

Report of Democratic Services Manager

Subject: **Draft Welsh Language Strategy 2023 – 2028**

Purpose of Report

To adopt the draft Welsh Language Strategy 2023 – 2028 as the Authority's strategy for promoting and facilitating the use of the Welsh language within the National Park over the next 5 years.

Introduction/Background

On the 30th September 2015, the Welsh Language Commissioner issued the Authority with a Compliance Notice in accordance with Section 44 of the Welsh Language (Wales) Measure 2011. The Compliance Notice sets out a number of Welsh Language Standards with which the Authority is required to comply. Standard 145 states:

“You must produce, and publish on your website, a 5-year strategy that sets out how you propose to promote the Welsh language and to facilitate the use of the Welsh language more widely in your area; and the strategy must include (amongst other matters):

- (a) a target (in terms of the percentage of speakers in your area) for increasing or maintaining the number of Welsh speakers in your area by the end of the 5 year period concerned, and
- (b) a statement setting out how you intend to reach that target;

and you must review the strategy and publish a revised version on your website within 5 years of publishing a strategy (or of publishing a revised strategy).”

The first Welsh Language Strategy was adopted by the Authority on the 29 November 2017.

2021 Census

The 2021 Census showed that 19.4% (3,977) of all usual residents aged 3 years and over were able to speak Welsh in the Pembrokeshire Coast National Park area. This is above 17.2% in Pembrokeshire and 17.8% in Wales. However, there has been a 1.4% decrease for the National Park since the 2011 Census, slightly above the decrease seen at a Wales national level of 1.2%.

Welsh Government's assessment of the statistics at a national level reports that Census 2021 was held during the coronavirus (COVID-19) pandemic, on 21 March 2021. This followed periods of lockdown, remote learning for children and many people were working from home. It is not known how the pandemic may have

impacted people's reported Welsh language ability (or perception of the Welsh language ability of others).

Welsh Language Strategy Working Group

In October 2022, the Authority resolved to establish a Member/Officer Welsh Language Strategy Working Group to review the Authority's performance against its current Welsh Language Strategy 2017 – 2022, and to draft a 2nd Strategy for the next 5 years. The Working Group has met four times, the delay in concluding this work being caused by changes in staff and the timing of the release of key statistical information from the 2021 Census.

The Working Group has considered the attached review of the current Welsh Language Strategy 2017-2022, together with a draft Strategy 2023-28.

Financial considerations

The objectives contained within the Strategy form part of the Delivery Plans already agreed by the Authority and can therefore be delivered within agreed budgets.

Risk considerations / Compliance

The Authority is required to produce a Welsh Language Strategy as part of compliance with its Welsh Language Standards under Section 44 of the Welsh Language (Wales) Measure 2011. Failure to produce such a Strategy could result in a civil penalty.

Integrated Assessment Summary

An integrated Assessment has been carried out on the Strategy and the summary can be found in Appendix 1.

RECOMMENDATION:

That Members adopt the draft Welsh Language Strategy 2023 – 2028.

Author: Caroline Llewellyn, Democratic Services Manager

Consultee: PCNPA Management Team

Background Documents

Report Nos. 56/17 and 15/17 to the National Park Authority meetings of the 29th November and 29th March 2017

Welsh Language Standards Compliance Notice issued to the Authority on the 30th September 2015

(For further information, please contact Caroline Llewellyn, Democratic Services Manager on extension 4804 or by e-mailing carolinel@pembrokeshirecoast.org.uk)

Appendix 1 – Integrated Assessment Summary for Welsh Language Strategy

Equality/ Socio Economic Disadvantage and Inequality of Outcomes/ Health Inequalities and Outcomes – Impact Summary

Inclusive Focus

The aim of this strategy is that it is an inclusive strategy with explicit statement made in the introduction highlighting this. Taking an inclusive approach aims to help break down tensions that can arise linked to Welsh language promotion, with aim that this strategy increases opportunities for all to see and use the Welsh language in different contexts linked to Authority's work and areas of influence.

Deliverable under Objective 1

It will support wider well-being benefits for Welsh language speakers of being able to use Welsh informally and in the work place. The [Pembrokeshire Well-being Assessment](#) noted that “Welsh language speakers report that the ability to use Welsh informally and in the work place has a positive effect on their well-being.”

It will provide opportunities and support staff whatever their age to learn and use the Welsh language. This could have benefit for future employment or career opportunities linked to employees having developed their Welsh language skills.

Increasing staff skills should increase the ability of the Authority and confidence of staff to take an [active offer approach](#). This will be particularly important for staff working within the inclusion space and other staff interacting with the public, including at our centres or through our education and community learning programme. This will have positive impact on our ability to deliver the deliverables under Objective 2. Increasing staff Welsh language skills should also help ensure that we are mindful of terms used in Welsh so that Welsh Language speakers benefit from inclusive approaches we adopt and don't face additional barriers.

Deliverables under Objective 2

They will support us to promote the Welsh Language through our early years initiatives. There has been a decrease across all age groups able to speak Welsh between 2011 and 2021 according to the Census in Pembrokeshire. With most significant % point fall in those aged 3 to 15 (-8.5%). Early years have been identified as playing an important role in supporting increasing the number of Welsh speakers in the Welsh Governments Cymraeg 2050 – A million Welsh speakers.

They will support us to facilitate use of Welsh Language in our education and community learning programmes, benefiting people of all ages.

They will support us to promote the Welsh Language through our inclusion and outreach work with underrepresented groups or those who face barriers to accessing the Park. As a result the strategy has potential to contribute to Welsh Government impacts identified within the Anti Racist Wales Action Plan on - More Welsh language projects delivered for people from ethnic minority communities across Wales. More individuals from ethnic minority communities across Wales enjoying activities and events through the medium of Welsh. It also provides opportunity for us to work with underrepresented groups and those who face additional barriers to review the Welsh

Language terminology that we use to ensure they are inclusive.

Deliverables under Objective 3

Contribution to community language resilience through planning provision has potential to support families and young people who speak Welsh to remain in their communities.

In terms of Local Lettings Policies on Rural Exceptions Sites it is important to take account of the fact that National Parks tend to be less ethnically diverse than other areas (98.06% of Pembrokeshire Park identify as White in terms of ethnicity).¹ As a result, the Authority will need to consider any potential equality impacts that could arise through use of local lettings policies on rural exceptions sites and implications for the Authority linked to its Public Sector Equality Duty.

Link with our Equality Plan and Objectives

There is a clear link to the Authority's Strategic Equality Objectives and Plan which is due to be reviewed. As a result, we will look at the interaction of the Equality plan with the Welsh Language Strategy to ensure

- when we look at accessible and inclusive communication/ and engagement, that we consider the needs of Welsh Speakers and Learners in terms of creating accessible and inclusive communication in Welsh.
- Opportunities to contribute to Welsh Language impacts within the Welsh Government's Anti Racist Wales Action Plan
- Provision of reasonable adjustments and additional support for staff, Members, volunteers who wish to learn Welsh but may have additional learning or accessible communication needs.

Welsh Language – Impact Summary

Use of Welsh Language

Focus of this strategy is on setting clear objectives and actions that support increased use of the Welsh Language aligned to the Authority's Delivery Plans to ensure that this strategy is delivered on. Explicit reference made that this is an inclusive strategy, with the main objective being to increase opportunities for all to see and use the Welsh Language in different contexts linked to the Authority's work and areas of interest. Deliverables under Objective 1 and Objective 2 link to Theme 2: Increasing the use of Welsh in the Welsh Government Cymraeg 2050 Strategy and should support increased use across the workplace, services and social use of Welsh.

Number of Welsh Speakers

The Welsh Language Strategy Deliverables under Objectives 1 and 2 should support an increase in the number of Welsh speakers particularly through our early years initiatives and supporting Welsh Language skill development for Staff, Members and volunteers. This will include those who may not have any existing Welsh language knowledge.

¹ [National park residents, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

Fluency and Confidence of Welsh speakers and learners to use Welsh

Deliverables under Objective 1 should support confidence and fluency of Welsh speakers and learners to use Welsh in terms of staff, Members, and volunteers. This should also help us to increase opportunities and delivery of active offer opportunities under Deliverables under Objective 2, giving services users and wider public more confidence to engage with us in Welsh.

Sustainability of Welsh Language Communities

The creation of favourable conditions in terms of sustainable Welsh Language Communities and role of planning has been acknowledged under Objective 3. With deliverables included on

- **Deliverable:** Development which would result in an unacceptable adverse effect on the Welsh language will not be permitted in Welsh Language Sensitive Areas identified in Policy 13 of the Local Development Plan 2.
- **Deliverable:** We will contribute to community language resilience through planning provision of affordable housing to address local needs and appropriate type and mix of general housing within the Park and will consider the use of rural communities local lettings policies on rural exceptions sites

Welsh Language Standards

In terms of the Welsh Language Standards (145/146) a review of the PCNPA Welsh Language Strategy has been carried out as part of the development of the new strategy. A specific numerical target has not been included (in terms of the percentage of speakers in your area) as the Authority is limited in terms of influence it can have tied to its remit and data won't be available in terms of updated Census data when plan next comes for review. Instead, the plan notes "In delivering this strategy we are seeking to support an increase in Welsh speakers. We will work collaboratively with stakeholders and partners across the Park, Pembrokeshire and Designated Landscapes to achieve this."

Section 6 Biodiversity Duty and Decarbonisation – Impact Summary

Deliverable under Objective one will help support Authority to continue to engage with range of stakeholders including landowners, volunteers and communities in Welsh when carrying out our nature recovery activities.

It is important that our work to support people facing barriers to accessing green/blue spaces takes account of the needs of Welsh Speakers and provides opportunities for people to learn about Welsh in the Landscapes. The Welsh language relationship with natural and built heritage is important in terms of usage of names for places and features in the landscape. Deliverables under Objective 2, will support opportunities promoting Welsh in the Landscapes.

WFG: 7 Well-being Goals for Wales / 5 Ways of Working and Future Trends/ Horizon Scanning summary

The Strategy should make a positive contribution to the Well-being Goals, in particular Wales of Vibrant Culture & Thriving Welsh Language and the Welsh Government's national milestone of a million Welsh speakers by 2050.

Objectives with the plan should support the Authority to maintain and increase Welsh language use in its workforce and when delivering its services. Wider activities linked to placemaking should support community language resilience.

In terms of integration, the Strategy sets out three objectives for the Authority in the promotion of the Welsh Language over the coming five years. Each Objective has a set of priority deliverables which fit within the Authority's delivery plans to ensure that they are implemented and monitored. Delivery Plans and performance will be reviewed annually as part of corporate planning cycle. Promoting the Welsh Language has been identified as one of the cross cutting outcomes linked to delivery of our Well-being Objectives. Each delivery plan sets out how they will be implemented to take account of promoting the Welsh Language.

No formal consultation has occurred for the strategy, however the wider review of the National Park Management Plan provides the Authority with opportunity to engage with wider audience on Welsh Language considerations and the Park.

The review of the Authority's Equality Objectives and Plan will take account of the Welsh Language Strategy and implications in terms of Welsh Speakers and provision of accessible and inclusive communication and experiences.

Following lines has been added to the strategy introduction: "*We will work collaboratively with stakeholders and partners across the Park, Pembrokeshire and Designated Landscapes to achieve this.*" to acknowledge the importance of collaboration in terms of delivery of this strategy.

In terms of horizon scanning the Authority recognises the growing role digital services and technology plays in its work both for staff and service users. The digital review deliverable within the Authority's digital transformation delivery plan will take account of considerations linked to Welsh language standards and best practice being promoted by the Centre for Digital Public Services on the Welsh Language and service design.

Pembrokeshire Coast National Park Authority Welsh Language Promotion Strategy – 2023 -2028

1. Introduction

This Strategy sets out how Pembrokeshire Coast National Park Authority will promote the Welsh Language through its work and areas of influence.

The Welsh language, as one of the oldest and most robust of the living minority languages in Europe, is central to Wales' cultural heritage and plays an important part in the linguistic heritage of the Park.

This is an inclusive strategy, with the main objective being increasing opportunities for all to see and use the Welsh language in different contexts linked to Authority's work and areas of influence.

In delivering this strategy we are seeking to support an increase in Welsh speakers. We will work collaboratively with stakeholders and partners across the Park, Pembrokeshire and Designated Landscapes to achieve this.

2. Census – Welsh Language in the Park

On the day of the 2021 Census, 19.4% (3,977) of all usual residents aged 3 years and over were able to speak Welsh in the Pembrokeshire Coast area. This is above 17.2% in Pembrokeshire and 17.8% in Wales. However, there has been a 1.4% decrease for Pembrokeshire Coast since the 2011 Census, slightly above the decrease seen at a Wales national level of 1.2%.

Census 2021 data showed that four Community Council areas in the Park had over half of their population able to speak Welsh. These are Crymych, Cwm Gwaun, Eglwysrw and Maenclochog. This is a decrease from five in 2011 and seven in 2001.

The Authority's Local Development Plan 2 recognises and protects the Welsh language as one of the Special Qualities (Policy 8). Policy 13 Development in Welsh Language Sensitive Areas will normally apply in Community and Town Council areas with 19.2% or more Welsh speaking population, as identified in the Census. Based on the 2011 Census the following areas were identified as Welsh-Language Sensitive Areas in the Local Development Plan 2: Crymych, Cwm Gwaun, Dinas Cross, Eglwysrw, Fishguard and Goodwick, Haycastle, Llanrhian, Llawhaden, Maenclochog, Mathry, Mynachlogddu, Nevern, Newport, Pencaer, Puncteston, Solva, St Davids and St Dogmaels.

Despite the decrease in people able to speak Welsh across Pembrokeshire Coast it is worth noting that over recent years Pembrokeshire as a whole has seen a growth in Welsh medium education provision.

3. Policy Context

This Strategy is set within the context of the Welsh Government's long-term approach to achieving the target of a million Welsh speakers by 2050 set out in "[Cymraeg 2050: A million Welsh speakers](#)" and one of the national milestones under [The Well-Being of Future Generations \(Wales\) Act 2015](#). At a local level it is also assisted by the Purposes of the National Park (as defined in the Environment Act, 1995), the [National Park Management Plan](#) and the Authority's [Corporate and Resources Plan](#), all of which aim to support the cultural heritage of the National Park.

Under the [Welsh Language \(Wales\) Measure 2011](#) the Authority is legally obliged to comply with a range of [Standards](#) agreed with the Welsh Language Commissioner. Standard 145 places a duty on the Authority to develop and publish a five year strategy for the Promotion of the Welsh Language. This Strategy builds on the previous five year strategy delivered by PCNPA between 2017 and 2022.

The Welsh Language Commissioner in their [best practice guide](#) has identified several key factors that affect the language use of individuals:

- **Continuity** - the continuation of experiences and opportunities from primary to secondary education; from secondary education to further or higher education; from education to the workplace, leisure, raising families, as well as social and community experiences, together with continuity between learning Welsh and becoming fluent.
- **Opportunity** – the quality and convenience of opportunities can greatly affect the use of the language and supporting future use of the language.
- **Attitudes** – it's important to consider how Welsh speakers feel about their ability and language use and the way in which they act on this, and how non-Welsh speakers feel about the language and how this is articulated and perceived.
- **Confidence** – the confidence of Welsh speakers can vary according to the situation (e.g. formal and informal) and therefore consideration must be given as to how and where to target support effectively.

4. Objectives and Deliverables

The Strategy sets out three objectives for the Authority in the promotion of the Welsh Language over the coming five years. Each Objective has a set of priority

deliverables which fit within the Authority's delivery plans to ensure that they are implemented and monitored. Delivery Plans and performance will be reviewed annually as part of corporate planning cycle.

Promoting the Welsh Language has been identified as one of the cross cutting outcomes linked to delivery of our Well-being Objectives. Each delivery plan sets out how they will be implemented to take account of promoting the Welsh Language.

Objective 1 - Promoting use of Welsh every day across the Authority, by staff, Members and volunteers

- Deliverable: We will identify staff, Members' and Volunteers' Welsh Language skills, and support their development, to increase use of Welsh in the workplace and at Authority meetings.
 - To be implemented and monitored through the Skills Development and Training Delivery Plan.

Objective 2- Promoting use of Welsh every day across our services, projects and activities, by the public and service users

- Deliverable: We will deliver a programme of opportunities across our centres, events and outreach work supporting people to use Welsh and develop their Welsh Language skills.
- Deliverable: We will provide opportunities to promote Welsh Language and Welsh in the Landscape as part of activities and projects developed to increase access to nature for underrepresented groups or those who face additional barriers as well as being part of a programme of lifelong and community learning.
 - To be implemented and monitored through the Pembrokeshire Life Delivery Plan, Engagement, Involvement and Learning about the Park Delivery Plan and Health, Well-being and Access Delivery Plan.

Objective 3: Promoting use of Welsh every day across all parts of the National Park

- Deliverable: Development which would result in an unacceptable adverse effect on the Welsh language will not be permitted in Welsh Language Sensitive Areas identified in Policy 13 of the Local Development Plan 2
- Deliverable: We will contribute to community language resilience through planning provision of affordable housing to address local needs and

appropriate type and mix of general housing within the Park and will consider the use of rural communities local lettings policies on rural exceptions sites

- Deliverable: The forthcoming review of the current National Park Management plan will provide an opportunity to explore the interrelationship of the Authority's Welsh language promotion objectives, new Well-being Objectives and priorities with its wider placemaking activities and duties.
 - To be implemented and monitored through the Local Development Plan 2 Annual Monitoring Report, Pembrokeshire Life Delivery Plan and Engagement, Involvement and Learning about the Park Delivery Plan.

Review of the PCNPA Welsh Language Strategy 2017-2022

The Authority's Welsh Language Strategy was adopted in November 2017 with a vision to ensure an increase of 1% of the Pembrokeshire Coast National Park's population who can speak Welsh by 2022. It was based upon the three strategic themes identified by the Welsh Government in its document "*Cymraeg 2050: A million Welsh speakers*" as the key areas to focus on, and this review considers the work that has been undertaken in this respect.

Strategic Theme 1: Increasing the number of Welsh speakers

Indicators:

Working with partners to provide Welsh medium activities and events for families with pre-school children.

- Castell Henllys have hosted Cŵn I Blant Penfro in its Tipi and have assisted them with delivery of their Mari Lwyd session for Hen Galan and delivered a Wac Natur for them.
- First 1000 days project has started; it is engaging with a number of Cylch Meithrin groups (Fishguard, Maenclochog, Eglwysrwrw, Crymch). From the data it doesn't look like any sessions to date have been facilitated in Welsh by PCNPA.

An increase in the number of Welsh medium activities and events organised by the Authority from 5 to 10 by 2022.

- Events and Activity programmes were impacted by COVID 19. In terms of formal public event activities, we have seen an increase this year with 10 Profwch yr Oes Haearn events held ytd in 2022/23 by Castell Henllys. There have been mixed results in terms of Welsh Language tours at Carew over the last few years, with 0 take up some years.
- Other activities are more ad hoc and relate to community group sessions, sessions with Welsh Learner groups, Menter Iaith and volunteer sessions facilitated in Welsh.
- Events and activities in Welsh over the last few years tend to be delivered by a select number of staff e.g. two North Rangers and Community Archaeologist and those based at Castell Henllys who have Welsh language skills that enable them to facilitate sessions in Welsh. We have had positive feedback in terms of events that are run in English but volunteer activity leaders/ backmarkers have been able to chat with participants in Welsh. As a large number of our public events in the activities and events programme are delivered by volunteer activity leaders, it is important that we encourage volunteering from Welsh Language speakers if we want to enhance our offer in this area and sessions cannot be delivered by PCNPA staff. There is also a need to consider how we could tailor our offer to meet needs of people in South and West of the Park.

	2016/17	2018/19	2019/20	2020/21	2021/22	2022/23
# PCNPA events and activities delivered in Welsh	34	54	32	10 (Impact of Covid)	37	44
# participants in PCNPA events and activities delivered in Welsh	307	622	262	59	414	1010 (Impact of Profwch yr Oes Haearn Sessions at CH)
Not currently capturing data on bilingual events as separate category – could look to do this in future. Includes Volunteering Sessions delivered in Welsh. Doesn't include Summer Ranger general engagement activities through Welsh with general public.						

An increase in the number of schools participating in Welsh medium activities and events organised by the Authority from 10 to 15 by 2022.

- This was achieved in 2021/22 despite impact of COVID. However similar to Events and Activities, the majority of sessions are delivered by Castell Henllys, the North Rangers (normally linked to those schools with which they have a geographical and / or historic relationship) and in previous years the Community Archaeologist through Heritage Guardian Scheme which has now ended. We potentially have a geographical gap in terms of our offer and schools we are engaging with, both in the Park and wider Pembrokeshire.

1. Ysgol Ffairfach
2. Templeton Community Primary School
3. Ysgol Llanychllwydog
4. Godre'r Graig Primary School
5. Yr Ysgol Gymraeg
6. Ysgol Gynradd Gymunedol Eglwyswrw
7. Ysgol Bro Cynfal
8. Ysgol Gynradd Gymraeg Hamadryad
9. Ysgol Gynradd Pontrhydfendigaid
10. Ysgol y Bedol
11. ysgol T Llew Jones
12. Ysgol Gynradd Aberteifi
13. Peniel CP School
14. Ysgol Gymraeg Blaendulais
15. Furnace Primary School
16. Ysgol Lon Las
17. Ysgol Gynradd Gymraeg Pontardawe
18. Ysgol Gymunedol Brynconin
19. Ysgol Llanddarog
20. Cilgerran Church In Wales VC School

- 21. Ysgol Bro Inqli
- 22. Ysgol Casmal - Puncheston Infant and Junior School
- 23. Ysgol y Preseli
- 24. Ysgol Dyffryn Cledlyn
- 25. Ysgol Gelli Aur/Golden Grove C P School

	2016/17	2018/19	2019/20	2020/21	2021/22	2022/23
# education programme sessions delivered in Welsh	55	95	76	5 (Impact of Covid)	43	41
# participants education programme sessions delivered in Welsh	1,433	2,713	2,290	184	1,231	1229

Better promotion of the advantages of using the Welsh language in National Park buildings and in marketing materials.

- Bilingual Discovery Panels have been provided at a wide range of sites and businesses across the Park

PARC CENEDLAETHOL ARFORDIR PENFRO
Arfordir golygfaol, coetiroedd, dyffrynnoedd afon, rhostiroaddd mynydd a henebion dirgel. Mae'r tir a'r môr yn llawn bywyd gwyllt yn y lle bendigedig hwn.

PEMBROKESHIRE COAST NATIONAL PARK
A scenic coast, woodlands, river valleys, mountain heath and mysterious ancient monuments. Land and sea abound with wildlife in this wonderful place.

Helpwch i diogelu ein Parc Cenedlaethol drwy gymlunio ymylen llawn, parcu'r tirwedd arbennig, y bywyd gwyllt a'r cymunedau a gadael dim olion. #TreadLightly

Help protect our National Park by planning ahead, respecting its special landscape, wildlife and communities and leave no trace. #TreadLightly

ARFORDIR PENFRO LLAWN RHYFFEDDOD **PEMBROKESHIRE WONDER FILLED COAST**

Parc Cenedlaethol Arfordir Penfro
Llawyr Arfordir Si Boffa
Treadi pylus gion mór
Moriol
Adar y môr
Treadi yn y par
Yellwedd
Dol Cwncod
Heddiw hanesyddol
Cantol Cwnc
Mae Strydwr i Llew
Heath Hanesyddol
Caeffes Wybedeth
Gonul Rallfordd

Parc Cenedlaethol Bannau Park
Pembrokeshire Coast Park
Pembrokeshire Coast Path
Rockpooling
Seals
Sea birds
Dred dipping
Bats
Crab catching
Historic monuments
Stone walls
Cromlech
Embankment Poles
Yacht moor
Information Centre
Railway Station

I ddiogelwch many eiddoedd gwyllt a'r hanesyddol set o ddiogelwch gwyllt gwyllt, sgwârwyd y QR code

To find out more and get a set of our bilingual wildlife leaflets, scan the QR code

- A complaint was received relating to interpretation panel and signage at Carew, so this could be an area that we need to do more work on.
- A complaint was also made to the Welsh Language Commissioner in respect of the Authority's failure to publish its "Coast to Coast" publication bilingually and therefore to comply with the Welsh Language Standards. This was upheld and future editions would be published bilingually.

Strategic Theme 2: Increasing the use of Welsh

Indicators:

The number of staff undertaking Welsh language courses increases.

- All staff are actively encouraged to learn Welsh and 41.6% of staff have completed online Work Welsh language courses during 2022/23. Completion of the basic module is now mandatory for all new starters to the Authority.
- The Authority holds no data on the numbers of staff currently undertaking Welsh language courses.

Percentage of staff using Welsh at work increases.

- 59 posts were advertised during the reporting period. 9 were categorised as Welsh essential and 50 as Welsh desirable or advantageous.
- On the 31 March 2023 the Authority employed 173 staff. 36% (a decrease of 5% on the previous year) had completed their language skills data.

Level	Number	Percentage
Entry	31	18%
Foundation	2	1%
Intermediate	11	6%
Advanced	4	2%
Proficient	15	9%

- Data for the current year is therefore only available for approximately 1/3 of staff and a Welsh Language Skills Audit should be undertaken.
- Comparison with the figures from the start of the Plan period has been undertaken. On 31st March 2016 the Authority employed 153 staff, 30 (20%) of whom describe themselves as fluent, with an additional 59 (39%) describing themselves as “Welsh learners” or “less fluent”.
- The Pembrokeshire Well-being Assessment found that Welsh language speakers report that the ability to use Welsh informally and in the work place has a positive effect on their well-being.
- Anecdotally, it can be observed that the incidental use of Welsh by Members at meetings has increased.
- Research undertaken as part of the 2021 Strategic Review of Volunteering highlighted that opportunities for Welsh learners to hear and practice conversational Welsh in an informal setting, whether with volunteers or staff, were highly valued.

Strategic Theme 3: Creating favourable conditions – infrastructure and context

Indicators:

An increase in the number of communities within the National Park where the percentage of Welsh speakers has increased.

- From the 2021 Census Data for PCNPA, the percentage of all usual residents aged 3 years and over:
 - Welsh language skills (speaking) - 19.4% (3,977); this is above 17.2% in Pembrokeshire and 17.8% in Wales. This compares to 57.2% in Eryri and 13% in Bannau Brycheiniog.
 - Welsh language skills (writing) – 15.8% (3,241); this is above 13.9% in Pembrokeshire and 15.2% in Wales. This compares to 50.5% in Eryri and 10.9% in Bannau Brycheiniog.
 - Welsh language skills (reading) – 18.2% (3,738); this is above 16.1% in Pembrokeshire and 17.3% in Wales. This compares to 53.4% in Eryri and 13.3% in Bannau Brycheiniog.
 - Welsh Language Skills (understanding) – 24.5% (5,027); this is above 22.2% in Pembrokeshire and 21.9% in Wales. This compares to 60.9% in Eryri and 17.6% in Bannau Brycheiniog.
- Welsh Language Skills (% of population) 2011 figures in brackets for comparison. These are potentially not comparing like with like.

	No skills in Welsh	Can speak Welsh	Can understand spoken Welsh only	Can speak but cannot read or write Welsh	Can speak and read but cannot write Welsh	Can speak, read and write Welsh	Other combination of skills in Welsh
Pembrokeshire Coast NP	(70.3)	19.4 (20.8)	24.5 (6.7)	(3.5)	18.2 (2.1)	15.8 (15.0)	(2.4)
Wales	(73.3)	17.8 (19.0)	21.9 (5.3)	(2.7)	17.3 (1.5)	15.2 (14.6)	(2.5)

Percentage and numbers of Welsh Speakers per Community Council area

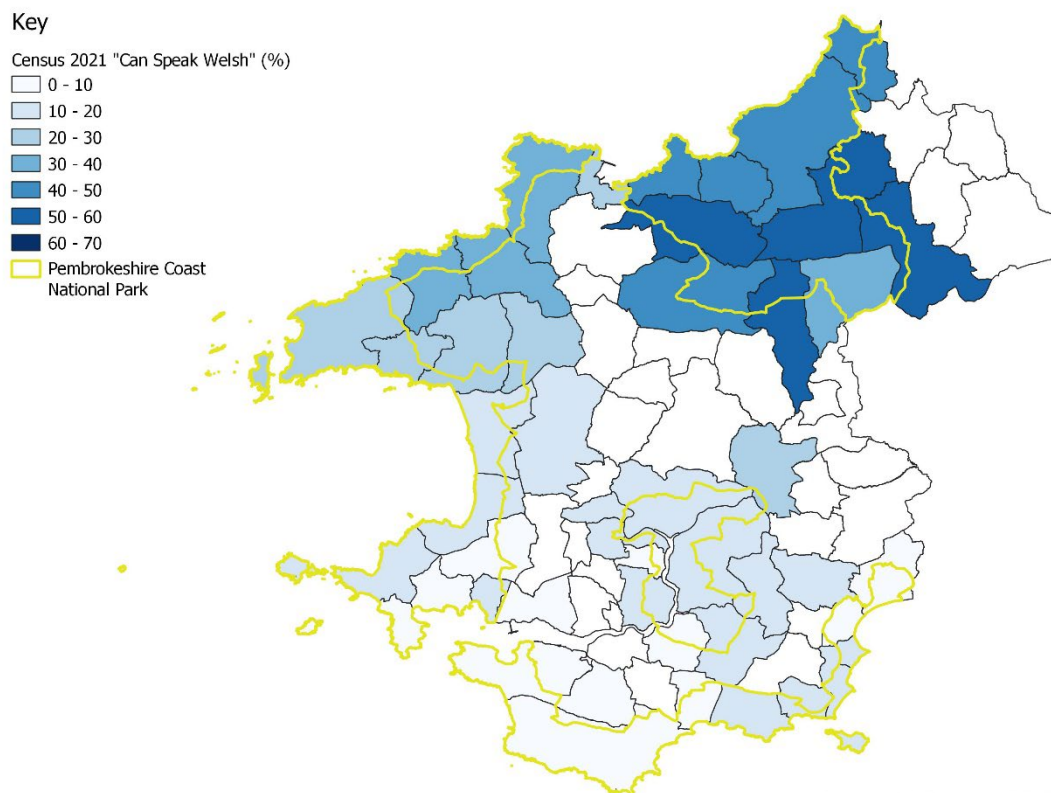
Community	2001 Census	2011 Census	2021 Census	% increase / decrease 2011 to 2021	% Welsh Speakers 2021
Amroth	139	140	121	-13.6	10

Community	2001 Census	2011 Census	2021 Census	% increase / decrease 2011 to 2021	% Welsh Speakers 2021
Angle	25	35	30	-14.3	9
Brawdy	187	189	191	1.1	21
Burton	119	119	137	15.1	11
Camrose	291	293	259	-11.6	15
Carew	163	179	163	-8.9	11
Coshleston	81	86	71	-17.4	9
Crymych	956	991	1011	2.0	59
Cwm Gwaun	168	178	168	-5.6	55
Dale	23	13	18	38.5	10
Dinas Cross	380	357	326	-8.7	43
Eglwysrw	466	446	419	-6.1	55
Fishguard and Goodwick	1778	1692	1541	-8.9	29
Freystrop	71	84	64	-23.8	12
Hayscastle	156	167	135	-19.2	30
Herbrandston	59	41	51	24.4	12
Hook	78	106	109	2.8	12
Hundleton	88	98	67	-31.6	8
Jeffreyston	73	69	70	1.4	13
Kilgetty/Begelly	221	239	237	-0.8	11
Lamphey	105	80	89	11.3	10
Llangwm	110	100	79	-21.0	10
Llanrhian	467	408	351	-14.0	40
Llawhaden	145	150	129	-14.0	21
Maenclochog	402	389	370	-4.9	51
Manorbier	162	152	134	-11.8	11
Marloes and St. Brides	44	29	49	69.0	16
Martletwy	68	81	80	-1.2	14
Mathry	238	196	157	-19.9	32
Merlin's Bridge	358	307	256	-16.6	12
Milford Haven	1510	1191	1134	-4.8	8
Mynachlog-ddu	205	204	170	-16.7	34
Nevern	438	417	365	-12.5	43
Newport	530	483	418	-13.5	41
Nolton and Roch	96	119	107	-10.1	13
Penally	107	114	116	1.8	14
Pencaer	176	187	146	-21.9	35
Puncheston	269	287	249	-13.2	48
St. Davids and the Cathedral Close	633	523	425	-18.7	24

Community	2001 Census	2011 Census	2021 Census	% increase / decrease 2011 to 2021	% Welsh Speakers 2021
St. Dogmaels	627	574	500	-12.9	41
St. Ishmaels	61	36	43	19.4	10
St. Mary Out Liberty	91	93	105	12.9	13
Saundersfoot	297	269	238	-11.5	10
Solva	288	258	162	-37.2	21
Stackpole and Castlemartin	86	70	57	-18.6	10
Tenby	542	470	449	-4.5	11
The Havens	145	147	133	-9.5	12
Uzmaston, Boulston and Slebech	135	120	123	2.5	18
Walwyns Castle	58	54	30	-44.4	10

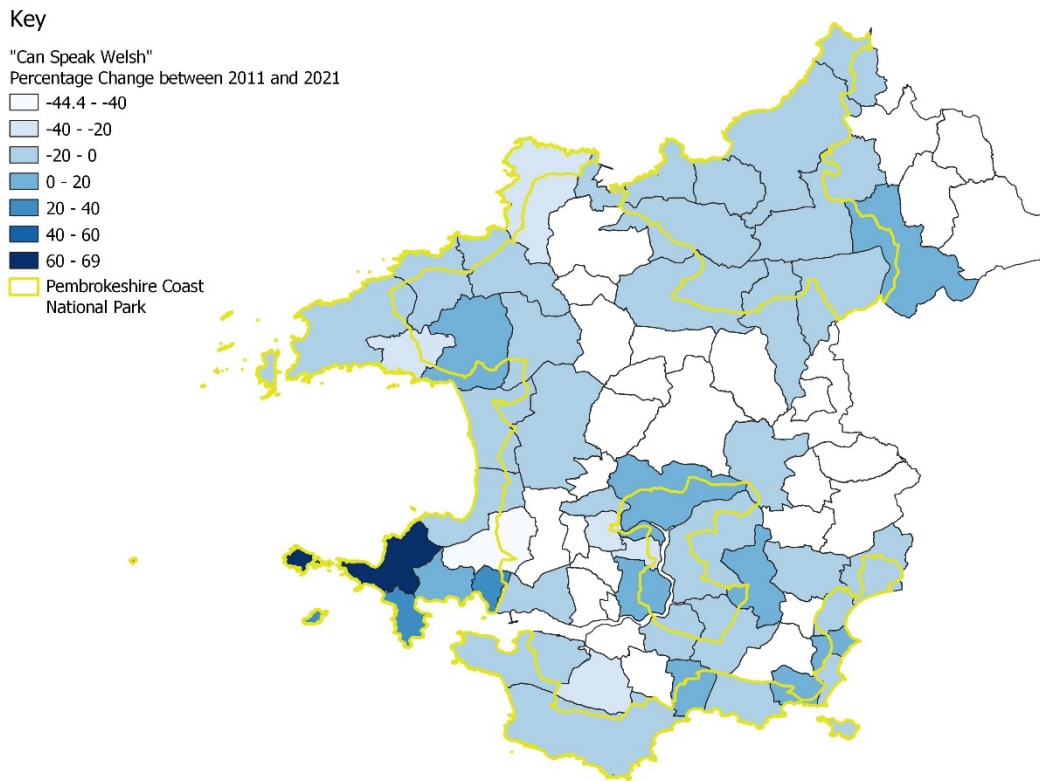
- The figures above show the distribution of Welsh speakers in the National Park, and that only four Community Council areas had over half of their population able to speak Welsh down from five in 2011 and seven in 2001.

Figure 1 – Percentage of the population by Community Council areas in or partly within the National Park who can speak Welsh (2021 Census)



Source: ONS - 2021 Census (PP014)

Figure 2 – Percentage of the population by Community Council areas in or partly within the National Park who can speak Welsh – Percentage change between 2011 - 2021



Source: ONS - 2021 Census (PP014)

An increase in the number of affordable housing units built during the life of the Strategy.

- Affordable housing can help strengthen the position of the Welsh language in the community. Decisions regarding the type, scale, use of occupancy control and exact location of housing within a specific community can have the potential to have an effect on language use and, as a result, on the sustainability and vitality of the Welsh language. Cumulative completions for affordable dwellings built as at April 2022 from the base date of 2015 was 166, compared to a target of 161 (Local Development Plan Annual Monitoring Report 2021-22).

Local Development Plan 2

- During the Welsh Language Strategy Period, a review of the Local Development Plan (LDP) was undertaken, resulting in the adoption of LDP2 in September 2020. The Plan acknowledges that the Welsh language is part of the social and cultural fabric of the National Park and protects the language as one of its Special Qualities. It records that Welsh is spoken by 19.2% of the population and others have some knowledge of the language or are in the

process of learning it. There are substantial variations between the proportions of Welsh speakers in different communities.

- Policy 13 identifies Welsh Language-Sensitive Areas, within which proposals, as specified in the policy, that are considered likely to have a significant effect on the Welsh language will be subject to a Language Impact Assessment, setting out the measures to be taken to protect, promote and enhance the Welsh language. The policy applies in Community and Town Council areas with 19.2% or more Welsh speaking population, as identified in the Census.
- No decisions have been made contrary to Policy 13 (Local Development Plan Annual Monitoring Report 2021-22).

Pembrokeshire Well-being Assessment

Key findings on the Welsh Language within the Pembrokeshire Well-being Assessment include:

- Welsh language use is increasing in the county.
- Young people have told us that they are not confident that they will be able to live and work in Pembrokeshire in the future.
- Availability and affordability of housing in Pembrokeshire is felt to be a barrier to staying in the county by young people.
- There are a significant number of second homes in the county, particularly in rural areas.
- There is a lack of affordable homes in the county.
- The need for affordable homes is projected to increase.
- There has been an increase in the number of Welsh medium schools in Pembrokeshire.

Action Areas

- The Strategy identified a number of action areas and progress has been made on many of these as reflected earlier in this document, such as attendance at events such as agricultural shows located within the National Park, activities and events at the Authority's sites and centres; development of the guided walks programme; schools work;
- Other actions, such as providing an opportunity for a Welsh language Writer in Residence to work in the National Park Centres and development of a mentoring scheme for Welsh learners have not been undertaken.

Recommendations

- Data on bilingual events to be captured as separate category.
- Signage audit of National Park sites and centres to be undertaken.
- A Welsh Language skills Audit to be undertaken.

- The Strategy 2023-2028 to include the role of Members and volunteers in promoting the use of Welsh.