

<b>ISLE OF ANGLESEY COUNTY COUNCIL</b>	
<b>COMMITTEE :</b>	<b>Partnership and Regeneration Scrutiny Committee</b>
<b>DATE:</b>	<b>19 July, 2016</b>
<b>SUBJECT:</b>	<b>Welsh Language Strategy 2016-2021 (draft)</b>
<b>PORTFOLIO HOLDER(S):</b>	<b>Councillor Ieuan Williams</b>
<b>HEAD OF SERVICE :</b>	<b>Annwen Morgan</b>
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## **1.0 RECOMMENDATION**

The Partnership and Regeneration Scrutiny Committee is requested to consider the contents of the Welsh Language Strategy (draft) and present any observations.

## **2.0 BACKGROUND**

The Welsh Language Measure (Wales) 2011 enables Welsh Ministers to set standards of conduct relating to the Welsh Language. In the Compliance Notice on the Final Standards, Standards 145 and 146 relating to the creation of a Welsh Language Strategy were set. In order to ensure compliance, the County Council will be required to adopt a Welsh Language Strategy and publish it on its website by 30 September, 2016.

This Strategy will outline the proposed approach towards promoting the Welsh Language and facilitating its wider use within the area. It will include a target for increasing or maintain the number of Welsh speakers by the end of the five year period concerned. It will be necessary, five years after the publication of the Strategy, to publish a revised version and an assessment of its attainment.

The Anglesey Strategic Language Forum has been working intentionally over the past few months to create this partnership Welsh Language Strategy (draft) which sets out the vision and an action plan for the first year. The intention is to create an action plan for the second year before the end of the Strategy's first year. It will be the responsibility of the Strategic Language Forum to monitor progress against set targets.

Author: Carol Wyn Owen  
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 Date: 7 July, 2016

APPENDIX – Welsh Language Strategy (draft)
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# **Welsh Language Strategy 2016 - 2021**

**DRAFT**

**Anglesey Welsh Language Strategic Forum**

**DRAFT**

**Date of Publication: September 2016**

## The Language Strategic Forum

A Language Forum partnership exists at county level to provide strategic focus for the Welsh language on the island. The Forum is responsible for identifying priorities and formulating this strategy. Membership of the Language Strategic Forum:

Derec Llwyd Morgan - Independent Chair

Betsi Cadwaladr Health Board  
Gwynedd and Anglesey Post-16 Education Consortium  
Welsh Language Society  
Gwynedd Council  
Anglesey County Council  
Young Farmers  
Llandrillo Menai Group  
North Wales Police  
Medrwn Môn  
Menter Iaith Môn  
Menter Môn  
Môn CF  
Mudiad Meithrin  
Bangor University  
The Joint Planning Policy Unit (Gwynedd and Anglesey)  
One Voice Wales  
The Anglesey Eisteddfod Court  
The Welsh Government  
The Welsh Centre for Adults  
The Urdd

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

<b>Foreword</b> .....	5
<b>Legislation and Policy Context</b> .....	6
A Living Language: A Language for Living 2012-2017.....	6
Welsh-medium Education Strategy 2010 .....	7
The Well-being of Future Generations Act (Wales) 2015 .....	7
The Overarching National Policy Statement for Energy – EN-1 (2011) ..	8
The National Policy Statement on Nuclear Power Generation – EN-6 (2011) .....	8
<b>A View of the Situation of the Welsh Language</b> .....	9
An overview of the local area .....	9
The main 2011 Census results .....	10
Country of birth .....	11
Electoral Wards .....	11
Welsh speakers by age .....	14
Migration .....	16
<b>The Strategy’s Focus</b> .....	17
<b>Priority Area 1 – Children and Young People / The Family</b>	
The aim and desired outcome and the relevant indicators .....	18
Language Transfer .....	19
Anglesey’s Welsh Education Plan .....	20
Further Education .....	21
Children and Young People’s social use of Welsh .....	23
<b>Priority Area 2 – The Workplace, Welsh Language Services, The Infrastructure</b>	
The aim and desired outcome and the relevant indicators .....	25
Welsh in the Workplace .....	25
Availability of Welsh Language Services .....	27
<b>Priority Area 3 – The Community</b>	
The aim and desired outcome and the relevant indicators .....	28
The social use of the Welsh language at community level .....	29
The Local Development Plan .....	29
Housing .....	31
Socio-economic issues .....	32
Tourism .....	33
Energy Island Programme .....	34

**Appendix: Action Plan – Year 1**

## Foreword

The County Language Strategy is submitted before you. The fact that the Isle of Anglesey is required to prepare such a strategy is to be welcomed.

This strategy is the outcome of the Council, along with several of its partnerships that have met regularly under the name of the Anglesey Language Forum. For this first strategy, the forum agreed to focus on three themes, namely:

- **Children, Young People and the Family**
- **The Workforce, Welsh Language Services, the Infrastructure**
- **The Community**

In the coming years, Anglesey will face many challenges, including linguistic challenges. Similarly, there will be opportunities to strengthen the Welsh language and it is extremely important that we maximise opportunities by working together on the island. We must be realistic by striving to be as proactive as possible.

In addition to the Strategy, an annual Action Plan was prepared, which initially focuses on the most important practical steps, doing so within the available resources. This is the Plan that implements our strategy and during 2016-17, it is intended to monitor the progress of the actions taken at the Language Forum meetings during 2016-17.

Without a doubt, each and every one of us who reads the Strategy and Plan can effortlessly identify many other things that need to be done to ensure that the Welsh language thrives in Anglesey. It is our aim to focus on fewer and ensure that a difference is made.

Our vision for the 2021 Census is to see an increase in the number of Welsh speakers and that the percentage increases to at least 60.1% as it was in 2001. Through cooperation and taking practical steps, that is attainable.

## Legislation and policy context

Back in 1993 the Welsh Language Act was passed, which set the principle that Welsh should be treated on a par with English in the conduct of public business in Wales. The main requirements of the act were:

- to force Welsh public bodies to provide services through the medium of Welsh and to prepare a plan to indicate how they intend to use the language
- entitlement to use Welsh in court in Wales
- to create a Language Board to oversee the use of the language by public bodies and to approve public bodies' language schemes.

Based on the law, the Isle of Anglesey County Council adopted the principle of treating Welsh and English on the basis that they are equal and a fourth edition of the Council's Welsh Language Scheme was approved by the Welsh Language Board under Section 14 (1) of the Act on 26 March, 2012.

Eighteen years later, a new legislative framework was created for the Welsh language with the passing of the Welsh Language (Wales) Bill 2011. The Bill includes:

- securing official status for the Welsh language in Wales
- establishing the post of Welsh Language Commissioner
- creating a system of presenting duties in the form of language standards
- creating a provision for promoting and facilitating the use of Welsh

The aim of the new language law is to provide greater clarity and consistency for Welsh speakers in terms of the services they can expect to receive in Welsh. The Bill is based on the following principles:

- Welsh should not be treated less favorably than English in Wales
- Persons in Wales should be able to live their lives through the medium of Welsh if they so wish.

### **A Living Language: A Language for Living 2012-2017**

In 2003, the Welsh Assembly Government published its strategic framework for the promotion of Welsh '*laith Pawb: A National Action Plan for a Bilingual Wales*'.

During 2014, the Welsh Government published a draft policy statement, '*A living language: a language for living - Forging ahead*' outlining how they intend to focus on implementing the strategy, '*living language: a language for living*' over the next three years. The strategic aim is to increase the number of people who can speak Welsh and broaden the general use made of Welsh.

To achieve this, the Welsh Government has set six objectives, namely:

- to encourage and support the use of Welsh within families
- to increase the provision of Welsh language activities for children and young people and increase their awareness of the value of the language
- to strengthen the position of the Welsh language within the community
- to increase opportunities for people to use Welsh in the workplace
- to increase and improve Welsh language services for citizens
- to strengthen the infrastructure for the language, including digital technology.

To realise these goals successfully, the Government has recognized the need for input from a number of organisations across Wales. The principles for realising the vision are based on two areas, namely **'language acquisition'** and **'language use'**. To encourage children to acquire the language, people are encouraged to transfer the language at home and increase the provision of Welsh-medium education. To increase the use of language, emphasis is placed on increasing opportunities for its use at a social level, in the community, in the workplace and through Welsh-medium services. This would, in turn, increase people's confidence and fluency in the language and strengthen the position of Welsh in our communities.

### **Welsh-medium Education Strategy 2010**

The publication of the Welsh-medium Education Strategy in April 2010 was an important milestone in the history of the development of Welsh-medium education in Wales. For the first time, the Welsh Government set out its vision for an *'education and training system that responds in a planned way to the growing demand for Welsh-medium education, reaches out to and reflects our diverse communities and enables an increase in the number of people of all ages and backgrounds who are fluent in Welsh and able to use the language with their families, in their communities and in the workplace.'* The strategy also sets the direction for improving standards of teaching and learning Welsh as a language, and in particular, Welsh as a second language.

The initial period of five years of implementation has now expired and the Welsh Government has published a policy statement entitled, *'Welsh-medium Education Strategy: the next steps'* which outlines the way forward for the development of Welsh-medium education and the Welsh language between 1 April 2016 and 31 March, 2017.

It is also important to remember that the Strategy sits alongside the Welsh Government's Welsh Language Strategy, - *A living language: a language for living* (2012). There is a clear interdependence between the two strategies as an important contribution by the education and skills sector is to be made to support the broader aim of seeing the language thrive and to increase acquisition and use of Welsh.

### **The Well-being of Future Generations Act (Wales) 2015**

The Well-being of Future Generations Act (Wales) 2015 relates to improving the social, economic, environmental and cultural well-being of Wales. It will help the relevant public bodies to think more about the long term, work better with people and communities and each other, seek to prevent problems and follow a consistent



approach. It requires public bodies to ensure they consider the impact of their decisions on people who live their lives in Wales in the future.

Wales has a vibrant culture where Welsh is thriving to be one of the seven well-being goals within the Act towards which public bodies are expected to realise and make the best contribution. The goal here is described as:

*'A society that promotes and protects culture, heritage and the Welsh language and encourages participation in the arts, and sports and leisure activities'.*

### **The Overarching National Policy Statement for Energy – EN-1 (2011)**

This National Policy Statement lists the criteria used in deciding on applications relating to nationally significant infrastructure projects. The Wylfa New Nuclear Power Station is such a project. The Statement recommends what the Environmental Statement submitted with the application should focus on. The National Policy Statement (in para 5.12.3) says that Environmental Statements should consider every socio-economic impact, which may include:

- Creating opportunities for jobs and training;
- Providing additional local services and improving local infrastructure, including the provision of educational facilities and facilities for visitors;
- Impacts on tourism;
- The impact of various numbers of workers flowing into the area during different stages of the construction, operation and decommissioning of the energy infrastructure. This could change the dynamics of the local population and may change the demand for services and facilities in the settlements closest to the construction (including community facilities and physical infrastructures, such as energy, water, transport and waste). This could also impact on social cohesion depending on how the population and the services provided are changed by the development;
- Cumulative impacts - if development consent were given for a number of projects in the region and these were developed more or less within the same period, that could create a number of short-term negative effects, for example, a potential lack of construction workers to meet the needs of other industries and major projects in the region.
- Welsh Language Impact Assessment

### **The National Policy Statement on Nuclear Power Generation: EN-6 (2011)**

With specific regard to the Wylfa New Nuclear Station, Volume II of the National Policy Statement states that there is concern about the influence of an influx of workers into the area on the language, culture and welfare.

## A View of the Situation of the Welsh Language on Anglesey

### An overview of the local area

Anglesey is counted as one of the strongholds of the Welsh language and the Welsh language is a natural element of everyday life of the island and is a reflection of its traditions and culture. Linked to this is the rich history and Welsh culture that defines the area and its inhabitants. The sustainability of the Welsh language depends on the process of improving Welsh communities by providing ample educational, cultural and social opportunities to use the language on a daily basis. These opportunities are obtained through formal mechanisms such as the education system and language classes for learners and through informal means such as associations, organisations and clubs.

### Main 2011 Census results

The most important source of ascertaining statistics regarding the Welsh Language is the Census and the 2011 Census figures show a decrease in the number of Welsh speakers in Anglesey from 38,893 (60.1%) in 2001 to 38 568 (57.2%) in 2011. This reduction of 325 individuals amounts to a fall of 0.8% in the number of Welsh speakers in the County. In 2011, 45.6% were able to speak, read and write Welsh and 10.7% understood Welsh only<sup>1</sup>. 30.4% had no skills. Nevertheless, Anglesey has the second highest rate of Welsh speakers in Wales.

Number of Welsh speakers in Anglesey 2011						
	Population aged three years and over	Speak Welsh but do not read or write it	Speak and read Welsh but do not write it	Speak, read and write Welsh	Another combination of skills	Do not know any Welsh
		%	%	%	%	%
Anglesey	67,403	7	4.3	45.6	1.9	30.4
Wales	2,955,841	2.7	1.5	14.6	2.5	73.3

Source: 2011 Census

The joint survey between the Welsh Government and the Welsh Language Commissioner, *'The Use of Welsh in Wales, 2013-15'* below shows the numbers and percentages of people who speak Welsh every day in Anglesey compared to the whole of Wales. We see from the table below the change since the 2004-06 Language Use Surveys.

<sup>1</sup> Welsh Government, Introduction to the Anglesey Strategic Forum 24/09/13

<b>Welsh speakers speaking the language every day</b>						
	<b>2004-06</b>		<b>2013-15</b>		<b>Difference</b>	
	<b>Number</b>	<b>Percentage</b>	<b>Number</b>	<b>Percentage</b>	<b>Number</b>	<b>Percentage Point</b>
<b>Anglesey</b>	31,500	87	29,500	77	-2000	-9
<b>Wales</b>	342,300	63	360,900	53	18,600	-9

The survey *'The Use of Welsh in Wales, 2013-15'* indicates that there is a clear link between fluency and frequency of use of Welsh. There are more opportunities to speak the language in the areas with the highest concentrations of Welsh speakers, such as Anglesey and it is very important that this strategy identifies further opportunities for residents to use Welsh.

The table below shows that the number of people in Anglesey who can speak Welsh has fallen from 80% in 1951 to 57% by 2011.

<b>Changes in the number and %age of Welsh Speakers since 1951</b>		
<b>Year</b>	<b>Anglesey</b>	<b>Wales</b>
1951	38,443 (80.0%)	714,700 (28.9%)
1961	37,101 (75.0%)	656,000 (26.0%)
1971	37,135 (66.0%)	542,400 (20.8%)
1981	39,229 (61.0%)	508,200 (18.9%)
1991	41,240 (61.9%)	500,000 (18.5%)
2001	38,893 (60.1%)	582,368 (20.7%)
2011	38,568 (57.2%)	562,016 (19%)

Although there was a significant decline in the percentage of Welsh speakers, it is interesting to note that the number of Welsh speakers in 2011 (38,568) is slightly higher than the number in 1951 (38,443). This probably reflects the overall growth in the population as a result of major work developments in the 1960s, namely Wylfa Nuclear Power Station and the Anglesey Aluminium smelting works.

The *Survey of The Use of Welsh in Wales 2013-2015*, in collaboration between the Welsh Government and the Welsh Language Commissioner shows a greater reduction in the number of fluent Welsh speakers on Anglesey in 2013-15 than there was in 2004-06. This decrease was 2,600 and coincided with the national trend which saw the largest reductions of fluent Welsh speakers in local authority areas with the highest percentages of Welsh speakers.

A number of demographic factors are responsible for this decline, such as the impact of immigration on the population, a reduction in the numbers of homes for the elderly speaking Welsh and the outward migration of young people to pursue educational courses and careers. In addition, the weak economy and the over-reliance on the public and provider sector and some specific industries along with the unstable housing market contribute to the challenges facing Welsh speakers to remain in their communities.

The reduction of language transfer within the family may be another factor for the decline and it is critical that this element receives due attention. In addition, proactive steps are necessary to increase the number of pupils receiving a Welsh-medium assessment by the end of the Foundation Stage as this is central to gain confidence to use the language from the very beginning. This strategy will deal proactively with this element.

### Country of birth

The percentage of the population born outside Wales increased from 32.4% in 2001 to 33.6% in 2011. In 2011, of those born in Wales, 78.2% could speak Welsh compared with 80.8% in 2001. In 2011, of those born outside Wales, 17.6% could speak Welsh compared to 18.7% in 2001.

### Electoral Wards

The proportion of Welsh speakers varies on Anglesey by electoral ward. The highest rates of Welsh speakers can be seen in the most central areas, while the rate tends to decrease lower towards the west of the island, especially around the Holyhead area.

The tables below show the ten highest wards and ten lowest wards by the proportion of people aged 3 and over who could speak Welsh in 2001 and 2011:

<b>Proportion of people (aged 3 and over) able to speak Welsh, by ward, 2001 and 2011 – the highest ten:</b>					
<b>Name of Ward</b>	<b>2001</b>		<b>2011</b>		<b>Change</b>
	<b>Position</b>	<b>Percentage</b>	<b>Position</b>	<b>Percentage</b>	
Cyngar	1	84.7%	1	80.8%	-3.9%
Tudur	2	83.6%	2	80.7%	-2.9%
Cefni	3	83.1%	3	80.5%	-2.6%
Llanfihangel Ysgeifiog	4	78.3%	4	75.8%	-2.5%
Bodffordd	5	77.9%	5	73.3%	-4.6%
Braint	6	77.1%	6	73.2%	-3.9%
Bryngwran	7	76.1%	7	71.2%	-4.9%
Gwyngyll	8	73.9%	8	70.5%	-3.4%
Bodorgan	9	72.7%	10	68.3%	-4.4%
Llannerch-y-medd	10	72.3%	9	69.9%	-2.4%

*Source: 2001 Census and 2011 Census*

**Proportion of people (aged 3 and over) able to speak Welsh, by ward, 2001 and 2011 – the lowest ten:**

Name of Ward	2001		2011		Change
	Position	Percentage	Position	Percentage	
Beaumaris	1	39.7%	4	39.5%	-0.2%
Rhosneigr	2 (equal)	42.6%	1	36.0%	-6.6%
Trearddur Bay	2 (equal)	42.6%	2	38.1%	-4.5%
Holyhead – Town ward	4	43.2%	3	39.1%	-4.1%
Maeshyfyd	5	43.7%	7	40.6%	-3.1%
Morawelon	6	45.3%	6	40.4%	-4.9%
Llanbedrgoch	7	45.5%	9	43.9%	-1.6%
Porthyfelin	8	45.7%	5	39.7%	-6.0%
Kingsland	9	48.0%	8	42.9%	-5.1%
Moelfre	10	51.4%	10	52.3%	0.9%

*Source: 2001 Census and 2011 Census*

In 2001, there were 10 wards in Anglesey where over 70% of their population spoke Welsh but, by 2011 the number had dropped to 8 wards. The importance of communities with 70% and more of the population aged 3 and over who speak Welsh is noted in *Iaith Pawb*, the Assembly Government's Action Plan for a Bilingual Wales published in 2003. Halting the decline in the number of communities which maintain a relatively high level of linguistic vitality is one of the key targets of the strategy. It is emphasised in *Iaith Pawb* that the aim by 2011 is that: -

- The decline in the number of communities where Welsh is spoken by over 70% of the population is halted

Reference was made in the policy document to the fact that the number of communities where over 70% of their population speak Welsh has decreased over the past decades and that there is a risk that the reduction could threaten the future of Welsh as a living, community language: -

'It could be argued that if the decline were to continue, it could threaten the existence of the Welsh language as it would no longer have the natural environment in which it was spoken in a variety of social situations.'

Since the position of Welsh is more fragile by now, 70% has been accepted as a 'tipping point'. As the term implies, experts in the field of sociolinguistics are of the view that the process of retreating accelerates as the percentage of speakers falls below this level. The decline is then sudden and occurs for many different reasons - mainly due to an increase in mixed language marriages, a reduction in the frequency of use, lack of confidence, the increasing spread of English into Welsh social domains and a perception of the worthlessness of the language in a world that is gradually becoming increasingly uniform and Anglo-American.

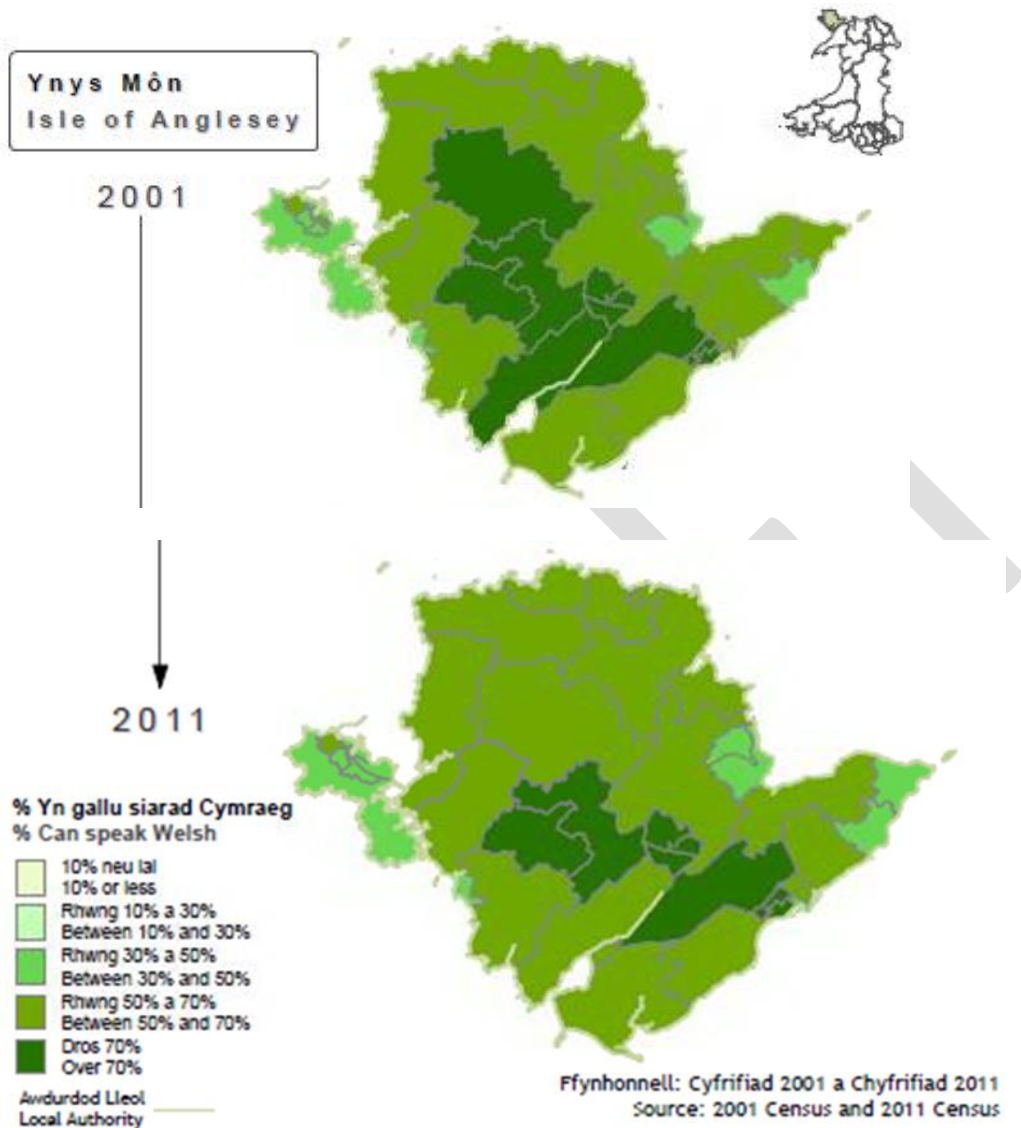
In 2011, there were three wards with over 80% of the population able to speak Welsh and these three wards are located in Llangefni. Cyngar ward was the ward with the highest proportion of Welsh speakers (80.8%), followed by Tudor ward (80.7%) and Cefni ward (80.5%).

The lowest proportion of Welsh speakers in 2011 was in the Rhosneigr ward, with only 36.0% of the population speaking Welsh. The largest decline in the proportion of Welsh speakers was seen in Aberffraw, which decreased from 69.4% in 2001 to 60.4% in 2011.

Looking at the distribution of all the island's wards by the proportion of people aged 3 and over who could speak Welsh, in 2001 there were 27 wards where over half the population was able to speak Welsh but the numbers fall as we look at areas around the coast and seaside towns. 27 of the wards (67.5%) where more than half the population was able to speak Welsh on Anglesey in 2011 were lower than the 31 wards (77.5%) in 2001.

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## Canran y Siaradwyr –Rhanbarthau Etholiadol Percentage of Speakers – Electoral Divisions



### Welsh Speakers by age

The percentage of Welsh speakers on Anglesey varies by age category and Figure 1 shows the proportion of the population who can speak Welsh, by age group, in 2001 and 2011. Table 1 on the next page also contains information on the numbers of Welsh speakers by age group for both periods.

As shown in Figure 1, in 2011 relatively higher proportions of the population in the younger age groups could speak Welsh, with the highest proportion in the age group 5-15 years. There is an increase in the proportion of children aged 5-15 who can speak Welsh, from 77.8% in 2001 to 80.1% in 2011, an increase of 2.3 percentage points. It is likely that the slight increase in this age group can be attributed to the success of the County's Education Policy. Despite this increase in the proportion

who can speak Welsh, a decrease of 924 individuals (12.6%) was seen in the number of Welsh speakers aged 5-15. This is the largest decline in the number of Welsh speakers among all age groups. The fact that there were 1,426 fewer children aged 5-15 in 2011 than in 2001 is likely to contribute significantly to the situation.

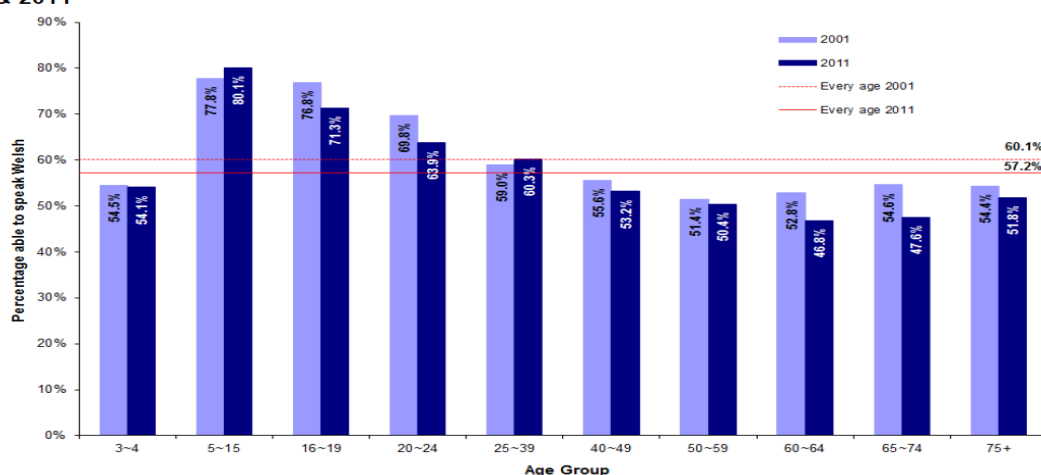
An increase of 1.3 percentage points was seen in the proportion of Welsh speakers among the 25-39 age group, changing from 59.0% in 2001 to 60.3% in 2011. Again, this increase in terms of the proportion of Welsh speakers is not the same situation in terms of the number of Welsh speakers. A decrease of 496 individuals (7.0%) was seen in the number of Welsh speakers aged 25-39 over a period of ten years. This is very significant in terms of language planning as this is the age group most likely to raise a family in the coming years. The outward migration of young people to pursue careers as well as the loss of language skills after leaving the education system are likely factors for this decrease.

From this age group onwards, the proportion able to speak Welsh is falling continuously reaching a minimum of 46.8% among the population aged 60-64. This implies that immigration from non-Welsh older people has occurred in this age group. Many of the coastal resorts on the island are seen to be attractive to retire to them.

The proportion is steadily increasing, reaching 51.8% for the population aged 75 and over.

But for the two age groups 5-15 and 25-39 years old, every other age group has seen a reduction in the proportion of speakers, as shown in Table 1 (column 'In percentage points').

**Figure 1: Proportion of people (aged 3 and over) who can speak Welsh, by age group, 2001 & 2011**



Source: 2001 Census - Table CS146; 2011 Census - Table DC2203WA



**Table 1: Number and proportion of people (aged 3 and over) who can speak Welsh, by age group, 2001 & 2011**

Age Group	2001		2011		Change 2001-2011		
	Number	%	Number	%	In number	In number (%)	In percentage point
3-4	797	54.5%	827	54.1%	30	3.8%	-0.4%
5-15	7,318	77.8%	6,394	80.1%	-924	-12.6%	2.3%
16-19	2,371	76.8%	2,196	71.3%	-175	-7.4%	-5.5%
20-24	2,306	69.8%	2,467	63.9%	161	7.0%	-5.9%
25- 39	7,131	59.0%	6,635	60.3%	-496	-7.0%	1.3%
40- 49	4,854	55.6%	4,992	53.2%	138	2.8%	-2.4%
50- 59	5,105	51.4%	4,755	50.4%	-350	-6.9%	-1.0%
60- 64	2,144	52.8%	2,557	46.8%	413	19.3%	-6.0%
65- 74	3,693	54.6%	4,080	47.6%	387	10.5%	-7.0%
75+	3,174	54.4%	3,665	51.8%	491	15.5%	-2.6%
All ages (3+)	38,893	60.1%	38,568	57.2%	-325	-0.8%	-2.9%

Source: 2001 Census - Table CS146; 2011 Census - Table DC2203WA

## Migration

There was an increase of 2,922 in the population of Anglesey during the period between 2001 and 2011. The increase was not based solely on natural growth (i.e. births and deaths). The change was mainly due to the impact of immigration. Over the last decade (mid 2001 to mid-2011) an average of 2,350 people has immigrated every year to Anglesey from the rest of the UK. This is equivalent to the population of Valley. People have also been emigrating, but since this is a smaller number than the number immigrating annually, in general, there has been a positive net migration of about 150 people each year.

In Anglesey emigration is at its highest among the age group 15-29 with an average of approximately 180 more people in this age group moving out of the county than moving in<sup>2</sup>. Among the likely reasons for this are full-time students moving to study and recent graduates and young people moving from Anglesey to pursue careers.

Immigration is at its highest among the 45-59 age with an average of 130 more people in this age group moving into the county than moving out. It is likely that the main reason for this is that people are choosing to move to Anglesey to retire<sup>3</sup>.

<sup>2</sup> Welsh Government, An Introduction to the Anglesey Strategic Language Forum 24/09/13

<sup>3</sup> Gwynedd Council on behalf of the Isle of Anglesey County Council (2014), 'Darlun o Sefyllfa'r Gymraeg yn Ynys Môn'

The Council's aim is to attract back the Welsh speakers who have emigrated, perhaps to study or to pursue careers and raise families. To succeed, we must ensure positive employment opportunities, various social opportunities and high standards of education with Welsh being an essential element of this way of learning, working and living.

Previous plans carried out by the Language Initiative and other partners show the positive impact initiatives that help newcomers and immigrants to assimilate fully into their new communities. Through innovative schemes that present the context and history of the Welsh language, traditions and local culture and enlist the support of local Welsh speakers to acknowledge their Welsh language and identity, the efforts of newcomers to learn Welsh and to be part of the area they settled in can be influenced and supported.

## **The Strategy's Focus**

This strategy's priority areas are designed so that they are aligned with the strategic areas of 'A living language: a language for living - Welsh Language Strategy 2012-2017', namely the Welsh Government strategy. This was done to ensure that there was strategic and consistent cascading from the highest level to the local level. Some of the Government's strategy priority areas have been coupled in this strategy, for convenience, and three priority areas have been identified:

Priority Area 1 - **Children and Young People / The Family**

Priority Area 2 - **The Workplace, Welsh Language Services, the Infrastructure**

Priority Area 3 - **The Community**

## Priority Area 1 – Children and Young People / The Family

The Language Strategy's first priority area is focused on children and young people and family as language transfer from one generation to another, together with education, are seen as two of the most important areas in terms of language planning. The strategy's focus is also on ensuring opportunities for children and young people to use Welsh socially.

### Aim:

**An increase in the number of families where Welsh is used as the main language with children, with an increase in the opportunities and support for it to be used socially**

**Ensuring that all children have the right to be fully bilingual by the age of 16**

**Increasing the capacity and the use of Welsh as a medium of communication and learning among children and young people in education and in social activities**

### The desired outcome:

An increase in the number of children and young people who use the language every day at school and socially across the curriculum

An increase in the number of families who use Welsh as the main language with their children

### Indicators

100% of schools have identified priority to the Welsh language and the Language Charter within their Development Plans and are experiencing progress

Minimum % receiving a Welsh first language assessment from May 2017:

Foundation Stage	KS2	KS3	KS4
76%	76%	68%	66%

Increasing by 10% in 3 years the percentage of pupils studying Welsh first language

Increasing by 5% the percentage of learners who study at least 5 subjects other than Welsh through the medium of Welsh to GCSE by 2020

Increasing by 5% the percentage of learners aged 16-19 studying further education courses through the medium of Welsh or bilingually by 2020

Increasing the numbers of children taking part in the Welsh-medium swimming lessons

Number of sports and leisure activities that mainstream the Welsh language

**See the action plan for year 1. This will be updated annually.**

## Language transfer

The Welsh Government strategy, *Living Language: A Language for Living 2012-2017* notes the importance of language transfer from one generation to another as a core element in the process of maintaining a language. Increasing the use of Welsh within families is a key priority for the Welsh Government for safeguarding the future of Welsh.

*"Welsh is not likely to prosper as a community and social language if it relies solely on the education system as a means of enabling new speakers to learn the language. It needs to be the language of the home to as many children as possible, and no doubt, the acquisition of language in this way is a natural and effective way to become a fluent Welsh speaker"*<sup>4</sup>

It is noted in the report *Increasing the number of communities where Welsh is the main language* (Welsh Government, December, 2013) that the profile and status of the language within a community can be important factors in the context of language transfer. This is complemented by an Impact Assessment report: *Growth and Onwards* (Bangor University, 2008) that suggests a link between these factors and the desire of parents to pass the language on to their children.

The 2011 Census figures show that in Table 11 below 80.1% of 3-4 year olds in Anglesey speak Welsh when 2 parents speak Welsh at home. This percentage drops to 47.5% when only one parent speaks Welsh. A further reduction to 20% is seen in households where neither parent speaks Welsh.

The Census figures in Table 11 also show that there was a decrease between 2001 and 2011 from 49.1% to 47.5% of 3-4 year olds speaking Welsh in Welsh-speaking households where two parents speak Welsh and a decrease from 69.8% to 60.8% in households where one parent speaks Welsh. On the contrary, and in accordance with the national trend, the figures show an increase from 15.5% to 20.6% in the number of children aged 3-5 years who speak Welsh in households where two parents do not speak Welsh.

These figures show that it is important to convince parents who speak Welsh of the value of transferring the language to their children and that they need support to enable them to ensure that their children gain the necessary experiences to develop children's language skills from an early age. On a positive note, it can be concluded that the influence of the education system in Anglesey has managed to increase Welsh language skills of children aged 3-4 in households where two parents cannot speak Welsh by 5% during the decade between both censuses.

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<sup>4</sup> Welsh Government (2012), *Living Language: a Language for Living – Welsh Strategy 2012-2017* (page 25)

**Table 11: Welsh Transfer Rates, 2001 & 2011**

<b>One family households with children aged 3-4</b>	<b>Anglesey</b>		<b>Wales</b>	
	<b>2001</b>	<b>2011</b>	<b>2001</b>	<b>2011</b>
Couple – Two adults able to speak Welsh	79.0%	80.1%	82.0%	82.2%
Couple – One adult able to speak Welsh	49.1%	47.5%	39.9%	45.4%
Couple – No adults able to speak Welsh	15.5%	20.6%	8.6%	13.2%
One parent– Adult able to speak Welsh	69.8%	60.8%	55.3%	53.3%
One parent– Adult unable to speak Welsh	25.2%	25.4%	9.8%	14.4%

Source 2001 Census – C0156; 2011 Census - Table DC2601WA

### **Anglesey's Welsh Education Scheme**

According to the 2011 Census, there are 11,861 children and young people aged under 16 living in Anglesey, which corresponds to 17% of the population. Of these, 54.1% of children aged 3-4 years speak Welsh and 80.1% of children aged 5-15 speak Welsh. There has been an increase of 2.3% in the 5-15 age group since the 2001 Census, which is a reflection of the positive influence of the County's Welsh in Education Strategic Plan to develop language skills.

Since September 2004, all children aged 3 years have been offered free half time education. That education can be provided either in a maintained school or at funded locations (Jones, 2012, p 64). The funded locations include approximately 50 Mudiad Ysgolion Meithrin groups on the island. The Isle of Anglesey nursery education's specific objective is to ensure that all children are given a solid foundation in Welsh in order to enable them to achieve the goal of full bilingualism in due course.

The County's Language Education Policy sets the ambitious goal of "ensuring that all pupils in the county have the appropriate language skills in Welsh and English to become full members of the bilingual society of which they are a part." To ensure all schools can achieve this goal, we will need to review the policy by September 2016. The county does not define primary schools according to language categories as the same Language Policy is practiced in each school. There are 47 primary schools, five secondary schools and one special school in Anglesey.

The majority of children who are learning Welsh as a first language at school have been assessed in Welsh at the end of Key Stage 1, or the Foundation Stage since 2011 (the end of year 2).<sup>5</sup>

The number of pupils in the KS1 group (FS from 2012) and the number assessed in Welsh as a first language are shown below:

<sup>5</sup> Gwynedd Council on behalf of the Isle of Anglesey County Council (2014), '*Darlun o Sefyllfa'r Gymraeg yn Ynys Môn*' (page 35)

	2010	2011	2012	2013	2014	2015
KS1	456/650	469/682	510/678	468/671	520/721	539/755
	<b>70%</b>	<b>69%</b>	<b>75.2%</b>	<b>69.7%</b>	<b>72.1%</b>	<b>71.4%</b>
*/number assessed/number in the group						

Statistics for 2015 show that 539 aged seven Anglesey pupils have been assessed in Welsh. 89.8% of pupils succeeded in reaching Outcome 5 or better in their assessment:

Outcome 5+	484 / 539	89.8%
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There is a variation in the level of the challenge that catchment areas face to succeed with the bilingualism of pupils, and the PLASC census data that shows how many pupils speak Welsh at home gives a good idea of the task of schools.

The Education Service recognises the need within this strategy to support primary schools, where the challenge is high to increase the number of pupils receiving a Welsh assessment and to increase percentages reported to the Government.

A target has been set by 2017 to ensure that 76% of seven year old children receive a Welsh (first language) assessment. When collaborating to change the situation of schools where the linguistic challenge is highest, the aim is to increase the number of learners identified as Welsh first language learners as follows:

	2017	2019	2021
FS	99.5%	94.8%	
KS2	99.9%	99.5%	99.5%
KS3		100.0%	99.7%

## Further Education

The Llandrillo Menai Group was formed in April 2012 when Coleg Llandrillo and Coleg Menai merged. The Group operates primarily as a provider of further education within four counties in North Wales, namely Anglesey, Conwy, Denbighshire and Gwynedd.

The organisation faces a number of challenges in relation to Welsh-medium education provision such as:

- strengthening the positive perceptions of the organisation as a bilingual provider; raising students' confidence to study through the medium of Welsh;
- Empowering staff capacity and skills to provide through the medium of Welsh;
- Applying pressure on boards to award qualifications in Welsh;
- Increasing awareness of the advantages of Welsh as an employment skill.

Below are details of the number and percentage of full-time students who are studying and being assessed for at least one module of their courses through the

medium of Welsh across the three colleges that are part of the Grŵp Llandrillo Menai (Coleg Meirion Dwyfor (CMD), Coleg Menai (CM), Llandrillo College (CLI):

	2014-2015 Rh/N	2014-2015 %
Number of full-time students at the college	Group 6137	Group 100%
	CLI 3199	CLI 52%
	CMD 1207	CMD 20%
	CM 1731	CM 28%
Number and percentage of full-time students studying at least one module of their courses through the medium of Welsh	Group 2503	Group 41%
	CLI 15	CLI 0.5%
	CMD 1154	CMD 95.6%
	CM 1334	CM 77.07%

	2014-2015 Rh/N	2014-2015 %
Number and percentage of students being assessed in at least one module of their courses through the medium of Welsh or bilingually	Group 26	Group 0.42%
	CLI 1	CLI 0.03%
	CMD 814	CMD 67.4%
	CM 206	CM 11.9%

The Llandrillo Menai Group has established a system to measure and track learners in the post-16 stage who continue to study through the medium of Welsh or bilingually in order to increase and maintain the use of Welsh among post-16 learners in the Further Education sector. This procedure means that the tracking occurs at College level and programme area, which means there is no sharing of data on students who live in Anglesey alone. However, it is relevant to look at the three colleges' data, and in particular Coleg Menai, as this is where most of the students who live on the island are studying their further education courses.

It is intended to set targets for progress in bilingual provision at each programme area level by September 2016, which will lead to the development of the progress in bilingual provision.

### **Children and young people's social use of Welsh**

Despite the success of the County's Welsh in Education Strategic Plan in developing language skills among children and young people, it is recognised that it is difficult to always measure the use of Welsh outside the classroom environment and in social situations.

The Language Charter, which has been adopted in Anglesey schools, provides structure to lead to an increase in children's social use of Welsh. The Charter requires the involvement of all members of the school community which is the school council, the pupils, the workforce, parents, governors and the wider community in order to ensure full ownership of it. The schools are working towards bronze, silver and gold awards, aiming for Gold over a three year period. At the beginning of the process, a baseline is established with sound evidence of the linguistic situation within the school community involved so that it can develop a single vision for that school in due course. Setting targets and measuring progress is necessary in implementing the Language Charter and all schools will be able to formulate their own actions that are suitable for them. There are 5 steps towards the 'summit' which is the goal the school recognises within its own vision. Depending on the linguistic background of pupils, the targets range from setting up the habit of speaking Welsh, changing attitudes, raising linguistic confidence to influence the numbers of Welsh speakers beyond the school walls and playground to improve and ensure linguistic accuracy.

Many organisations provide opportunities to use Welsh on the island and the aim of the language strategy is to plan with the intention of normalising and mainstreaming Welsh into existing social activities and into some of the new activities. There are six Young Farmers clubs in various geographical locations on the island, namely Bodedern, Dwyran, Llangefni, Llangoed, Penmynydd and Rhosybol. The County Council is responsible for maintaining 26 Youth Clubs, five Open Award Centres in each secondary school's catchment area and a Lunchtime Accreditation Club at Holyhead High School.

The Urdd has 58 branches on the island with 11 community sections providing a range of social opportunities for the children and young people of the island. Set out in the Urdd Gobaith Cymru's Annual Report for Anglesey for 2015-2016 is that 4801 individuals have registered for eisteddfod competitions and 1477 individuals have participated in sports activities over the reporting period in question. An aim of the organisation at a local level is to increase its reach through the use of social media.

There are six Young Farmers clubs in various geographical locations on the island, namely, Bodedern, Dwyran, Llangefni, Llangoed, Penmynydd and Rhosybol. The Young Farmers is a rural youth organisation that operates across the country, to meet the needs of rural young people.



The Young Farmers offers a variety of educational, training and social programmes, which encourages personal development, community activity, environmental concern and social interactions. The main purpose of the organisation is to create opportunities for the members' ability to shine.

There is Specialist youth staff within Menter Iaith Ynys Môn, working in different areas to develop activities, conduct workshops and sessions and provide various social opportunities. These include weekly workshops led by professional drama tutors within the Anglesey Youth Theatre, a music making project, '*Bocsŵn*', the '*Rhwydwaith Perfformwyr Ifainc*' (Network of Young Performers) which offers an opportunity for young people to organise gigs themselves and '*Prosiect Radio*' (Radio Project) that has placed radio equipment in each of the five secondary schools on the island for broadcasting programmes. There is also the project '*Cyfle: Creu=Cofio*' (Chance: Create = Remember) which is a digital project where young people can create their own film and radio items tracing and explaining elements of the heritage of Welsh on the island. The Language Initiative also provides language awareness presentations to encourage young people to express their views on the Welsh language as well as learning about the social and economic benefits of the language.

The Language Charter also encourages parents to learn Welsh because of the obvious benefits derived not only from being able to help their children and appreciate their progress, but also to assimilate into the community, improve career opportunities and in attitudes of identity. In that regard, it will cooperate closely with the north-west Wales Welsh Learning Consortium to plan and offer dedicated training for parents.

## Priority Area 2 – The Workplace, Welsh Language Services, The Infrastructure

The Language Strategy's second priority area focuses on the workplace, Welsh language services and the infrastructure. The objective here is to identify opportunities to plan purposefully to mainstream Welsh naturally into these priority areas.

### Aim

**To promote and increase the availability of Welsh language services, increase opportunities / expectations to use Welsh in the workplace and work together to identify opportunities to mainstream the language into developments and activities.**

### The desired result:

Increased use of Welsh as the County Council's language of administration  
An increase in the profile of the Welsh language as a catalyst for change by Anglesey County Council and Town and Community Councils

### Indicator

An increase in the use of Welsh in the administration of the county council as a spoken and written language

100% of language impact assessments are carried out on any housing, economic / business developments

Number of language policies by developers and the impact of policy implementation within \* month/s

% increase in those taking Welsh Learning Courses

Many of those taking Welsh Learning Courses

Increase in employment for local people in the major developments

**See the action plan for year 1. This will be updated annually.**

### The language in the workplace

The workplace is one of the key areas which determines the language that people use. A significant number of respondents to the Local Government's consultation on *Living Language: A Language for Living - Welsh Language Strategy 2012-17* agreed "that the workplace has a key role in building the confidence of Welsh speakers to use the language in other areas of their lives ... and that developing the status of the language in the workplace is important in terms of emphasising the value of Welsh-medium education "(Welsh Government, 2012, p.37).<sup>6</sup>

<sup>6</sup>Gwynedd Council on behalf of the Isle of Anglesey County Council (2014), '*Darlun o Sefyllfa'r Gymraeg yn Ynys Môn*' (page 35)

In 2013, a survey<sup>7</sup> was conducted among more than 4,000 employers in Wales that operated in eight sectors to provide accurate and reliable information about the needs of employers in terms of Welsh language skills. According to the survey, 81% of Welsh speakers used Welsh with colleagues at least occasionally where the employer is supportive of the use of Welsh in most aspects of the operation of the business. The percentage was slightly lower among workers whose employers were not supportive of the use of Welsh in informal circumstances, while 51% said that they spoke Welsh with their colleagues but the employer does not support the language.

In Gwynedd and Anglesey, nine out of ten Welsh speakers in employment said that they speak Welsh with colleagues at least sometimes.

It also appears that those individuals who work for employers who support the use of Welsh in most aspects of the business are much more likely to write something in Welsh. 64% write something in Welsh at work at least sometimes. Nevertheless, nearly a third said they will write something in Welsh at least sometimes in their work, although they did not believe that their employer was supportive of the language. Nearly three-quarters of workers in the public sector believed that their employer was supportive of the formal and informal use of Welsh within the business compared to 41% in the private sector.

If there is to be an increase in the use of Welsh in the workplace, raising awareness of the availability of Welsh services and their prominence is a central part of their usage. According to the survey of employers in Wales held in 2013, workers who spoke Welsh in the public sector were almost three times more likely than workers in the private sector to be offered something from their employers to show that they can speak Welsh. Results of a Research Report on Local Authorities' Welsh Language Services (Beaufort Research Ltd 2015), support the need to raise awareness, i.e. that 80% of fluent Welsh speakers in North Wales agree with the statement *"If I know I can deal with a relevant department of the local authority in Welsh, I will always do that."*

Anglesey County Council is committed to increasing the use of Welsh in its internal administration, both orally and in writing, and the County Council resolved at its meeting on 12 May, 2016 to monitor progress on an annual basis by issuing a report on it to be submitted to the Scrutiny Committee at the same time as the annual report on the implementation of the Welsh Language Policy. The process will begin by establishing a baseline of the number of employees who work through the medium of Welsh within the organisation. It is also intended to review the Council's Language Policy by May, 2018.

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<sup>7</sup> Welsh Government (2015), the Use of Welsh in Wales, 2013-15

As part of the language planning process, the Council will identify which oral and written language skills are needed for each job and the language skills of the workforce will be assessed in order to monitor the number of Welsh speakers. In addition, appropriate courses, at all levels, will be provided during working hours for employees of the Council to empower their Welsh language skills.

### **The Availability of Welsh Language Services**

The Welsh Language (Wales) Bill 2011 has created a fundamental shift towards providing language choice and language need, shifting the responsibility for ensuring appropriate services from the user to the provider. The Language Standards brought about by the Bill paves the way for creating rights for Welsh speakers so that they can receive services in Welsh. In addition, the '*Strategic Framework for Welsh Language Services in Health, Social Services and Social Care - More than Words*' was published in the context of the legal requirements of the Bill. The Language Standards and *More Than Words* are attached to the principle of providing the user with the 'proactive offer' of language choice.

The County Council is now subject to the Language Standards and many partner organisations will receive notices of compliance by the Welsh Language Commissioner in due course. This strategy will set out actions for the implementation of the principles of *More Than Words*.

## Priority Area 3 – The Community

The Language Strategy's third priority area focuses on promoting the Welsh language at community level.

The Welsh Government Strategy, *Living Language: A Language for Living 2012-2017* states that specific challenges vary from region to region but are likely to include some common issues. The housing market is unstable on the island with a lack of affordable housing for the local population. In addition, there is a lack of well-paid and stable jobs and an over reliance on the public/provider sector as well as some specific industries such as tourism and agriculture. These are real challenges in terms of retaining young people and families on the island.

Language transfer rates are also a challenge within the community with a low number of parents / carers transmitting Welsh to their children, the low status of the language within the community, lack of opportunities to use the language at a community level and the impact of immigration and emigration levels on the demography of the island. For communities to thrive, it is also important that there are opportunities for the island's residents and immigrants to use the language and to use it socially.

It is acknowledged that the linguistic renewal work must be aligned with the improvement of the social and economic infrastructure.

### **Aim**

**Promoting and marketing the value and importance of Welsh**

**Promote and identify opportunities to strengthen the Welsh language within the communities and identify gaps in provision.**

### **The desired result**

Maintain the wards where 70% of the population speak Welsh and increase the percentages of the other, remaining wards.

### **Indicator**

An increase in wards with over 70% speaking Welsh  
An increase in wards with over 50% speaking Welsh  
Number of activities undertaken to integrate Welsh learners  
Number of Welsh in the community or Welsh for the family classes  
An increase in the number involved in Welsh-medium volunteer activities  
Increased use of the translation app  
An increase in the number of County Council meetings held in Welsh  
Number of visits to the Web site that advertises Welsh-medium activities  
Number of developments that comply with the policies of the Local Development Plan  
Number of empty houses on the island brought back into use as permanent housing  
Number welcome packs distributed to immigrants / downloaded

**See the action plan for year 1. This will be updated annually.**

## **Social use of Welsh at a community level**

Menter Iaith Môn is active throughout the island ensuring a diverse selection of positive Welsh-medium activities and events are offered for all ages in order that there is recognition of the social and economic value of the Welsh language. The Language Initiative is working in those areas with high numbers of Welsh speakers in order to ensure that these areas of strategic importance to the Welsh language are maintained and flourish.

The Language Initiative also recognises that in order for the Welsh to continue to thrive, there is also a need to identify opportunities to raise residents' confidence to use Welsh confidently in areas with lower numbers of Welsh speakers. According to the results of the 2011 Census, nearly 20% of residents in Holyhead state that they understand spoken Welsh and 60% of people state that they understand Welsh but don't use it. To respond to this challenge, the Initiative has started to work intensively in the Holyhead area by locating an officer in the town in order to work with families, children and young people and the community to identify opportunities to increase the use of Welsh at a social level.

To plan purposefully for the future, the need to create linguistic profiles of all the areas of Anglesey is recognised. Such profiles would identify gaps in provision, the desire among communities to try to secure the Welsh language services locally and strengthen social provision for children and young people to use the language. The exercise would also provide an opportunity to promote Welsh with the business sector and the importance of language transfer within the family.

From working together to identify opportunities to raise residents' confidence to speak Welsh, and identifying and influencing opportunities to create a hive of Welsh social activity, we can work towards the objective that the Welsh language is acknowledged as part of the fabric and infrastructure of the community, creating vibrant communities, and create a powerful link between language-house-work.

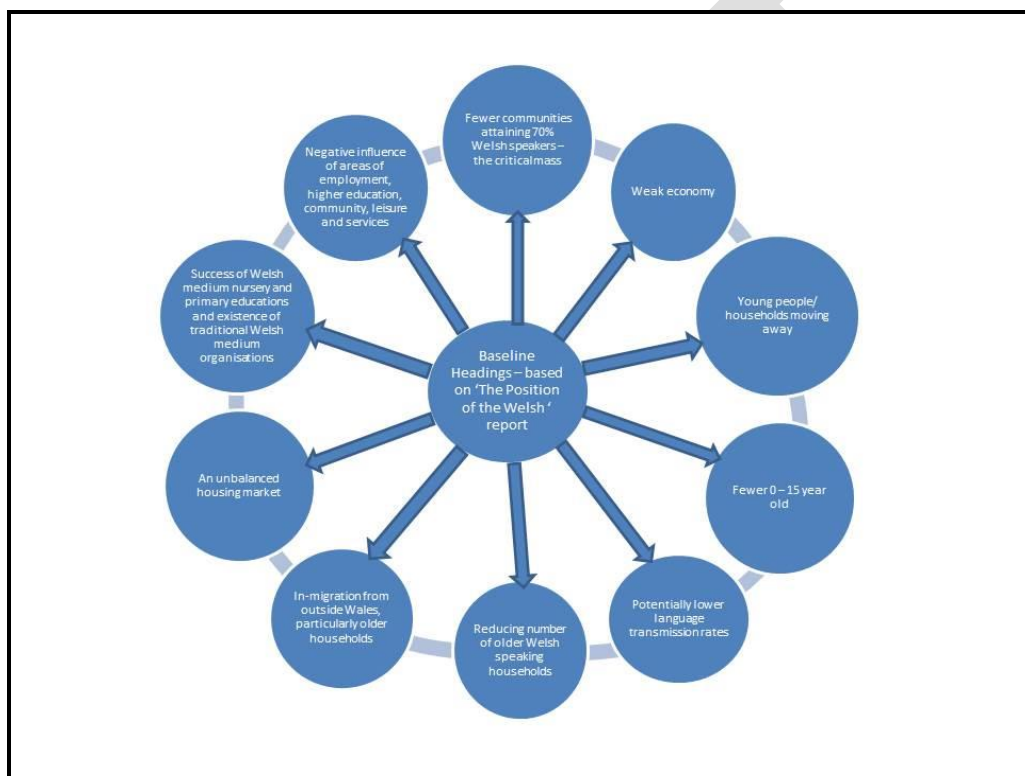
The advent of the National Eisteddfod in 2017 is a perfect opportunity to promote Welsh language activities that raise money towards its staging, and throughout the period of this strategy, we want to ensure that the impact and legacy of the Eisteddfod are far-reaching.

## **The Local Development Plan**

The Supplementary Planning Guidance for Planning and the Welsh Language (September 2007) outlines that the moderate stability or growth of the population, combined with a good quality of life, a strong economy, high quality infrastructure and a vibrant social and cultural life, are all central to community cohesion and sustainability. Where the Welsh language is part of the social fabric of the community, its fate and well-being is inevitably bound to the wider prosperity of that community. If a development is likely to be detrimental to any of these aspects, it can also have a detrimental effect on the Welsh language. However, if it is sensitive to the local context, e.g. it supports the local economy, then the impact is much more likely to be positive. The construction and implementation of projects and major developments entails significant work that could ensure investment and wider benefits to the island and its communities.

As outlined in the Gwynedd and Anglesey Local Development Plan (which is in the deposit stage), to ensure that communities develop in a sustainable way, it is essential, when considering any changes, to consider all the factors influencing the position and that the new development being planned is appropriate and relevant.

Anglesey County Council is working with Gwynedd Council to draw up a Local Development Plan (LDP). The LDP will focus on local issues and objectives, and will do so in accordance with local strategies and an evidence base. It is required under Section 61 of the Compulsory Purchase Planning Act that Local Planning Authorities keep evidence on the current level of the use of Welsh in the area. Information from several sources, including the 2011 Census was collated and analysed. The following diagram provides an overview of the main messages:



Based on an analysis of the evidence, one of the topics considered in preparing the LDP is how our strategy and policies are likely to affect the use of Welsh and the sustainability of communities. The future of the language will depend on a great many factors, particularly education, demographic change, community activities and a sound economic base to sustain thriving and sustainable communities. Not forgetting that the LDP cannot differentiate on the basis of the linguistic ability of individuals, the land use planning system can contribute to the well-being of the Welsh language in the future by creating the conditions that would allow sustainable communities to thrive. Therefore, it is important that the LDP consolidates strategies such as the Language Strategy to promote the infrastructure (key housing, work places and facilities) to maintain the County's communities.

Section 70 of the Town and Country Planning Act 1990 makes it clear that it could consider the effects of the use of Welsh, where relevant to the planning application, when determining an application for planning permission. This provision does not give more weight to the Welsh language than to any other relevant consideration at the time of the planning application. The Supplementary Planning Guidance will give guidance to ensure a development that is good enough to be approved, including the use of mitigation measures, adverse impacts and measures to promote positive impacts. Planning conditions and Section 106 agreements can be used, where appropriate for the provision of infrastructure that supports the Welsh language.

## **Housing**

One of the major challenges we have here in Anglesey is to ensure an adequate supply of affordable housing for our residents, quality housing that will lay a solid foundation to enable them to work here on the Island and maintain the use of the Welsh language.

In 2011, the population of Anglesey was 69,751 with this population housed in 34,183 property dwellings. The main factor defining the affordability of household is income. During 2015, the median income for Anglesey residents in full time employment was £24,721 which is lower than the national average of £29,016 according to the National Statistics Office.

If we were to look at the median price of property dwellings here on the Island this is £186,229, which is higher than the national average of £162,904. House prices have increased by 21.7% during the period 2011-2015 compared to just under 10% as a national average. This means that house prices on the open market here on Anglesey are 7.5 times the median income compared with the national average of 5.6 times the income.

Looking at the statistics above, it can be seen very clearly that the supply of affordable housing here on the island must be increased to ensure that our young people starting their careers and working life can afford to get an affordable home locally on the island so that employers can employ Welsh speakers within their workforce and that this increases the use of Welsh in business and commerce. Demographic projections show that for the period 2015 – 2026, 2420 additional properties will be required, which equates to 220 per year.

As part of the solution for supplying the additional need for housing, we will take further steps to ensure that we bring as many empty houses as we can back into use as well as build new houses and manage rented housing in private ownership.

When building new houses outside the most urban areas of the county, we conduct a survey on the needs of affordable housing within the county's most rural areas and give consideration to using exception land for the development of affordable housing that would be available with a number of different tenures to address the demand, such as social rented housing, intermediate rent as well as a provision of affordable housing for people who would want to become homeowners.



For the purpose of ensuring that Anglesey residents are aware of the areas where affordable housing is available we will be using the TaiTeg website to market them.

## **Socio-economic issues**

The need to support Welsh communities to thrive is recognised. Consequently, appropriate economic developments should be promoted and economic opportunities provided, including rural areas, to ensure that they are attractive to the existing population and those who would like to return to the area.

Economic, educational and cultural factors and planning decisions on land use all play a key role in considering the situation of the language for the future. In order to improve the situation, it is necessary to take advantage of employment opportunities to reverse outward migration, and thus strengthen the use of the language. People of all linguistic backgrounds can contribute to meeting this economic challenge.

We need a positive attitude to enable sustainable economic development in communities across the island. The aim is to achieve a sustainable balance between economic prosperity and strengthening the number of Welsh speakers among future generations.

The following socio-economic challenges are found on Anglesey:

- displacement of regional labour
- infrastructure capacity constraints
- reduced levels of GVA
- high levels of youth unemployment
- a high level of economic inactivity
- many of the most deprived wards in Wales
- high levels of outward migration of young people
- significant job losses

The following socio-economic opportunities are found on Anglesey:

Over the next 10-15 years the Isle of Anglesey is set to benefit from a potential investment of up to £12bn, through major projects such as the:

- New Nuclear Build at Wylfa which will create 10,000 jobs during the construction phase and numerous local supply chain opportunities;
- New National Grid Transmission Infrastructure to connect the proposed low carbon developments on Anglesey to the mainland network;
- Development of a Tourism Village and Leisure Facilities by Land and Lakes.

In order to capitalise on the opportunities associated with the potential developments, the Isle of Anglesey County Council established the Energy Island Programme in 2010. The Energy Island Programme is a partnership between public and private sector organisations, including DECC, the Welsh Government and major developers, with the aim of establishing Anglesey at the forefront of energy research and development, production and servicing, bringing with it potentially huge economic rewards.

The aim of the Energy Island Programme is to:

- Help de-risk the substantial private sector investments
- Make local people more competitive in terms of education and skills to secure job opportunities
- Develop competitive businesses that are well placed to compete for supply chain contracts
- Develop competitive infrastructure (sites, premises, utilities, transport etc.)
- Engage with key stakeholders to inform and update, secure feedback and respond to issues and opportunities

## **Tourism**

Tourism is a sector that can and has contributed to local prosperity and quality of life on Anglesey. Following the Visit Wales Strategy, '*Partnership for GROWTH 2013-2020*', success will depend on the work in a way that leads to creating strong and productive partnerships. Visit Wales will work with the industry to help develop and introduce a product in accordance with market needs and create platforms for businesses to promote themselves.

Anglesey County Council is currently planning the 2016-2020 Destination Management Plan that is a joint statement of intent to manage a destination over a given period of time by defining the different stakeholders' roles and identifying actions. The scheme, in parts, will focus on promoting the language, culture and history. By working together, a successful and sustainable tourism industry can be developed that creates wealth for the island and which uses and maintains its special environment and culture.

Tourism injects £260.45 million of much-needed money (year 2014) into the economy, and supports over 4,000 jobs on the island. In addition, the tourism sector:

- attracts 330,000 walkers on the Coastal Path, generating £14 million
- attracts 1.58 million visitors annually
- checks 2.0 million visitors travelling through Holyhead port annually
- supports services and infrastructure that run across borders and benefit local people e.g. transport links, the range of shops and services and cultural facilities
- helps to promote a positive image of the island to the outside world which, in turn, can attract investment and make people feel better about where they live
- expects a cumulative growth target of 10% by 2020

## **Energy Island Programme**

Over the next 10-15 years the Isle of Anglesey is set to benefit from a potential investment of up to £12bn, through major projects such as the:

- New Nuclear Build at Wylfa which will create 10,000 jobs during the build phase and numerous local supply chain opportunities;

- New National Grid Transmission Infrastructure to connect the proposed low carbon developments on Anglesey to the mainland network;
- Proposed development of a Tourism Village and Leisure Facilities by Land and Lakes (see below map).

In order to capitalise on the unprecedented opportunities associated with the potential developments, the IACC established the Energy Island Programme in 2010. The EIP is a partnership between public and private sector organisations, including DECC, the Welsh Government and major developers, with the aim of establishing Anglesey at the forefront of energy research and development, production and servicing, bringing with it potentially huge economic rewards.

The aim of the Energy Island Programme is to:

- Help de-risk the substantial private sector investments
- Make local people more competitive in terms of education and skills to secure job opportunities
- Develop competitive businesses that are well placed to compete for supply chain contracts
- Develop competitive infrastructure (sites, premises, utilities, transport etc.)
- Engage with key stakeholders to inform and update, secure feedback and respond to issues and opportunities

The need to support Welsh communities to thrive is recognised. Consequently, appropriate economic developments should be promoted and economic opportunities provided, including rural areas, to ensure that they are attractive to the existing population and those who would like to return to the area.

Economic, educational and cultural factors and planning decisions on land use all play a key role in considering the situation of the language for the future. In order to improve the situation, it is necessary to take advantage of employment opportunities to reverse outward migration, and thus strengthen the use of the language. People of all linguistic backgrounds can contribute to meeting this economic challenge.

We need a positive attitude to enable sustainable economic development in communities across the island. The aim is to achieve a sustainable balance between economic prosperity and strengthening the number of Welsh speakers among future generations.

Through the EIP, the IACC is committed to:

- Ensuring that local people have the necessary skills and opportunities to take advantage of the anticipated job opportunities (both during construction & operation)
- The provision of relevant education, training and upskilling to ensure that local people can capitalise on all future opportunities
- Attracting back people who have left Anglesey in search of education and/or employment
- Ensuring that the location and type of construction worker accommodation, and the number of workers, does not adversely affect the Welsh Language

- Ensuring that local companies have the necessary certifications/qualifications so that they can compete and take advantage of supply chain opportunities.
- Ensuring that Anglesey has adequate sites & premises (in the most appropriate locations) to attract inward investment and allow local companies to grow.

DRAFT

# Proposed Energy Island Related Developments



**Stena Line**  
Holyhead Port –  
International Strategic Gateway

**LAND & LAKES**  
Environments for life  
Proposed 1100 Unit mixed use  
Development of Residential,  
Tourism Village and Leisure  
Facilities. Stage 1 – Wyfla  
Workers Accommodation

**Minesto**  
OFFSHORE DEVELOPMENTS  
West Anglesey Tidal Current  
Demonstration Zone  
38km<sup>2</sup> of Seabed

**Orthios**  
Proposed 299 MW Biomass /  
Eco Park providing Energy &  
Steam for Hydroponic &  
Aquaculture Enterprises

**Magnox**  
Existing Wyfla Power Station –  
460 MW of Low Carbon  
Energy End of Generation  
2015

**PŴER NIWCLEAR HORIZON**  
NUCLEAR POWER  
Proposed New Nuclear Power  
Station with generating capacity  
of around 2.7 GW of Low  
Carbon Energy

**SP ENERGY NETWORKS**  
Electricity Distribution Network  
Operator in North Wales -  
Connects Smaller Electricity  
Producers

**SPARC**  
Proposed Science Park bringing  
together academic researchers  
and commercial experts.  
7.8 Hectares

**Coleg Menai**  
Expansion of campus to include  
extension of Energy Centre

**nationalgrid**  
Connecting Proposed  
New Low Carbon Energy  
on Anglesey

The Welsh language is integral to the cultural identity and heritage of the island, and the IACC's clear ambition is to encourage and support more of the island's communities and residents to use the language as part of their day to day lives.

The proposed major projects provide a unique and unprecedented opportunity to contribute positively towards the socio-economic transformation of the island (and the wider North Wales region). The IACC sees the development, operation and legacy of these major projects (and their associated developments) as key to transforming the long term sustainability, wellbeing and 'sense of place' of the island and its communities.

The significant opportunities and socio-economic benefits provided by the proposed major projects are of critical importance to the regeneration, vibrancy and diversification of Anglesey, its residents; its economy and culture. It is imperative that the projects are developed, constructed and operated in a coordinated, integrated and informed manner to best influence, shape and support the long term future of Anglesey. The County Council strongly believes that achieving a positive and all embracing 'legacy' is fundamental/ integral to the success and acceptability of the proposed major projects.

Achieving a positive 'legacy' from the proposed developments will be dependent upon:

- The provision of opportunities for local young people to remain on the Island to live and work
- The number, type and scale of supply chain opportunities for local businesses to capitalise upon
- The provision of high quality education, training and upskilling for local people to capitalise on the job opportunities
- Attracting back people who have left Anglesey to seek employment elsewhere
- Attracting investment to enable new companies to base themselves in Anglesey/North West Wales to provide additional job opportunities for local people.
- Ensuring that all opportunities to embrace, promote and support the island's proud cultural heritage and Welsh language are capitalised upon

Year 1						
Priority area	General Aim	Objective to be achieved by the end of year 1	Responsibility	Financial Source	Performance Indicator	RAG status
Children and Young People / Family (e.g. Welsh in the early years, the statutory period of education, social)						
Language charter	Raise the status of the Language Charter across the Isle of Anglesey County Council's services not only within schools but among parents and the wider community	All the Council's public services visibly promoting the Language Charter	<ul style="list-style-type: none"> <li>- Language Charter Officer, IACC</li> <li>- (Senior School Standards and Inclusion Manager) IACC</li> <li>- Menter Iaith Môn</li> <li>- Heads of Service IACC</li> </ul>	<ul style="list-style-type: none"> <li>- Lifelong Learning IACC</li> <li>- Welsh in Education Grant</li> <li>-Direct Grant from WG for 2016-17- promoting the Language Charter</li> </ul>	<ul style="list-style-type: none"> <li>100% of IACC's public services promoting the Language Charter visibly and operationally</li> <li>90% of schools receiving a bronze award accreditation by September, 2016</li> </ul>	
	Ensure that all schools include priorities for developing the Welsh Language and the Language Charter in their School Improvement Plan	The Language Policy of all schools stating that the 'Welsh language is the social language of this school'  Schools have undertaken a thorough evaluation of performance against the Language Web and implemented it	<ul style="list-style-type: none"> <li>- Language Charter Officer, IACC</li> <li>-(Senior School Standards and Inclusion Manager) IACC</li> <li>-Heads of Service</li> <li>- GwE service</li> </ul>	<ul style="list-style-type: none"> <li>- School budgets</li> </ul>	<ul style="list-style-type: none"> <li>- GwE monitoring School Improvement Plans</li> <li>- 100% of Schools have identified priorities and are making progress by May, 2017</li> <li>-90% of schools moving on to the silver award in 2016/17</li> <li>- Estyn's inspection framework including the social use of the Welsh language</li> </ul>	

Priority area	Year 1					
	General Aim	Objective to be achieved by the end of year 1	Responsibility	Financial Source	Performance Indicator	RAG status
			<ul style="list-style-type: none"> <li>- Catchment Area Language Coordinators</li> <li>- Strategic Language Forum</li> <li>- Education Language Forum</li> </ul>			
	Supporting schools to develop the Welsh language skills of teaching assistants and ancillary staff	<p>18 days of upskilling training for a group of 15 assistants in Easter 2017.</p> <p>Language courses in school catchment areas for teaching assistants</p>	-IACC / Anglesey's Strategic Language Forum / Canolfan Bedwyr / Bangor University	Welsh Government funding via a grant to Canolfan Bedwyr. Grant funding to promote the Language Charter, Welsh Government	15 teaching assistants receiving intensive training (January, 2017). Twilight sessions available to other teaching assistants	
	Preparing the way for the Welsh language in Ysgol Cybi	The catchment area schools collaborating on prioritizing the Welsh Language and the Language Charter in the School Improvement Plan	<ul style="list-style-type: none"> <li>- Language Charter Officer, IACC</li> <li>- (Senior School Standards and Inclusion Manager) IACC</li> <li>- GwE Service</li> <li>- All the key partners</li> </ul>	<ul style="list-style-type: none"> <li>- School budgets</li> <li>- The Welsh in Education Grant</li> </ul>	- 76% Foundation Phase pupils receiving Welsh assessment in May 2017	



Year 1						
Priority area	General Aim	Objective to be achieved by the end of year 1	Responsibility	Financial Source	Performance Indicator	RAG status
	Provide opportunities for parents to learn Welsh to support their children but also to facilitate the assimilation of social and career opportunities	Training programme available that will be clearly and effectively promoted amongst parents	-The North West Wales Consortium for Learning Welsh	The North West Wales Consortium for Learning Welsh and the parents themselves	The consortium's approved indicators including quantitative and qualitative aspects	
Language transmission within the family	Increase the use of Welsh within families of mixed and non-Welsh language	Increase the number of parents who speak Welsh with their children and who come from homes where one parent is able to speak Welsh	- Menter Iaith Môn -Mudiad Meithrin	- Welsh Government  - IACC	250 parents indicating that they are working on changing their language habits in the home (choose one area to focus on in the first year)	
	Improving families' knowledge of the advantages of the Welsh language by mainstreaming the messages through statutory and private services (including nurseries)  Raise awareness of parents/guardians of the advantages of the Welsh language	Ensure that field officers, child carers and health visitors promote the importance of language transfer within the family. Identify appropriate training needs  Distribute a leaflet to every prospective parent/guardian by March, 2017	- Welsh Government  - Betsi Cadwaladr Health Board  - Mudiad Meithrin  - Flying Start  - IACC  -Menter Iaith Môn  - Mudiad Meithrin		Ensure that 500 families are targeted          Increase in number of attendees	

Year 1						
Priority area	General Aim	Objective to be achieved by the end of year 1	Responsibility	Financial Source	Performance Indicator	RAG status
	Ensure that every group has a bilingual leader	Reorganisation of nursery groups in the Holyhead area by September, 2017	- Mudiad Meithrin		100% of the Playgroup Association's leaders are bilingual	
	Collaboration with partners that attract individuals back to work to Anglesey	Refresh the Energy Island web site and include regular information on work opportunities arising from major developments	-Energy Island Programme Officers		Establish a baseline for the number of people	
Education	Review the Isle of Anglesey County Council's Welsh Language Policy in Schools	The County's robust policy setting specific expectations for all schools and their governing bodies and ensuring consistency of action amongst schools.	- IACC - Elected Members - Menter Iaith Môn - Lifelong Learning IACC	Funding to promote / launch	- Governing Bodies of all schools implementing the Language Policy  - 100% of parents receiving the same message about the status of the Welsh language at school, as in every school.	
	Ensuring that all aspects of the Welsh language are mainstreamed in the Foundation Phase and in an equal or higher percentage in Key Stage 2 in all schools	An increase in the number of pupils following a Welsh first language track during their time at secondary schools in the County	- IACC - Menter Môn - Lifelong Learning IACC	- Welsh in Education Grant	- 76% of pupils in the Foundation Phase identified as Welsh pupils in the PLASC Census in January 2017  -76% of pupils in each school receiving a Welsh assessment, May 2017	

Priority area	Year 1					
	General Aim	Objective to be achieved by the end of year 1	Responsibility	Financial Source	Performance Indicator	RAG status
	Ensure linguistic progression from primary to secondary schools in accordance with the County Education Language Policy	An increase in the number of pupils transferring to Holyhead High School and High School Bodedern received an assessment at the end of KS2 Welsh	<ul style="list-style-type: none"> <li>- Elected Members</li> <li>- All heads of Primary and Secondary Schools</li> </ul>			
	Strengthening the support for schools to introduce Welsh Language education for pupils in areas where the challenge for the language is high	<p>Establish a team of Language Support Teachers, KS, KS2 and KS3, under the supervision of the Language Centres, to support 3-14 years old pupils and to train teachers and assistants in language immersion methods</p> <p>Language Centre established in every Secondary School catchment</p>	-All key partners	<ul style="list-style-type: none"> <li>- Welsh in Education Grant</li> <li>- Have applied to Horizon to employ the equivalent of 6 full-time teachers</li> </ul>	<ul style="list-style-type: none"> <li>- All schools succeeding in teaching Welsh. A % receiving a Welsh assessment, May 2017: KS - 76% KS 2 - 76% KS3 - 68% KS4 - 66%</li> <li>- Second language pupils immersed in the Welsh Language in accordance with the County's Language Policy</li> </ul>	
	Increasing and maintaining the use of Welsh among post 16 learners in the Further Education sector	Establish a system to assess and track post-16 learners in the further education sector who continue to	-Director of Bilingualism and Equality - Llandrillo Menai Group		<p>A procedure been established</p> <p>Baseline distributed by December, 2016</p>	

Year 1						
Priority area	General Aim	Objective to be achieved by the end of year 1	Responsibility	Financial Source	Performance Indicator	RAG status
		<p>study through the medium of Welsh or bilingually</p> <p>Share a baseline of Coleg Menai's bilingual provision with the Language Forum</p> <p>An increase of 4% in bilingual provision at Coleg Menai</p>			An increase of 4% in bilingual provision at Coleg Menai during the first year (by July, 2017)	
	Develop local training facilities for STEM and skills subjects such as construction/electricians	Ensure better resources in schools and colleges (e.g. laboratories/staffing etc)	<p>-IACC</p> <p>-Major project developers</p>		<p>-Utilise the report 'Condition of the design, technology and science facilities in secondary schools on Anglesey' to establish a baseline on the condition of laboratories and DT rooms as they are in June, 2016 with an estimate on improvement costs</p> <p>-Utilise the STEM skills and confidence questionnaire amongst primary staff to establish their ability/skills to present STEM subjects successfully within the sector. Following investment in training and resources, re-present the questionnaire and measure the difference</p>	

Year 1						
Priority area	General Aim	Objective to be achieved by the end of year 1	Responsibility	Financial Source	Performance Indicator	RAG status
	Increase participation and achievement in the STEM area, construction skills and electricians by ensuring progression into the world of work	Influence young people to make career decisions. Promote STEM subjects and create an obvious link between the subjects and potential jobs in order to prepare them to compete for employment opportunities	-IACC  -Major project developers		Measure the number of pupils who choose STEM/level of attainment together with progression i.e. do they continue with STEM/vocational subjects	
The Welsh language socially	Mainstreaming and increasing the use of Welsh in sporting activities	<ul style="list-style-type: none"> <li>- Provide more swimming lessons in Welsh. 70% currently.</li> <li>- More focus on supporting and increasing the use of Welsh at Holyhead Leisure Centre</li> <li>- Explore the possibilities of providing other courses in Welsh eg fitness courses</li> </ul>	- Commercial Leisure Manager , IACC		<ul style="list-style-type: none"> <li>- Reduction of 50% in the number of complaints</li> <li>- Establish a baseline for the first year</li> </ul>	

Year 1						
Priority area	General Aim	Objective to be achieved by the end of year 1	Responsibility	Financial Source	Performance Indicator	RAG status
		- Ensure that all public notices and literature within the leisure centres are bilingual				
	Mainstreaming and increasing the use of Welsh in Youth Clubs	Developing staff skills in the use of Welsh by providing specific sessions at the Youth Clubs	-Principal Youth Officer (Anglesey County Council )	Youth Work Strategy Grant	Increasing the number of staff using the Welsh language in activities	
	Increase the reach of social media to raise awareness of the Urdd's activities locally	Increasing awareness of local events	-Urdd Officers	Urdd budget	Number of 'likes' and followers	
	Set up a club for learners at Holyhead High School	Increase the use of Welsh among secondary school pupils in the catchment area of Holyhead	-Urdd / Menter Iaith Môn / Youth Service / Young Farmers	Youth Clubs Budgets	Number of attendees	

Year 1						
Priority area	General Aim	Objective to be achieved by the end of year 1	Responsibility	Financial Source	Performance Indicator	RAG status
The Workplace Welsh language services The infrastructure (eg major developments, Welsh in business, tourism, technology)						
To raise the confidence of staff in using Welsh in the workplace / raise awareness of the potential of technology	Provide opportunities for staff to learn Welsh in order to facilitate their ability to work bilingually, but also to facilitate social assimilation and family support	Training programme available that will be clearly and effectively promoted in workplaces together with a free advisory service for workplaces in order to plan effective training in the workplace	-North West Wales Learning Consortium	North West Wales Learning Consortium and the parents themselves	The consortium's recognized indicators including quantitative and qualitative aspects	
To ensure that the Welsh language is given a high profile and is a driver for employers and businesses	Ensure that the Welsh language is given due regard in any: (a) major developments where there are mitigations via planning and consent processes (b) any smaller developments in the community	Maintain the awareness of language issues in the implementation of local and national planning policies  Influence positively upon major developers to recognise and consider impacts upon the Welsh language	-Head of Regulation and Economic Development, IACC  -Local representatives such as elected members, representatives of Town and Community Councils		All planning applications for retail, industrial or commercial developments where a report to the Planning Committee will have full regard to the impact of the development on the welfare of the Welsh language	

Priority area	Year 1					
	General Aim	Objective to be achieved by the end of year 1	Responsibility	Financial Source	Performance Indicator	RAG status
	Commitment of major developers towards Language Policies	Ensure that developers adopt policies and language plans in order to ensure equal status between Welsh and English in the workplace	-Major developers -IACC		Number of language policies by developers and effects of policy implementation in *months	
	Increase work opportunities for local people	Ensure that a percentage of workers at Wylfa Newydd ar local people (decrease migration and ensure children for local schools)	-Horizon -IACC		-Data Employment/unemployment/ economic inactivity data	
	Develop a pack on 'The advantages of Welsh in business' for companies investing on the island (including marketing material on the benefits of bilingualism in the private sector and building on the work of the Welsh Language Commissioner), including tourism companies	Distribute the pack to all businesses that come into contact with the Council (enterprises that rent business units)	- Welsh Government - Business Wales - IACC Economic Development Unit		The number of packs that are distributed in the first year	



Year 1						
Priority area	General Aim	Objective to be achieved by the end of year 1	Responsibility	Financial Source	Performance Indicator	RAG status
	Developing a Cultural Tourism Action Plan	<p>Create 'you tube' videos by working with Town and Community Councils and local historians</p> <p>e.g. promote the field names project</p>	Menter Iaith Môn / County Council - using young people to go out to film	RDP fund	<p>- The number of young people taking part in the project</p> <p>The number of hits on 'You Tube'</p>	
	<p>Implementing the County Council's Language Policy (May, 2016) and review in 2018</p> <p>Increasing the use of Welsh in the internal administration of the County Council</p>	<p>Establish a baseline of the numbers working through the medium of Welsh, both orally and in writing, by developing a questionnaire for distribution</p> <p>Investigate the potential of using translation memory software within the Council</p> <p>Responding to the findings of the mystery shopper exercise on the implementation of the Language Standards</p>	IACC		<p>The number of documents drafted in Welsh</p> <p>The number of 'Welsh essential' appointments</p>	

Priority area	Year 1					
	General Aim	Objective to be achieved by the end of year 1	Responsibility	Financial Source	Performance Indicator	RAG status
	Promote the principles of 'More Than Words'	Provide training on the 'Proactive Offer' to IACC Social Services staff	IACC	Service budget	50% of Social Services staff receiving training on the 'Proactive Offer'	
Visibly promoting the Welsh Language in the community	Producing a web site and welcome packs about the history and culture / bilingual education / advantages of Welsh / opportunities to learn the language for immigrants	Making information available to assist immigrants in a positive way	- Welsh Government  - Regulation and Economic Development Service, IACC		Numbers visiting the website in the first year	
	Customize the County Council's web site to communicate the Welsh Language vision for immigrants	Making information available to assist immigrants in a positive way	Head of Democratic Services. IACC			
	Identifying language champions in Town and Community Councils	Establishing the principle	Town and Community Councils Forum		Establish a baseline in the first year	

Year 1						
Priority area	General Aim	Objective to be achieved by the end of year 1	Responsibility	Financial Source	Performance Indicator	RAG status
	Undertake a joint marketing campaign in conjunction with the National Eisteddfod and ensure community legacy	Dialogue between the Strategic Language Forum and the Executive Committee for the 2017 Eisteddfod in order to identify priorities for the action plan	Relevant agencies		To be prepared on the basis of developing priorities and an action plan	
The Community (E.g. housing, the planning process, culture)						
Promote and facilitate learning Welsh for adults	Ensuring opportunities for learning Welsh are widely available across the County	A programme of community courses that will be widely promoted throughout the county	North West Wales Learning Welsh Consortium	North West Wales Learning Welsh Consortium Learning and the learners themselves	The Consortium recognized indicators including quantitative and qualitative aspects	
A pack to raise awareness of volunteering opportunities through the medium of Welsh	Create an information pack on opportunities to volunteer through the medium of Welsh for Welsh speakers and learners	Completing and circulating the pack in 1 year	Medrwn Môn		Increase in the number and use of the packs	

Year 1						
Priority area	General Aim	Objective to be achieved by the end of year 1	Responsibility	Financial Source	Performance Indicator	RAG status
Facilitating the use of translation equipment amongst voluntary organizations and town and community councils	Raise awareness of the phone app for simultaneous translation	Promote and continue to pilot the translation app called " Ear to Ear ", with a view to its wider adoption by organizations, groups and individuals	Business Director - Enterprise Môn		Establish a baseline in the first year	
	Raise awareness of the possibilities / various methods to meet the demand for simultaneous translation in Town and Community Councils	Identify the language used at Town and Community Councils / school governing bodies and establishing a baseline of need	One Voice Wales		The number of organizations that use it	
Promote technology to normalize the use of Welsh in the community	Raise awareness of Welsh language work and activities among the residents of Anglesey by establishing Twitter and Facebook accounts and using the web site of the Language Initiative	Key partners to identify points of contact within each organization.  Link with community providers	Menter Iaith Môn to co-ordinate and all other partners to feed information		- The number of people visiting the website  - The number of people using the twitter account  - The number of people using the Facebook account	
Ensure that the language is considered in relevant planning and land use matters	Adopt an LDP which continues to maintain policies for the benefit of the Welsh language, including linguistic impact assessment of development proposals upon submission of planning applications	LDP has been adopted	Head of Regulation and Economic Development- IACC		LDP adopted by the Council in 2016/2017	

Year 1						
Priority area	General Aim	Objective to be achieved by the end of year 1	Responsibility	Financial Source	Performance Indicator	RAG status
Community facilities	Promote developments that benefit the future of communities and networks <ul style="list-style-type: none"> <li>o Local housing market</li> <li>o Affordable housing</li> <li>o Job opportunities</li> </ul>	- Adopt SPG for Maintaining Sustainable Communities  - Maintain awareness of language issues in the implementation of the Local Development Plan policies	Head of Regulation and Economic Development- IACC		SPG for Maintaining Sustainable Communities adopted by the Council	
	Create linguistic profiles of all the areas of Anglesey to identify the gaps in provision of community opportunities	Creating a linguistic profile of the island	Menter Iaith Môn / community engagement officers	Horizon funding for community engagement officers	General overview in place	
	Ensuring an adequate supply of affordable housing for residents of the Island  Take further action to address the number of empty houses on the island in order to return them to local use	Ensure that the Local Housing Market Assessment identifies the need for affordable housing and in which areas of the Island  Ensure that the data on the number of vacant homes on the island is correct	Housing Strategy Manager - IACC	Statutory Duty is being funded through the Council's General Fund	Outcome Agreement targets reached	

Year 1						
Priority area	General Aim	Objective to be achieved by the end of year 1	Responsibility	Financial Source	Performance Indicator	RAG status
	Ensure an additional supply of council houses on the island	30 houses over 3 years	Housing Service	Housing Service Funds.	The location of 10 houses identified in the first year	
	Marketing affordable housing for local residents on the island by using the Tai Teg Housing website	Market 10 affordable homes on the Tai Teg web site	Strategic Housing Development Officer, IACC	No funding required, the system has already been established	Measure against the target which has been set as the objective (identify a specific figure)	