



Uchelgais
Gogledd Cymru
Ambition
North Wales

Ambition North Wales's Welsh Language Standards Annual Report

28/02/2025 - 31/03/2026

Prepared in accordance with
the requirements of the



Comisiynydd y
Gymraeg
Welsh Language
Commissioner

April 2026

Mae'r ddogfen hon ar gael yn Gymraeg hefyd.

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1.0 Introduction

- 1.1 The purpose of this report is to show to what extent we complied with the Welsh Standards during 2025-2026, and the work done towards achieving all aspects of them.
- 1.2 We are incredibly proud of the many developments and successes that we accomplished during this first year of implementing the Welsh Language Standards - further information about them are included in the main body of this document.

2.0 Report Background / Context

- 2.1 The North Wales Corporate Joint Committee has adopted the principle that in the conduct of public business and the administration of justice in Wales, it will not treat the Welsh language any less favourably than the English language.
- 2.2 The Welsh Language (Wales) Measure 2011 establishes a legal framework to impose a duty on the North Wales Corporate Joint Committee, amongst other organisations, to comply with the Welsh Language Standards. The North Wales Corporate Joint Committee has 157 Welsh Language Standards to comply with in the following areas – Service Delivery, Operational, Policy Making, Promotional and Record Keeping. The Standards can be seen [on our website](#).
- 2.3 The duties which derive from the Standards mean that organisations should not treat the Welsh language less favourably than the English language, together with promoting and facilitating the use of the Welsh language (making it easier for people to use their Welsh language skills in everyday life).
- 2.4 Standards will:
- provide greater clarity to organisations on their duties in relation to the Welsh language
 - provide greater clarity to Welsh speakers about the services they can expect to receive in Welsh
 - ensure greater consistency of Welsh language services and improve their quality
- 2.5 Since establishing the North Wales Corporate Joint Committee, we have continued to use Cyngor Gwynedd's arrangements and their various policies. On the transfer date, the Joint Committee adopted Cyngor Gwynedd's policies (as the previous host body). Work will continue to develop and adopt arrangements and policies as the organisation develops. Cyngor Gwynedd continues to provide services for the North Wales Joint Committee by means of a Service Level Agreement. The Welsh Standards supersedes our Welsh Language Scheme.
- 2.6 This monitoring report reflects progress against actions and targets deriving from the Welsh Language Standards. The information included in this report was collated on a continuous basis as we undertook monitoring of all of our work.

2.7 Accountability

- 2.7.1 The Operations and Resources Manager and the Welsh Language & Translation Service Manager are responsible for writing this report. The report is then presented to the Welsh Language Standards Working Group and the North Wales Corporate Joint Committee for approval.
- 2.7.2 After approval the document will be available to the public at the North Wales Corporate Joint Committee's offices and on the website. We will also inform the public about the report by publishing information on our social media.

3.0 Summary

3.1 Progress / Developments during the year

3.11 Over the last year, we have been implementing the Welsh Language Standards and although we were already implementing a large number of the Standards when they were published, we're pleased to be able to report on a number of developments throughout the year. Several initiatives have meant an increase in the number of opportunities for staff and the public across North Wales to use their Welsh language skills and to make it easier for people to use their Welsh skills in everyday life. Here's a summary:

- a) **Record of Staff's Welsh Language Skills** – This year, for the first time, we started recording the Welsh Language skills of our staff using the CEFR (Common European Framework for Reference for Languages). We are pleased to note that 54% of our staff can speak Welsh fluently with another 40% learning Welsh or have some Welsh skills. Only 2 members of staff (6%) have noted that they do not have any Welsh speaking skills. We are pleased to note that all members of staff have at least some understanding of Welsh, with 100% of the staff noting Welsh language understanding abilities between A1 and C2, with the majority (57% of staff) noting their level as C2 which means they fully understand Welsh. In terms of Welsh language reading skills, 54% of our staff have Welsh reading skills in all contexts with only 1 member of staff without any Welsh language abilities. We commend our staff who are learning Welsh or who attempt to use the Welsh that they have regularly.
- b) **Explaining how we intend to comply with the Standards** – During the year, we published a document on our website explaining how we intend to comply with the Standards under which we are under a duty to comply. The document can be seen [here](#).
- c) **Complaints about the Welsh language** – Anyone can complain about our compliance with the Welsh Language Standards or a failure on our part to provide a bilingual service. This year, we have updated our complaints procedure in relation to the Standards and have drawn attention to the procedure [here](#).
- ch) **Collaboration and Influencing** – Due to discussions and collaborating with Business News Wales and 'Find a Grant', Ambition North Wales' material is available bilingually on their websites. We played a prominent part in ensuring that the provision was available bilingually and we're incredibly proud of these developments.

3.2 Future Work

3.21 During the coming year, we hope to develop the following matters, amongst many smaller developments:

- a) **Grants Awarding Policy** – Although we have a grant awarding process in place, we need to revisit this due to the requirements of the Welsh Language Standards. We have recently appointed a Senior Corporate Policy Officer and one of the first tasks will be implementing this standard.

- b) **Policy on using Welsh internally** – At the moment, we are still using Cyngor Gwynedd's policy on using Welsh internally, however, during the next year, we intend to implement our own new policy.

- c) **Welsh Language Awareness** – We look forward to our Welsh Language Awareness Session which is already in the pipeline for our whole team. It will be an opportunity to remind staff about the importance of bilingualism, giving some information about the history of the language and an opportunity to reflect on the importance of the Welsh Language Standards as well.

4.0 Information about the year 2025-2026

4.1 Social Media

4.1.1 We post bilingually, with the Welsh posted first on all of our social media accounts apart from our X account where the Welsh and English accounts are separate, but we post in both languages at the same time. The accounts post regularly and share original content as well as information from other organisations.

4.2 Working Welsh Logo

4.2.1 Staff who can speak Welsh include a logo at the bottom of their e-mail signature to let customers and colleagues know that they can speak Welsh.

4.3 Translation Work

4.3.1 Over the last year, the number of words that we translate has continued to increase. Our written materials are available in Welsh and English at all times, whether that be for the public or internally for staff. The Translation Service staff are always on hand to assist staff with translating their documents or proofreading translations if they've written the Welsh version themselves and want to check that their translation is correct.

4.4 Simultaneous translation

4.4.1 Our public committee meetings are usually on-line with a few exceptions where these are hybrid meetings. Simultaneous translation is available at most of our meetings when needed.

4.5 Encouraging Welsh speakers

4.5.1 We always encourage our staff to use the Welsh that they have and we also welcome the use of Welsh at meetings. Simultaneous translation is available at most of our external meetings so that anyone can take part in Welsh.

4.6 Welsh Lessons

4.6.1 We are extremely proud of 4 members of staff who are learning Welsh on Entry 1 and 2 levels. The 4 have been attending weekly lessons in order to develop their Welsh skills. We wish them well on their learning Welsh journey.

4.7 Staff's Welsh Language Skills

4.7.1 The staff have been using information from the CEFR to record their Welsh language skills. This is the first time we've collected information about our staff's Welsh language skills using the CEFR guidance.

Key to the Levels:

AO = No Welsh ability
 A1 = Entry Level Skills
 A2 = Foundation Level Skills
 B1 = Intermediate 1 Level Skills
 B2 = Intermediate 2 Level Skills
 C1 = Higher Level Skills
 C2 = Fluent in Welsh

4.7.2 We employ a total of 35 members of staff. Here are our staff's Welsh Language Skills:

Our Staff's Welsh Language Skills:

Speaking			Understanding			Reading			Writing		
Level	Number of staff	%	Level	Number of staff	%	Level	Number of staff	%	Level	Number of staff	%
Level AO	2	6%	Level AO	0	0%	Level AO	1	3%	Level AO	3	9%
Level A1	6	17%	Level A1	6	17%	Level A1	5	14%	Level A1	5	14%
Level A2	4	11%	Level A2	3	9%	Level A2	3	9%	Level A2	4	11%
Level B1	0	0%	Level B1	2	6%	Level B1	2	6%	Level B1	1	3%
Level B2	1	3%	Level B2	1	3%	Level B2	0	0%	Level B2	2	6%
Level C1	3	9%	Level C1	3	9%	Level C1	4	11%	Level C1	2	6%
Level C2	19	54%	Level C2	20	57%	Level C2	19	54%	Level C2	18	51%
Total	35		Total	35		Total	35		Total	35	

4.7.3 We are pleased to note that 54% of our staff can speak Welsh fluently with another 40% learning Welsh or having some Welsh skills. Only 2 members of staff (6%) have noted that they do not have any Welsh speaking skills.

4.7.4 We are pleased to note that all members of staff have at least some understanding of Welsh, with 100% of the staff noting Welsh language understanding abilities between A1 and C2.

4.7.5 Once again, in terms of Welsh language reading skills, 54% of our staff have Welsh reading skills in all contexts with only 1 member of staff without any Welsh language abilities.

4.7.6 It's great to see so many members of staff noting that they're fully comfortable with writing content in Welsh with 51% of the staff noting level C2. It's also great to see that so many of our staff have noted some ability in terms of writing Welsh with only 9% (3 members of staff) noting that they don't have any writing skills in Welsh.

4.7.7 We commend our staff who are learning Welsh or who attempt to use the Welsh that they have regularly.

4.8 Recruitment - Jobs advertised during the year

4.8.1 Every post which is advertised includes a Welsh designation for the post of either Welsh essential or Welsh desirable, but those sentences are elaborated on so that the applicants know exactly to what extent the Welsh language skills are needed. These sentences are amended when advertising and therefore are relevant to the post being advertised.

4.8.2 Please find below the number/percentage of jobs advertised during the year where Welsh was essential or desirable, and the number and percentage of posts in each category where Welsh speakers were appointed.

Designation	No. and % by language category	No. and % of posts where Welsh speakers were appointed
Essential	1 post 9%	Of the 1 post recruited to, a Welsh speaker (level C2) was appointed to 1 (100%) of them.
Desirable	10 posts (91%)	Of the 9 posts recruited to, 7 of the officers spoke Welsh fluently (78%). To date, no one has been appointed to 1 of these posts as the recruiting process is ongoing.
TOTAL IN ALL CATEGORIES	11 posts	Therefore, from the 10 posts recruited to, a total of 8 were fluent Welsh speakers, a percentage of 80%.

4.8.4 Every post advertised notes whether the following requirements are essential or desirable in Welsh:

- Listening and Speaking - Able to deal with all aspects of the job verbally in a confident manner in both Welsh and English.
- Reading and Understanding - Able to use and interpret correctly any information in both Welsh and English from a wide variety of sources in order to deal with all aspects of the post.
- Writing - Able to present written information in both Welsh and English with complete confidence using the most appropriate language and style to meet the needs of the reader.
- An understanding of the importance of the Welsh Language to the region and a willingness to develop and improve their Welsh language skills.

4.9 Update about our different developments:

4.9.1 All of our activities and developments are held in Welsh and English with the intention of creating a lively, sustainable and resilient North Wales. Here's an update about our developments during 2025-2026.

a) **Clean Energy Fund Launch, Ambition North Wales**

The Clean Energy Fund was launched in July 2025 in an event at the Engineering Centre, Coleg Llandrillo, Rhyl. The launch included speeches in Welsh and English from speakers such as Alwen Williams (Chief Executive, Ambition North Wales), Councillor Gary Pritchard (Leader of Anglesey County Council and Lead Member for the Low Carbon Energy Programme, Ambition North Wales), Rebecca Evans, (Cabinet Secretary for the Economy, Energy and Planning), as well as the Fund providers. The aim of the fund, which is worth £24.6m, is to speed up the work of transferring the region to a low carbon economy. The fund will provide essential financial assistance mainly for businesses and organisations in the voluntary sector, who wish to provide decarbonisation or clean energy projects.

b) **Development of a Digital Skills Support Package**

The Regional Skills Partnership have developed a new Digital Skills Assistance Package for employers in our region, which is a practical guidance, which is easy to use, with the intention of helping business leaders to steer the digital upskilling field, which is often complex. It was developed to respond directly to the feedback which highlighted employers' needs.

c) **Innovation and innovative collaboration showcase**

On Monday, 21 July 2025, a showcase of innovation and innovative collaboration was held at the Royal Welsh Agricultural Show as Growing Mid Wales and partners (Ambition North Wales, AberInnovation, M-Sparc, Advanced Manufacturing Research Centre (AMRC) Cymru) held a 'Powering Progress: Innovation and Funding in Agri-Tech and Food-Tech' event.

ch) **National Eisteddfod 2025**

As part of Pentref Wrecsam (Wrexham Village), Ambition North Wales attended the National Eisteddfod with events such as a treasure hunt and a game of North Wales on the map.

d) **Official opening of the CanfodAU building**

In November 2025, a trail-blazing engineering building was officially opened at Wrexham University. The trail-blazing building sets out to consolidate the University's vision of becoming a world-leading, modern civic university and North Wales' position as a hub for advanced, high-value manufacturing, through fostering innovation and sustainability through close collaboration between academia and industry.

dd) Academi Croeso Launch

A new era for tourism and hospitality in North Wales has been marked with the official launch of 'Academi Croeso', a pioneering partnership led by Grŵp Llandrillo Menai and supported by Ambition North Wales through the North Wales Growth Deal.

The Academi Croeso project sets out to future-proof the region's tourism and hospitality sector via a public-private network focused on collaboration, skills and product development.

The launch event was held at Theatr Clwyd in Mold on Thursday, 13 November, which brought together leading employers, educators, Welsh and UK Government representatives, and community partners to celebrate the new identity and shared vision behind 'Academi Croeso', formerly known as the Tourism Talent Network.

e) The region's future workforce needs survey

A survey was launched to urge businesses across North Wales to have their say about the region's future workforce needs, as part of the work to develop a new Skills and Employment Plan for 2026–2028. The survey closed on 10 March 2026. The aim was to gather direct insight into the skills and recruitment challenges facing businesses today, and what support will be needed over the coming years.

f) Regional Transport Plan Consultation

A public consultation was held for 6 weeks on our Regional Transport Plan.

ff) Quarterly Newsletter

Ambition North Wales publish a bilingual quarterly newsletter which is shared with our main stakeholders and available on our website. [Ambition North Wales | Newsletters](#)

g) Recruiting ex-offenders event

In April 2025, the Skills Team led an event in Venue Cymru for employers to encourage those who have left prison and ex-offenders from HMP Berwyn to work.

ng) Updating our Skills Portal

The Skills Partnership has continued to develop the Skills Portal during the year in order to offer the best experience for our users - [Work Experience & Volunteering North Wales | NW Skills Portal : Portal](#)

h) Collaboration and Influencing

- **Business News Wales** - Ambition North Wales has a continuous partnership with Business News Wales, a company located in Wales which offers media and digital communication services. Announcements and podcasts are shared on their website. During the year, Ambition North Wales has raised the need to ensure that the service is bilingual. Due to discussions and collaboration, Ambition North Wales' material is available bilingually on the website - [Ambition North Wales' Profile Page on Business News Wales](#) ac

[An example of how the language toggle works on articles](#). The work will continue to influence more widely across the site.

- **Find a Grant** – During the year, Ambition North Wales has been working on establishing and preparing to launch digital grants schemes. After finding the ‘Find a Grant’ resource by the UK Government, which was a perfect resource for our grants, but not available bilingually, Ambition North Wales has played a prominent part in raising the matter with the Welsh Language Commissioner in order to ensure that the provision was available for companies in Wales. There is now a plan in place. Ambition North Wales will launch the grant schemes soon, with the bilingual details on ‘Find a Grant’.

4.10 Training

4.10.1 Please find information below about the number of staff that have received training in Welsh to a specific qualification level and the number of staff who have had Welsh language awareness training during 2025-2026.

4.10.2 Learning Welsh Courses

4.10.2.1 We are extremely proud of 4 members of staff who are learning Welsh on Entry 1 and 2 levels. The 4 have been attending weekly lessons in order to develop their Welsh skills. Details can be seen below:

Course level	Type of course	Suitable for	Details	Application	Total attendees
Entry 1	Self-study / Face to face	Staff who wish to learn Welsh or improve their skills	Courses held between March 2025 and March 2026 for people who wish to learn Welsh.	Staff's personal choice	2
Entry 2	Self-study / Face to face				2

4.10.3 Various Courses Offered / Held In Welsh

Course offered	How many courses offered in Welsh?	Total attendees
Safe Recruitment for Managers (Standard 128 (a) recruiting and interviewing)	All such courses are offered in Welsh and English through Cyngor Gwynedd.	This year, none of our staff attended this course as there wasn't a demand for such a course.
Managing the PDR process (Standard 128, (b) managing performance)	All such courses are offered in Welsh and English through Cyngor Gwynedd.	This year, none of our staff attended this course as we are revising our Evaluation processes.
Managing the Disciplinary Process (Standard 128, (c) complaints and disciplinary procedures)	All such courses are offered in Welsh and English through Cyngor Gwynedd.	This year, none of our staff attended this course as there wasn't a demand for such a course.
Corporate Health and Safety (Standard 128, (dd) health and safety)	All such courses are offered in Welsh and English through Cyngor Gwynedd.	This year, none of our staff attended this course as there wasn't a demand for such a course.

4.10.4 Induction Session / Welsh Language Awareness

Date / Length of the session	Suitable for	Details	Application	Total attendees
Various dates during the year	New members of staff	The officers receive information about implementing the Welsh Language Standards, the assistance and support available and Welsh language awareness and the history of the Welsh language as part of their induction session.	Compulsory for every new member of staff who starts working with us	6
TOTAL NUMBER WHO ATTENDED THE SESSION				6

4.10.4.1 From these statistics, it can be seen that 6 members of staff have had Welsh awareness information this year.

5.0 Record Keeping

5.1 Complaints

5.11 The public can submit a complaint on our website. All complaints are recorded on our complaints system.

5.12 No complaints were received in relation to the Welsh language during 2025-2026.

5.2 Welsh Language Commissioner's Investigations

5.2.1 The public can complain directly with the Welsh Language Commissioner, and where appropriate, the Commissioner will investigate the matter.

5.2.2 This year no investigations were received from the Welsh Language Commissioner.

6.0 Conclusion

- 6.1 This year was a busy year implementing a number of the Welsh Language Standards' requirements. It was also great to see so many developments and successes going from strength to strength during the year, with many more in the pipeline for next year.