that are "Hapus i Siarad" ("Happy to Chat") Welsh with them throughout the year.

Following a request from Porth Gofal Service we are continuing to promote awareness of culture and Welshness in four of Ceredigion's residential homes. This has been a huge success as we have organised various activities e.g. activities on Dydd Miwsig Cymru (Welsh Music Day) and on St Dwynwen's day. A "Gŵyl Ffrinj Byddwch Lawen" took place during February and March and was funded by a pilot support fund – St David's Day 2026. Welsh tea was served to reminisce about past St David's Day celebrations in the Residential Homes. These sessions were held mainly through the medium of Welsh and will offer a unique Welsh experience to the residents as they discuss old customs and stories. The aim of the project was to bring people of all ages together to celebrate the Welshness, creativity and traditions of Ceredigion in accessible, contemporary, new, innovative and inspiring ways. "Gŵyl Ffrinj Byddwch Lawen" was able to lay solid foundations for a new creative programme that brought the communities of Ceredigion together to celebrate the Welsh language, local culture and creativity.

With the help of the Welsh Government's St David's Day grant, communities across Ceredigion came together to enjoy creative workshops, performances and lively parades as part of our Gŵyl Ffrinj Byddwch Lawen. 'Ladis ar y lân' a surprise, colour and plenty of cheers to this year's celebrations! Inspired by the art of Ruth Jên, their performances were truly heart lifting.



Factsheet

97%

could use the Welsh language skills during their working day according to the Council's staff survey, an increase on the previous year

84%

of Council staff want to improve their Welsh language skills, according to the Council's Staff survey, an increase from the previous year

3,947,821

words translated

100%

Registrars speak Welsh

923.3 million seconds

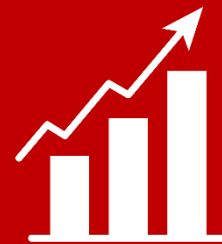
'Ladis ar y Lôn' reel has reached the 2nd largest audience in Ceredigion County Council's social media history

Stepping into the Future 2026-2027



Amending our Internal Welsh Language Policy

Launch and Promote our Growth Charter



Monitoring the language standard of independent companies who receive contracts by Ceredigion County Council

Develop opportunities to use the Welsh in the Workplace informally



Amendment of the Internal Use of the Welsh Language Policy

Continue to work with the Welsh Language Commissioner to monitor and amend our Internal Use of Welsh Language Policy. It is intended to use models prepared by the Welsh Language Commissioner to create an effective and ambitious internal use policy for Ceredigion County Council.

Launch and Promote our Growth Charter

We have already started discussions on the Wales TUC's Growth Charter Enabling Framework as a tool to help workers, trade union branches and employers work together to support inclusive bilingual workplaces and increase the use of Welsh at work. We will launch and promote the framework in summer 2026.

Monitoring the language standard of independent companies that receive contracts from Ceredigion County Council

Concerns have been raised about the quality of Welsh translations in relation to Boxphish's cyber security awareness training materials. Following this feedback, we have contacted Boxphish directly to formally discuss the issue and to request a review of the content. Boxphish is currently conducting an internal review and intends to address the concerns raised. The Language Policy Officer also works closely with Boxphish as part of the quality assurance process to ensure that the materials meet the expected standards for the Welsh language.

Developing opportunities to use the Welsh language informally in the workplace

During the coming year CERED will work with the Council's Iaith Gwaith Tutor to create opportunities to use the Welsh language informally. It is planned to promote Ceredigion's Welsh events among Course Starter students, create a Welsh language billboard at the Council's offices in Aberystwyth and Aberaeron and create a dedicated area for hot desks and a Welsh language space for our colleagues.

Appendices

Appendix 1: Complaints Data

No complaints were made to the Council's Complaints Department regarding the implementation of the Welsh Language Standards during the reporting year.

Appendix 2: Employment, training and recruitment data

Language Skills Data 2025-26

1.1 An overview of the number of staff with Welsh language skills

- Speaking and Listening Skills
- Writing Skills
- Reading Skills

Listening / Speaking		
Level	Number of Staff	%
No skills	54	2.47%
Level 1	506	23.14%
Level 2	308	14.08%
Level 3	313	14.31%
Level 4	334	15.27%
Level 5	651	29.77%
No record (e.g. TUPE)	21	0.96%
TOTAL	2187	100.00%

Writing		
Level	Number of Staff	%
No skills	130	5.94%
Level 1	595	27.21%
Level 2	341	15.59%
Level 3	271	12.39%
Level 4	335	15.32%
Level 5	492	22.50%
No record (e.g. TUPE)	23	1.05%
TOTAL	2187	100.00%

Reading		
Level	Number of Staff	%
No skills	113	5.17%
Level 1	548	25.06%
Level 2	346	15.82%
Level 3	265	12.12%
Level 4	328	15.00%
Level 5	566	25.88%
No record (e.g. TUPE)	21	0.96%
TOTAL	2187	100.00%

Overview of Staff Language Levels

	Number	%
Staff with Welsh language skills (of any kind)	2112	96.57
Staff without any Welsh language skills (no skills)	54	2.47
Unknown	21	0.96

Writing Skills

1.2 An overview of the number of staff with Welsh language skills, by service

Service	Number of staff with Welsh language skills	Percentage of staff with Welsh language skills
Customer Contact, ICT & Digital	No skills: 7 Level 1: 18 Level 2: 17 Level 3: 20 Level 4: 38 Level 5: 34 No record: 0 Total: 134	No skills: 5.22 Level 1: 13.43 Level 2: 12.69 Level 3: 14.93 Level 4: 28.36 Level 5: 25.37 No record: 0
Democratic Services	No skills: 4 Level 1: 19 Level 2: 13 Level 3: 13 Level 4: 35 Level 5: 34 No record: 2 Total: 120	No skills: 3.33 Level 1: 15.83 Level 2: 10.83 Level 3: 10.83 Level 4: 29.17 Level 5: 28.33 No record: 1.67
Economy and Regeneration	No skills: 13 Level 1: 97 Level 2: 34 Level 3: 22 Level 4: 22 Level 5: 32 No record: 0 Total: 220	No skills: 5.91 Level 1: 44.09 Level 2: 15.45 Level 3: 10.00 Level 4: 10.00 Level 5: 14.55 No record: 0
Finance and Procurement	No skills: 3 Level 1: 28 Level 2: 29 Level 3: 9 Level 4: 24 Level 5: 27 No record: 1 Total: 121	No skills: 2.48 Level 1: 23.14 Level 2: 23.97 Level 3: 7.44 Level 4: 19.83 Level 5: 22.31 No record: 0.83
Highways and Environmental Services	No skills: 13 Level 1: 121 Level 2: 43 Level 3: 35 Level 4: 21 Level 5: 25 No record: 1 Total: 259	No skills: 5.02 Level 1: 46.72 Level 2: 16.60 Level 3: 13.51 Level 4: 8.11 Level 5: 9.65 No record: 0.39

Legal and Governance	No skills: 2 Level 1: 2 Level 2: 7 Level 3: 5 Level 4: 3 Level 5: 4 No record: 0 Total: 23	No skills: 8.7 Level 1: 8.7 Level 2: 30.43 Level 3: 21.74 Level 4: 13.04 Level 5: 17.39 No record: 0
Schools, Lifelong Learning and Culture	No skills: 6 Level 1: 102 Level 2: 36 Level 3: 29 Level 4: 60 Level 5: 169 No record: 13 Total: 415	No skills: 1.45 Level 1: 24.58 Level 2: 8.67 Level 3: 6.99 Level 4: 14.46 Level 5: 40.72 No record: 3.13
People and Organisation	No skills: 0 Level 1: 7 Level 2: 8 Level 3: 10 Level 4: 10 Level 5: 19 No record: 0 Total: 54	No skills: 0.00 Level 1: 12.96 Level 2: 14.81 Level 3: 18.52 Level 4: 18.52 Level 5: 35.19 No record: 0.00
Policy, Performance and Public Protection	No skills: 2 Level 1: 11 Level 2: 7 Level 3: 12 Level 4: 16 Level 5: 10 No record: 1 Total: 59	No skills: 3.39 Level 1: 18.64 Level 2: 11.86 Level 3: 20.34 Level 4: 27.12 Level 5: 16.95 No record: 1.69
Porth Cymorth Cynnar	No skills: 5 Level 1: 34 Level 2: 34 Level 3: 42 Level 4: 54 Level 5: 70 No record: 3 Total: 242	No skills: 2.07 Level 1: 14.05 Level 2: 14.05 Level 3: 17.36 Level 4: 22.31 Level 5: 28.93 No record: 1.24
Porth Cynnal	No skills: 2 Level 1: 33 Level 2: 29 Level 3: 17 Level 4: 12 Level 5: 24 No record: 1	No skills: 1.69 Level 1: 27.97 Level 2: 24.58 Level 3: 14.41 Level 4: 10.17 Level 5: 20.34 No record: 0.85

	Total:	113	
Porth Gofal	No skills:	73	No skills: 17.38
	Level 1:	123	Level 1: 29.29
	Level 2:	84	Level 2: 20.00
	Level 3:	57	Level 3: 13.57
	Level 4:	40	Level 4: 9.52
	Level 5:	42	Level 5: 10.00
	No record:	1	No record: 0.24
	Total:	420	

Speaking Skills

1.2 An overview of the number of staff with Welsh language skills, by service

Service	Number of staff with Welsh language skills	Percentage of staff with Welsh language skills
Customer Contact, ICT & Digital	No skills: 3	No skills: 2.24
	Level 1: 12	Level 1: 8.96
	Level 2: 17	Level 2: 12.69
	Level 3: 10	Level 3: 7.46
	Level 4: 44	Level 4: 32.84
	Level 5: 48	Level 5: 35.82
	No record: 0	No record: 0
	Total: 134	
Democratic Services	No skills: 1	No skills: 0.83
	Level 1: 17	Level 1: 14.17
	Level 2: 12	Level 2: 10.00
	Level 3: 17	Level 3: 14.17
	Level 4: 25	Level 4: 20.83
	Level 5: 45	Level 5: 37.50
	No record: 3	No record: 2.50
	Total: 120	
Economy and Regeneration	No skills: 10	No skills: 4.55
	Level 1: 86	Level 1: 39.09
	Level 2: 32	Level 2: 14.55
	Level 3: 26	Level 3: 11.82
	Level 4: 24	Level 4: 10.91
	Level 5: 42	Level 5: 19.09
	No record: 0	No record: 0
	Total: 220	
Finance and Procurement	No skills: 1	No skills: 0.83
	Level 1: 21	Level 1: 17.36
	Level 2: 27	Level 2: 22.31
	Level 3: 17	Level 3: 14.05
	Level 4: 22	Level 4: 18.18
	Level 5: 32	Level 5: 26.45
	No record: 1	No record: 0.83
	Total: 121	

Highways and Environmental Services	No skills: 5 Level 1: 84 Level 2: 52 Level 3: 35 Level 4: 34 Level 5: 48 No record: 1 Total: 259	No skills: 1.93 Level 1: 32.43 Level 2: 20.08 Level 3: 13.51 Level 4: 13.13 Level 5: 18.53 No record: 0.39
Legal and Governance	No skills: 2 Level 1: 2 Level 2: 3 Level 3: 9 Level 4: 2 Level 5: 5 No record: 0 Total: 23	No skills: 8.70 Level 1: 8.70 Level 2: 13.04 Level 3: 39.13 Level 4: 8.70 Level 5: 21.74 No record: 0
Schools, Lifelong Learning and Culture	No skills: 3 Level 1: 94 Level 2: 31 Level 3: 32 Level 4: 39 Level 5: 205 No record: 11 Total: 415	No skills: 0.72 Level 1: 22.65 Level 2: 7.47 Level 3: 7.71 Level 4: 9.40 Level 5: 49.40 No record: 2.65
People and Organisation	No skills: 0 Level 1: 4 Level 2: 8 Level 3: 9 Level 4: 11 Level 5: 22 No record: 0 Total: 54	No skills: 0 Level 1: 7.41 Level 2: 14.81 Level 3: 16.67 Level 4: 20.37 Level 5: 40.74 No record: 0
Policy, Performance and Public Protection	No skills: 2 Level 1: 8 Level 2: 6 Level 3: 9 Level 4: 16 Level 5: 18 No record: 0 Total: 59	No skills: 3.39 Level 1: 13.56 Level 2: 10.17 Level 3: 15.25 Level 4: 27.12 Level 5: 30.51 No record: 0
Porth Cymorth Cynnar	No skills: 3 Level 1: 23 Level 2: 32 Level 3: 35 Level 4: 58 Level 5: 88 No record: 3	No skills: 1.24 Level 1: 9.50 Level 2: 13.22 Level 3: 14.46 Level 4: 23.97 Level 5: 36.36 No record: 1.24

	Total: 242	
Porth Cynnal	No skills: 1 Level 1: 25 Level 2: 22 Level 3: 25 Level 4: 19 Level 5: 25 No record: 1 Total: 118	No skills: 0.85 Level 1: 21.19 Level 2: 18.64 Level 3: 21.19 Level 4: 16.10 Level 5: 21.19 No record: 0.85
Porth Gofal	No skills: 23 Level 1: 130 Level 2: 66 Level 3: 89 Level 4: 40 Level 5: 71 No record: 1 Total: 420	No skills: 5.48 Level 1: 30.95 Level 2: 15.71 Level 3: 21.19 Level 4: 9.52 Level 5: 16.90 No record: 0.24

Reading Skills

1.2 An overview of the number of staff with Welsh language skills, by service

Service	Number of staff with Welsh language skills	Percentage of staff with Welsh language skills
Customer Contact, ICT & Digital	No skills: 4 Level 1: 16 Level 2: 19 Level 3: 19 Level 4: 33 Level 5: 43 No record: 0 Total: 134	No skills: 2.99 Level 1: 11.94 Level 2: 14.18 Level 3: 14.18 Level 4: 24.63 Level 5: 32.09 No record: 0
Democratic Services	No skills: 4 Level 1: 15 Level 2: 15 Level 3: 12 Level 4: 32 Level 5: 39 No record: 3 Total: 120	No skills: 3.33 Level 1: 12.50 Level 2: 12.50 Level 3: 10.00 Level 4: 26.67 Level 5: 32.50 No record: 2.50
Economy and Regeneration	No skills: 13 Level 1: 93 Level 2: 30 Level 3: 27 Level 4: 21 Level 5: 36 No record: 0	No skills: 5.91 Level 1: 42.27 Level 2: 13.64 Level 3: 12.27 Level 4: 9.55 Level 5: 16.36 No record: 0

	Total: 220	
Finance and Procurement	No skills: 3 Level 1: 25 Level 2: 26 Level 3: 11 Level 4: 23 Level 5: 32 No record: 1 Total: 121	No skills: 2.48 Level 1: 20.66 Level 2: 21.49 Level 3: 9.09 Level 4: 19.01 Level 5: 26.45 No record: 0.83
Highways and Environmental Services	No skills: 12 Level 1: 102 Level 2: 47 Level 3: 40 Level 4: 27 Level 5: 30 No record: 1 Total: 259	No skills: 4.63 Level 1: 39.38 Level 2: 18.15 Level 3: 15.44 Level 4: 10.42 Level 5: 11.58 No record: 0.39
Legal and Governance	No skills: 2 Level 1: 2 Level 2: 7 Level 3: 5 Level 4: 3 Level 5: 4 No record: 0 Total: 23	No skills: 8.70 Level 1: 8.70 Level 2: 30.43 Level 3: 21.74 Level 4: 13.04 Level 5: 17.39 No record: 0.00
Schools, Lifelong Learning and Culture	No skills: 6 Level 1: 99 Level 2: 34 Level 3: 29 Level 4: 53 Level 5: 183 No record: 11 Total: 415	No skills: 1.45 Level 1: 23.86 Level 2: 8.19 Level 3: 6.99 Level 4: 12.77 Level 5: 44.10 No record: 2.65
People and Organisation	No skills: 0 Level 1: 7 Level 2: 7 Level 3: 9 Level 4: 9 Level 5: 22 No record: 0 Total: 54	No skills: 0 Level 1: 12.96 Level 2: 12.96 Level 3: 16.67 Level 4: 16.67 Level 5: 40.74 No record: 0
Policy, Performance and Public Protection	No skills: 2 Level 1: 10 Level 2: 7 Level 3: 7 Level 4: 17 Level 5: 16	No skills: 3.39 Level 1: 16.95 Level 2: 11.86 Level 3: 11.86 Level 4: 28.81 Level 5: 27.12

	No record: 0 Total: 59	No record: 0
Porth Cymorth Cynnar	No skills: 5 Level 1: 29 Level 2: 35 Level 3: 44 Level 4: 47 Level 5: 79 No record: 3 Total: 242	No skills: 2.07 Level 1: 11.98 Level 2: 14.46 Level 3: 18.18 Level 4: 19.42 Level 5: 32.64 No record: 1.24
Porth Cynnal	No skills: 2 Level 1: 30 Level 2: 30 Level 3: 13 Level 4: 17 Level 5: 25 No record: 1 Total: 118	No skills: 1.69 Level 1: 25.42 Level 2: 25.42 Level 3: 11.02 Level 4: 14.41 Level 5: 21.19 No record: 0.85
Porth Gofal	No skills: 60 Level 1: 120 Level 2: 89 Level 3: 49 Level 4: 46 Level 5: 55 No record: 1 Total: 420	No skills: 14.29 Level 1: 28.57 Level 2: 21.19 Level 3: 11.67 Level 4: 10.95 Level 5: 13.10 No record: 0.24

Salary

1.3 An overview of the number of staff with Welsh language skills, by pay grade

	Level 0,1+2	Level 3,4+5	No record
APPR2: Level 02 Apprenticeship	100.00%		
APPR3: Level 03 Apprenticeship	100.00%		
CE00: Chief Executive		100.00%	
CLO: Corporate Lead Officers	22.22%	77.78%	
ECD: Executive Corporate Director		100.00%	
ECLO: Executive Corporate Lead Officers	66.67%	33.33%	
GR02: Grade 02 Job Evaluated	70.00%	29.58%	0.42%
GR03: Grade 03 Job Evaluated	44.68%	54.26%	1.06%
GR04: Grade 04 Job Evaluated	38.71%	61.29%	
GR05: Grade 05 Job Evaluated	54.55%	44.55%	0.91%

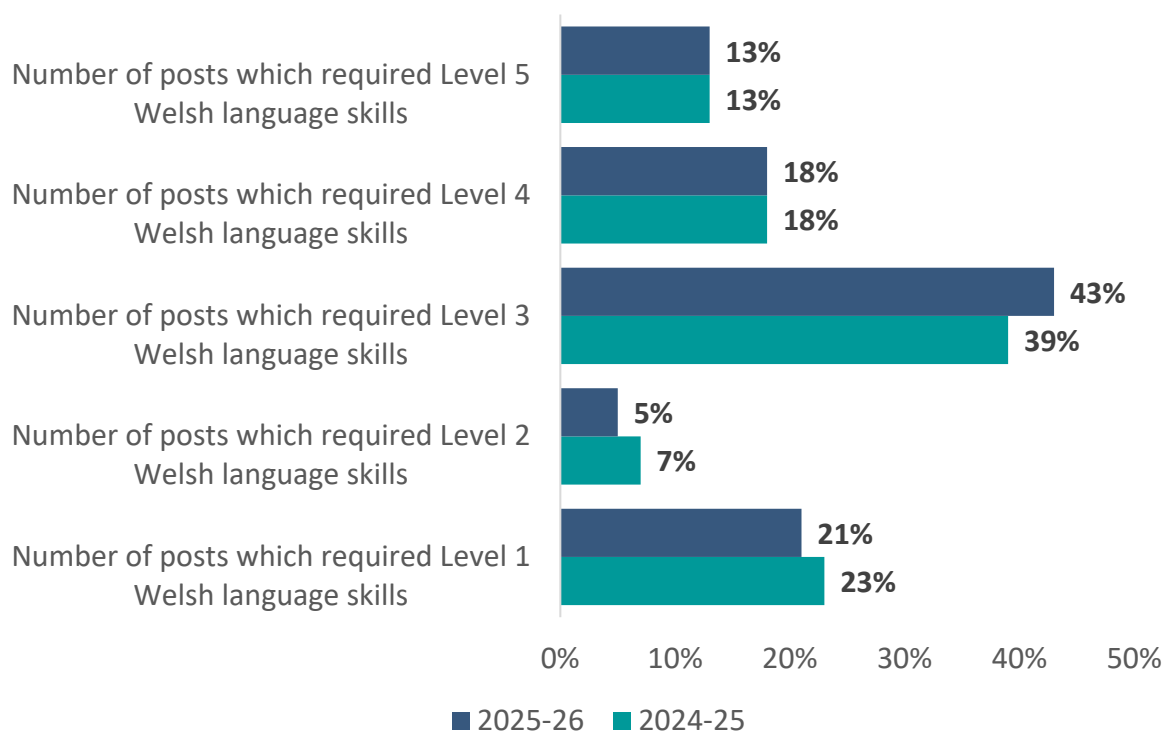
GR06: Grade 06 Job Evaluated	34.59%	64.16%	1.25%
GR07: Grade 07 Job Evaluated	41.58%	57.43%	0.99%
GR08: Grade 08 Job Evaluated	26.96%	72.01%	1.02%
GR09: Grade 09 Job Evaluated	30.17%	69.83%	
GR10: Grade 10 Job Evaluated	32.81%	67.19%	
GR11: Grade 11 Job Evaluated	41.41%	57.58%	1.01%
GR12: Grade 12 Job Evaluated	43.33%	56.66%	
GR13: Grade 13 Job Evaluated	36.07%	62.30%	1.64%
GR14: Grade 14 Job Evaluated	40.00%	60.00%	
GR15: Grade 15 Job Evaluated	20.00%	76.67%	3.33%
GR16: Grade 16 Job Evaluated	16.67%	83.33%	
H01: Headteacher		100.00%	
HYW2	100.00%		
P00: Senior qualified teacher	14.89%	76.60%	8.51%
P02: Senior qualified teacher	33.33%	66.67%	
P06: Senior qualified teacher	100.00%		
T00: Soulbury Education Improvement Professional	11.32%	86.79%	1.89%
T01: Soulbury Educational Psychologist	33.33%	66.67%	
T02: Soulbury Senior and Chief Educational Psychologists		100.00%	
T03 Soulbury Assistant Educational Psychologist		100.00%	
V01: Deputy Headteacher		100.00%	
W00: Qualified teacher	40.00%	50.00%	10.00%
W02: Qualified teacher		100.00%	

Recruiting to Vacant Posts

The Council continues to advertise a number of posts (13%) requiring fluent Welsh language skills at ALTE Level 5; the majority of posts are advertised with a requirement for language skills at ALTE Level 3 (43%). ALTE Level 3 requires individuals to be able to understand and participate in routine, day-to-day conversations in the office, whilst Level 5 requires full fluency in Welsh. The Council ensures that candidates are interviewed in their preferred language, in accordance with Standard 137.

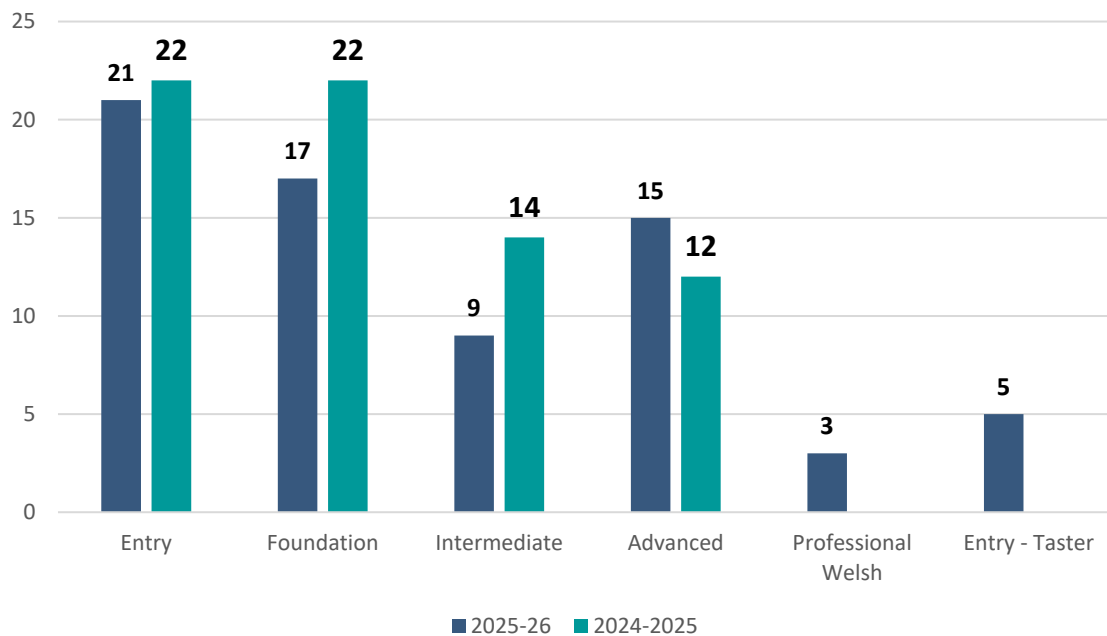
Number of posts advertised during the year which required Welsh language skills, categorised by ALTE Levels – 2025-2026

	Number	Percentage
Number of posts which required Level 5 Welsh language skills	105	13%
Number of posts which required Level 4 Welsh language skills	139	18%
Number of posts which required Level 3 Welsh language skills	344	43%
Number of posts which required Level 2 Welsh language skills	42	5%
Number of posts which required Level 1 Welsh language skills	162	21%
Total number of posts advertised	792	



Report on Ceredigion County Council's Work Welsh Programme – 2025/2026

Number of staff who attended training to learn or improve their Welsh language skills - 2024/25 & 2025/26



Level	Number
Entry	21
Foundation	17
Intermediate	9
Advanced 1	8
Advanced 2	5
Advanced 3	2
Professional Welsh	3
Entry – Taster	5
Total	70

WJEC Learn Welsh Exams 2025 / 2026.

Level	Number registered for summer 2026
Entry	5
Foundation	1
Intermediate	6
Total	12

Number of Social Care Sector Courses 2025/26	
Level	Numbers 2025 / 2026
Care Sector Courses 2025 / 2026	8

#Gwena Newsletter – Contributions by the Work Welsh Training Officer

Item	Numbers
Educational Videos and Items by the Training Officer regarding the Welsh language.	12 in 12 issues.
‘Inspiration of the Month’ interviews with learners on the Work Welsh programme.	6 in 12 issues.
Use your Welsh Week	Appeared in a video and identified learners to appear in the video.

Iaith ar Waith Pack

Project	Role
<i>Iaith ar Waith Pack</i>	Advisor and proof-reader.

Courses provided by Ceredigion County Council's Learning and Development Department

Training sessions offered by the Council to Staff				
Standard No.	Requirements	Year 24/25	Year 25/26	Progress
152	Total number of training sessions offered by the Council to staff.	736 sessions 4783 in attendance	861 sessions 4986 in attendance	
152	Total number and percentage of training sessions offered in Welsh to staff.	43 offered (6%)	54 offered (6%)	 An increase of 11 courses.
152	Total number and percentage of training sessions offered in Welsh or bilingually to staff.	101 offered (14%)	125 offered (15%)	 An increase of 24 courses (1%).
152	Total number and percentage of staff who attended training provided by the Council through the medium of Welsh during the year.	133 (3%) (including Welsh lessons by the Work Welsh Training Officer)	160 (3%) (including Welsh lessons by the Work Welsh Training Officer)	
152	Completion of the Welsh Language Awareness e-learning course.	659	1070 (960 internal, 110 external)	

Welsh-medium courses provided (excluding the Work Welsh courses)						
Course Title	Training			Number of attendees	Number of attendees for the Welsh only courses	% of the number of attendees for the Welsh only courses
	Welsh only	Bilingual	English only			
Ceredigion Managers Annual Update 2025	✓		✓	169	8	4.7%
Complaints Investigation Skills Training for Managers	✓		✓	14	6	42.9%
Corporate Induction	✓		✓	130	2	1.5%
Managing Complaints Training for Managers	✓		✓	42	9	21.4%
Reporting and Investigating Incidences, Accidents and Near Misses	✓		✓	65	4	6.2%
Group B Adult Safeguarding	✓		✓	102	2	2.0%
Group B Child Safeguarding	✓		✓	258	20	7.8%
Group C Child Safeguarding	✓		✓	64	10	15.6%
Climate Change and Carbon Reduction		✓		3	0	0.0%
Digital Skills for Business – Agored Cymru Level 1 Award		✓		17	0	0.0%
Minute Taking		✓		23	0	0.0%
Inanimate Load Handling Training - External		✓		4	0	0.0%
Manual Handling Passport (People) - External		✓		98	0	0.0%
Manual Handling (People) Refresher Training – External		✓		21	0	0.0%
Thinqi General Awareness (All Council Staff)		✓		76	0	0.0%
Thinqi General Awareness (Line Manager)		✓		59	0	0.0%
The percentage of those who would like to receive Welsh courses isn't shown here. The courses are often chosen according to the staff's availability rather than their desired language.						

Appendix 3: Background to the report

Background to the report

- The Welsh Language (Wales) Measure 2011 established a legal framework that imposes a duty on Ceredigion County Council, alongside other public organisations, to comply with Standards relating to the Welsh language.

The purpose of the Standards is:

- To provide more clarity to organisations on their duties in relation to the Welsh Language.
 - To provide more clarity to Welsh speakers on the services available in Welsh.
 - To ensure that Welsh language services are more consistent and to improve their quality.
- 5 Principal Standards with a total of **167** sub-standards were imposed on Ceredigion County Council by way of a Compliance Notice, with an initial implementation date of 30 March 2016. A full list of the Standards that Ceredigion County Council is required to comply with is available on the Council's corporate website.

Internal Overview Arrangements

- The responsibility for maintaining a strategic overview of issues relating to the Welsh language lies with the Corporate Lead Officer: Schools, Lifelong Learning and Culture.
- The Welsh Language Policy Officer is responsible for dealing with the day-to-day operational matters relating to the Welsh language within the Council.
- All policy decisions are scrutinised by the Leadership Group, which includes the Chief Executive, the Executive Corporate Director along with the three Executive Corporate Lead Officers and the nine Corporate Lead Officers.
- The Welsh Language Standards Monitoring Report is scrutinised by Members of the Language Committee, who make recommendations to the Council's Cabinet. The Language Committee includes cross-party Councillors and is chaired by the Cabinet Member for the Welsh Language and Culture.
- The Language Committee provides political steer for the promotion and facilitation of the Welsh language in Ceredigion and supports the efforts to improve the use of the Welsh language across the organisation.
- The report is ultimately approved by the Council's Cabinet, before being published on the Council's corporate website.

- It is a requirement to publish a document explaining how the Council will comply with the requirements of the Welsh Language Standards, and you can read more about the Council's arrangements to meet these requirements on the corporate website.



Publishing the Report

The Annual Report is required to be published on our corporate website by the 30th of June. The Report outlines good practice and sets out how the Council has complied with the following categories of Standards:

- Service Delivery Standards
- Policy Making Standards
- Internal Operational Standards
- Promotion Standards