



Strategic Welsh Language Plan

2026 - 2029



- Our **vision** is to improve the quality of education and training and outcomes for all learners in Wales. Our **mission** is to support education and training providers to develop a self-improving and learning culture through our advice, inspection and capacity building. We view the Welsh language as an integral part of this.
- We are proud to be a bilingual organisation.
- We embrace the Welsh language as a language of choice for many and as part of our everyday culture.
- We welcome feedback on our objectives and will be pleased to discuss suggestions on how we might enhance our objectives and develop supporting actions.

Cymraeg 2050 A Million Welsh speakers

As a public body we strive to align our work with Welsh Government's policy of achieving a million Welsh speakers by 2050 as outlined in Cymraeg 2050 A million Welsh speakers. (2017).

We do this by incorporating the goals into our strategic objectives and therefore into decision making throughout our organisation including the development of this Strategic Welsh Language Plan.

Estyn is under a statutory duty to comply with the Welsh Language Standards as an organisation that comes within the Welsh Language Standards (N^o. 2) Regulations 2016. The relevant legislation is listed below. This document sets out our Welsh Language Objectives for the period 2021-2024.

The Welsh Language (Wales) Measure 2011

- The Welsh Language (Wales) Measure 2011 ('the Measure') gives the Welsh language official status in Wales. It also says that the Welsh Language Commissioner's ('the Commissioner') principal aim in exercising his or her functions is to promote and facilitate the use of the Welsh language. When exercising functions in accordance with this principal aim, the Commissioner must have regard to:
 - the official status which the Welsh language has in Wales
 - the duties to use Welsh which are imposed by law, and the rights which arise from the enforceability of those duties
 - the principle that, in Wales, the Welsh language should be treated no less favourably than the English language, and
 - the principle that persons in Wales should be able to live their lives through the medium of the Welsh language if they choose to do so.

Welsh Language Standards

- The Measure gives legal effect to the official status of the Welsh language by enabling the imposition of Welsh language standards ('standards') on a body.¹
- There are five classes of standards:
 - service delivery standards
 - policy making standards
 - operational standards
 - promotion standards,² and
 - record keeping standards.³
- Standards explain how a body should treat and use the Welsh language in different scenarios, for example, when sending correspondence, dealing with telephone calls, providing services on-line or face-to-face, formulating policies or when providing services internally to staff

Our Annual Report on the Welsh Language in Estyn ([Corporate policies](#)) details more about our work in relation to the Welsh language.

Estyn has adopted the principle of treating Welsh and English equally when undertaking public business in Wales. Our [Welsh Language Policy](#) outlines the way in which Estyn operates in accordance with that principle when providing services for the public in Wales. This policy outlines our approach to how we deliver our Welsh language services both internally and externally. The policy takes full account of the requirements of the Welsh language standards and indicates our present and emerging practice across the areas covered by those standards.

We promote the Welsh language through the delivery of our strategic objectives, by drawing the attention of education providers to their own duty to promote the Welsh language. Our Welsh language objectives cover how we consider Welsh language and Welsh cultural issues when we inspect and regulate and how we will ensure that our own staff and those we contract with have a full understanding of our legal obligations and compliance, as well as our vision regarding the Welsh language.

¹ In the context of the standards a 'body' is an organisation which has a duty to comply with one or more standards.

² This class of standards is not included within the Welsh Language Standards (N^o. 2) Regulations 2016.

³ Welsh Ministers, by means of regulations, may make other provision about such standards (i.e. supplementary standards).

The Welsh Language (Wales) Measure 2011

Further information on the Welsh Language Measure and how the legislation applies to listed bodies, including Estyn, can be found following the links below:

The Welsh Language (Wales) Measure 2011

<https://www.legislation.gov.uk/mwa/2011/1/contents/enacted>

Welsh Language Standards (No. 2) Regulations 2016

<https://www.legislation.gov.uk/wsi/2016/182/schedule/1/made>

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

The Well-being of Future Generations (Wales) Act 2015 sets out a shared purpose to achieve a better and lasting quality of life for us all. The shared purpose is represented by an integrated set of seven well-being goals. The Act also puts in place a sustainable development principle.

Although the duty does not apply to Estyn (we are not a listed public body for the purposes of the Act), we nonetheless support the spirit of the Act and seek to build the necessary wellbeing components and sustainable development principle into our planning, governance and operational delivery. In addition, we aim to align our approach to the Welsh language appropriately with the Act regarding the Welsh language, and its inclusion within the concept of civil engagement as 'action for the purpose of promoting or improving the economic, social, environmental or cultural well-being of Wales'. The Act also states clearly that a thriving Welsh language is an essential part of one of the seven well-being goals.

See the [Well-being of Future Generations \(Wales\) Act 2015 The Essentials](#) for more information.

How we developed our Welsh language objectives

Our Welsh language objectives have been shaped through consultation internally with staff, for example through our Welsh Language Working Group and through focus groups and questionnaires to all staff members.

Welsh Language Objectives 2026-2029

In our previous plan we identified 5 objectives. In this second version of the strategy, we will focus on 3 key areas.

1. Workforce development
2. Promotion and use of the Welsh language internally
3. Promotion and use of the Welsh language externally

For each objective, we have also set out key actions we will take to deliver them and our success criteria. All objectives will be subject to the availability of the necessary budget.

Summary of Welsh Language Objectives

Objective 1:

Workforce development

Our people are our most valuable asset, and we will ensure that Estyn has sufficient human resources to comply with its legal requirements and to offer a truly bilingual service to the public and stakeholders.

Our aim is to empower staff members wherever they are on their language journey.

We will provide meaningful opportunities for staff members to improve their Welsh language skills and make progress along the language continuum, utilising their language skills in formal and informal contexts.

We will undertake regular detailed analysis of staff members' language skills to ascertain where they are at present on the language continuum. We will through using appropriate tools such as the National Centre for Learning Welsh's Learn Welsh level checker be able to map their position on the Welsh for Adults National Curriculum which is consistent with the Common European Framework of Reference for Languages (CEFR) and the Association of Language Testers in Europe (ALTE) framework. [Learning levels](#) | [Learn Welsh](#) [CEFR table](#)

NCLW level *WJEC WfA examinations available	CEFR level	ALTE level
Entry *	A1	Entry
Foundation *	A2	1
Intermediate *	B1	2
Advanced *	B2	3
Proficiency	C1	4
-	C2	5

National Curriculum for Welsh for Adults—an overview of ability level statements are provided in this document [Welsh Skills](#) | [Learn Welsh](#)

We will be able to target courses for internal training strategically according to individual and corporate needs following collation of the above information.

Actions

- All new members of staff to undertake an assessment of their Welsh language skills on commencing employment.
- Ensure that all new starters, whether permanent or temporary, undertake one of the range of free of charge [https://learnwelsh.cymru/work-welsh/work-welsh-courses/work-welsh-taster-courses/Short online taster courses](https://learnwelsh.cymru/work-welsh/work-welsh-courses/work-welsh-taster-courses/Short%20online%20taster%20courses) through the Work Welsh scheme within a specified timeframe. This will be monitored by human resources.
- Line managers to discuss if staff either require or wish to improve their Welsh language skills during induction and in subsequent continuous performance management processes. We will encourage line managers to work with HMI to organise opportunities to shadow Welsh medium inspection activity to suitably proficient learners and staff who need to build their confidence in using the language in a professional context. Such opportunities should involve activities that will be beneficial to that individual's linguistic and professional development and agreed beforehand.
- We will provide a suite of training options that acknowledge the different working patterns of staff members. E.g. face to face, online, hybrid and self-study courses that are held over different time periods i.e. at different times of the day/evening, weekly or block courses, residential immersion opportunities etc.
- We will offer clear progression routes for staff wherever they are on the language continuum to continue to improve their Welsh language skills. This could be from basic meet and greet sessions up to sessions to improve fluent speakers' use of the language for professional purposes.
- Our Special Leave Policy will, where appropriate, ensure that staff members are afforded time to attend such training in line with our accompanying guidance on study leave.
- We will develop further opportunities for staff to practise their Welsh skills through initiatives such as online and face to face speaking sessions and establishing a mentoring system.
- Plan to ensure sufficient Welsh language capacity to deliver our inspection and other activities

Success criteria

- Increasing numbers of staff taking part in training to improve their Welsh language skills
- Greater integration of Welsh learners that facilitates their use of the language with colleagues.

Action Plan: The above points will be addressed in our updated policy on the internal use of Welsh.

Objective 2:

Promotion and use of the Welsh language internally

In accordance with the Welsh Language Commissioner's expectations, we will produce an ambitious policy to promote the internal use of the language based on the following themes:

Leadership: creating and maintaining the right conditions in the organisation e.g.

- leading by example
- ensuring accountability and robust structures
- communicating internally effectively
- developing an image as a Welsh organisation

Building confidence: creating the conditions for everyone to feel confident using the Welsh that they have through

- supporting the use of Welsh (formal and informal)
- raising awareness
- demonstrating ambition

Administrative infrastructure: ensuring that internal processes create an environment where Welsh can thrive, including

- employment matters, contracts, policies
- utilising technology
- translation processes

Actions to include

- We will produce a policy to increase the internal use of Welsh with an action plan that has measurable outcomes in line with the above principles which is shared during our staff induction process.
- Continue to provide language awareness training to all new members of staff (permanent or temporary) and ensure there is a strong emphasis on the proactive offer from all within the organisation.
- Develop a space on our intranet for useful resources such as how to chair meetings bilingually etc. [Atodiad: Cadeirio Cyfarfodydd Cymraeg a Dwyieithog.pdf](#)
- Continue to increase awareness of the language and culture through communications in our online staff updates. E.g. Welsh phrase of the week, celebrating St. Dwynwen's Day, St. David's Day, Welsh Music Day, the Urdd and National Eisteddfod, Shwmae/Su'mae Day etc.
- Increase the use of Welsh on our internal communications channels to increase and normalise the use of the language.
- Ensure that colleagues are regularly updated on information relevant to the use of the Welsh language and that they have meaningful and consistent opportunities to use and develop their language skills.
- We will continue to utilise processes that monitor compliance and nurture a culture of self and peer-assessment leading to beneficial self-reflection and continuous improvement. We will aim to increase the ownership of the Welsh language policy and compliance away from key individuals within specific departments by promoting a culture of corporate and collegiate responsibility and ownership.
- We will work to establish a mentoring/buddy system to assist in normalising the use of Welsh between colleagues.
- Increase the profile and use of the language in internal training and professional development activities by internal and external speakers, including the use of simultaneous translation where appropriate.
- Encourage staff to use logos that recognise they are Welsh speakers or learners on their virtual backgrounds on internal video conferencing calls (as well as on external calls) and not to assume that colleagues know their level of Welsh language proficiency.

Success criteria

- Greater numbers of staff members reporting that they make increasing use of Welsh in their internal work. We will use the Welsh Language Commissioner's Change Theory resources to assist in measuring this.
- Achieving a higher profile for the language in our internal communications and events

Action Plan: The above points will be addressed in our updated policy on the internal use of Welsh.

Objective 3:

Promotion and use of the Welsh language externally

We will promote the concept of the 'proactive offer' rather than a reactive approach to Welsh language services. We will continue with our internal self-and peer-assessment processes to measure the efficacy of our present compliance arrangements. We will constantly seek to improve our standards of service delivery and approach legislative compliance as the minimum baseline from which we can improve.

Through engaging positively and committing to the objectives above we will aim to lead by example, as an organisation that promotes and utilises honest and open self-evaluation and embraces the importance of the Welsh language to our cultural and educational vision.

We will aim to be regarded as an example of best practice regarding promotion, compliance and effective educational practice both internally and across the education sectors.

Actions

- We will run campaigns reminding the public and stakeholders that we want them to communicate in Welsh with us.
- Nurture and normalise the importance of promoting high expectations regarding linguistic equality and inclusion. This will include providing training for colleagues who manage others on using the Welsh language in their role as managers.
- Investigate the technology that is available to increase and improve the use of the Welsh language internally and externally, for example the use of AI translation tools.
- Measure the effectiveness of legislative compliance through the Welsh Language Working Group and revise the format of this group if required to improve the efficacy and efficiency of the group.

- Continue to implement and develop our guidelines on the proactive use of Welsh during events – see Appendix 1.
- Ensure compliance with Welsh Language Standards regarding holding meetings with stakeholders and the public through the proactive and normalised use of simultaneous translation both face-to-face and virtually through two-way translation on separate channels during events held on Teams.
- Continue and extend our use of Work Welsh logos etc. in all written communications and on virtual platforms such as video-conferencing platforms as part of our corporate identity templates.
- Work to achieve positive outcomes in our dealings with the Welsh Language Commissioner's compliance team.
- Promote the use of the Welsh language, culture and its historical context through inspection activity, including inspection and thematic reports, in line with our vision for education in Wales.
- Promote the Welsh language through participating consistently in relevant public and legislative consultations.
- Ensure consistency in messages and recommendations regarding the Welsh language in inspection and/or thematic reports which align with our strategic overview regarding the language and education.

Success criteria

- Greater numbers of stakeholders and members of the public engaging with us through the medium of Welsh (where this is measurable). E.g. stakeholder fora, social media engagement etc.
- Decreasing the number of complaints regarding lack of Welsh language services or the standard of service achieved.
- Through monitoring the impact of our contributions to consultation processes.
- By measuring the range of recommendations in reports regarding the Welsh language and analysing their consistency, strategic validity and effect on outcomes across sectors through the Welsh Language Specialists Group.

Action Plan: Promotion and use of the Welsh language externally

Action	Responsibility	Date	Monitoring
We will run campaigns reminding the public and stakeholders that we want them to communicate in Welsh with us.	Communications	Ongoing	In termly meetings of the Welsh Language Working Group
Nurture and normalise the importance of promoting high expectations regarding linguistic equality and inclusion. This will include providing training for colleagues who manage others on using the Welsh language in their role as managers	HR People and Welsh Lead Officer for Corporate Welsh	Timeline to be implemented in forthcoming policy on internal use of Welsh	In termly meetings of the Welsh Language Working Group
Investigate the technology that is available to increase and improve the use of the Welsh language internally and externally, for example the use of AI translation tools.	Corporate Services	Ongoing	In meetings of CSMT and in termly meetings of the Welsh Language Working Group
Measure the effectiveness of legislative compliance through the Welsh Language Working Group and revise the format of this group if required to improve the efficacy and efficiency of the group.	Assistant Director with responsibility for corporate Welsh language issues and Corporate Welsh Language Lead Officer	?	?
Continue to implement and develop our guidelines on the proactive use of Welsh during events – see Appendix 1.	Events	Ongoing	In Events team meetings and in termly meetings of the Welsh Language Working Group

Ensure compliance with Welsh Language Standards regarding holding meetings with stakeholders and the public through the proactive and normalised use of simultaneous translation both face-to-face and virtually through two-way translation on separate channels during events held on Teams.	Events	Ongoing	In termly meetings of the Welsh Language Working Group
Continue and extend our use of Work Welsh logos etc. in all written communications and on virtual platforms such as video-conferencing platforms as part of our corporate identity templates.	Communications and Events teams	Ongoing	Team meetings and in termly meetings of Welsh Language Working Group
Work to achieve positive outcomes in our dealings with the Welsh Language Commissioner's compliance team.	Assistant Director with responsibility for corporate Welsh language issues and Corporate Welsh Language Lead Officer	In meetings with Welsh Language Commissioner's Compliance Officers	Welsh Language Working Group
Promote the use of the Welsh language, culture and its historical context through inspection activity, including inspection and thematic reports, in line with our vision for education in Wales.	All inspection staff and sector leads	Ongoing	Welsh Specialists Group
Promote the Welsh language through participating consistently in relevant public and legislative consultations.	SMT & Secretariat	Ongoing	Welsh Specialists Group

Measure the range of recommendations in inspection and thematic reports regarding the Welsh language and analyse their consistency, strategic validity and effect on outcomes across sectors.	Welsh Specialists Group	Ongoing	Welsh Specialists Group meetings and reports to Welsh Language Working Group
Ensure consistency in messages and recommendations regarding the Welsh language in inspection and/or thematic reports which align with our strategic overview regarding the language and education.	Sector leads	Ongoing	Welsh Specialists Group

Appendix 1: Guidance for the use of Welsh Language at Events

When organising a public event in Wales, it's essential to ensure that the Welsh language is treated no less favourably than the English language. We are a body that is required, by law, to comply with the Welsh language standards. Ensuring we are bilingual whenever and wherever possible, shows inclusivity and showcases the Welsh language.

Promoting Events

- All Promotion, for example via email, social media or webpages, will be bilingual.

Application Forms, Registration Forms and Surveys

- Application forms, registration forms and surveys will offer a language choice so delegates can choose to complete them in Welsh or English (apart from Welsh for Adults where it is appropriate to use Welsh only)
- The following questions should be used to enable the Events team to communicate and plan effectively:
 - Pa iaith hoffech chi i ni ei defnyddio wrth gyfathrebu â chi? Cymraeg / Saesneg
 - Which language would you like us to use when communicating with you? Welsh / English
 - Bydd croeso i bawb sy'n mynychu'r digwyddiad hwn gyfrannu at drafodaethau yn y Gymraeg neu'r Saesneg. Er mwyn ein cynorthwyo i gynllunio'n briodol ar gyfer y digwyddiad, nodwch eich dewis iaith: Cymraeg / Saesneg
 - All those attending this event will be welcome to contribute to discussions in either Welsh or English. To assist us in making appropriate plans for the event, please indicate your language preference: Welsh / English

Translation or Welsh Language Groups

- Simultaneous translation (Welsh to English) should be provided when anyone attending an event has confirmed they wish to participate in discussions through the medium of Welsh.
- When numbers allow, a Welsh language group should be offered. As the number of delegates varies from 15-150+ this will be considered on a case-by-case basis.
- Simultaneous translation will be provided in breakout groups if running a Welsh language group is not viable.
- A channel with simultaneous translation should be provided when Welsh is requested for online events.

Programmes / Signage

- Signage and event programmes should be bilingual. Welsh should come first or to the left.

Presentations and Materials

- Plenary presentations should be bilingual. Welsh first or to the left.
- Group presentations should be in the language of the group and bilingual if a bilingual group.
- Handouts should be bilingual. When not possible, for example when sharing examples of learners' work, handouts should be shared in the language of the group.
- External speakers making presentations at Estyn events should be encouraged to use bilingual slides, but it is not compulsory.

Speakers and Chairs

- Chairs and hosts of events should open and close bilingually as well as encourage and support discussions in both languages throughout the event.
- Welsh speaking participation is encouraged when considering panel members.
- Events should be designed to actively demonstrate that we welcome the use of Welsh and English. To this end, we should aim to ensure that 50% of the plenary is delivered in Welsh.

Greeting delegates

- Greet delegates by using 'bore da' (good morning) and 'p'nawn da' (good afternoon) even if you don't speak Welsh. Other useful words include 'diolch' (thanks), 'hwyl' (bye), 'i'r chwith' (to the left), 'i'r dde' (to the right), 'syth ymlaen' (straight ahead). Non-Welsh speaking members of the Events and Communications Team will attend short online Welsh taster sessions as standard.
- Where a request has been made to participate in discussions in Welsh, it would be beneficial to have a Welsh speaking member of staff on registration if possible.
- At Welsh language events (i.e. the Urdd Eisteddfod), event staff should be Welsh speaking or learners at intermediate level (canolradd) who are able to hold a simple conversation in Welsh.
- Any announcements over loudspeakers should be bilingual.

Welsh Speaking Staff

- Iaith Gwaith (Working Welsh) badges should be worn by staff to show that we can communicate in Welsh. 'Dysgwr' badges worn by learners.