

# Agenda – Culture, Welsh Language and Communications Committee

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Meeting Venue:

Committee Room 2 – Senedd

Meeting date: 18 January 2018

Meeting time: 09.30

For further information contact:

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Committee Clerk

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## 1 Introductions, apologies, substitutions and declarations of interest

## 2 National Centre for Learning Welsh: General Scrutiny

(09:30 – 10:30)

(Pages 1 – 17)

Efa Gruffudd Jones, Chief Executive

Dona Lewis, Deputy Chief Executive / Director of Systems

Helen Prosser, Strategic Director

## 3 Minister for Lifelong Learning and Welsh Language: General Scrutiny

(10:30 – 12:00)

(Pages 18 – 29)

Eluned Morgan AM, Minister for Lifelong Learning and Welsh Language

Bethan Webb, Deputy Director, Welsh Language

Iwan Evans, Senior Policy Officer, Strategic Planning

## 4 Paper(s) to note

### 4.1 Non–public funding of the arts: Additional evidence from G39

(Pages 30 – 32)

### 4.2 Scrutiny of the Welsh language: Additional evidence from Welsh Language Commissioner

(Pages 33 – 34)



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- 4.3 Draft Budget: Letter from Cabinet Secretary for Education**  
(Pages 35 – 38)
- 4.4 Draft Budget: Letter from Minister for Culture, Tourism and Sport.**  
(Pages 39 – 49)
- 4.5 Draft Budget Letter from Minister for Lifelong Learning and Welsh Language**  
(Pages 50 – 53)
- 5 Motion under Standing Order 17.42 to resolve to exclude the public from the meeting for the following business:**
- 6 Consideration of Evidence**  
(12:00 – 12:10)
- 7 Funding for and access to music education: Draft report and survey results**  
(12:10 – 12:30) (Pages 54 – 122)
- 8 Radio in Wales: Consideration of Scoping Paper**  
(12:30 – 12:45) (Pages 123 – 132)

# Agenda Item 2

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# Agenda Item 3

## WRITTEN EVIDENCE PAPER TO THE CULTURE, WELSH LANGUAGE & COMMUNICATIONS COMMITTEE

Minister for Lifelong Learning & Welsh Language: January 2018

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### Introduction

The purpose of this paper is to set out my priorities for the Lifelong Learning & Welsh Language portfolio. The portfolio is wide ranging. However, with respect to the elements of it which are of interest to the Committee, my priorities which underpin the key themes and priority areas as set out in the *Prosperity for All: The National Strategy*, include:

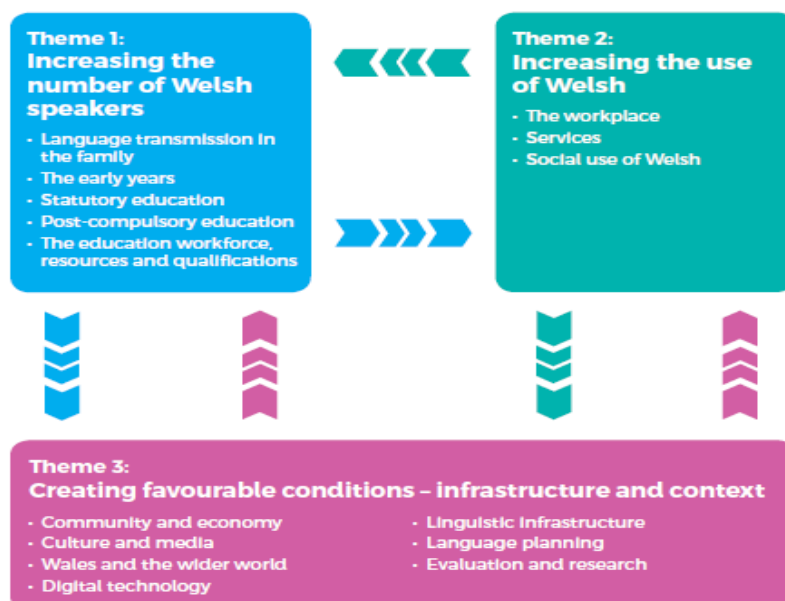
- delivering on the ambitious target of one million Welsh speakers by 2050 with key milestones for the decades leading to this; and
- continuing to support the planned expansion of Welsh medium education in our schools.

These priorities have clear synergies, and will be taken forward in line with my wider portfolio activities and with the work undertaken by colleagues across Government. I look forward to proactively engaging with the Committee in delivering on these priorities.

### The Welsh Language: *Cymraeg 2050*

On 11 July this year we launched our *Cymraeg 2050* strategy, setting out our vision to reach a million Welsh speakers by 2050. The new strategy explains how we will work to reach a million Welsh speakers and increase the percentage of the population who use Welsh daily from 10% to 20% by 2050.

### Three Themes



The target of a million Welsh speakers is deliberately ambitious. Its aim is to change people's mindsets and work towards a situation where the Welsh language is truly thriving.

The Government is fully committed to the new strategy, with the target of a million speakers by 2050 included in the *Taking Wales Forward* programme for government and *Prosperity for All: the national strategy*. A thriving Welsh language is also included in one of the 7 wellbeing goals in the *Wellbeing of Future Generations (Wales) Act 2015*.

In setting this ambitious target, it is essential that we take immediate steps to begin realising it. That's why we allocated almost £10m of additional funding in the 2017-2018 budget to help with the vision. This included £3m for Welsh for adults, £2m to promote the Welsh language, and £4.2m of the education budget for professional development to support Welsh in education.

I am pleased that the recent agreement for the 2018-19 and 2019-20 budgets includes additional funding for the Welsh language - £5m recurrent funding as well as funding for Mudiad Meithrin (£1m a year) and for bilingual educational resources (£500k a year).

### **Work Programme 2017-21**

While the strategy provides a trajectory for the journey to a million speakers, the Work Programme for 2017-21, published in tandem with the strategy, sets out what we will do during this Assembly to lay the foundations. The early milestones to show that we are on the right course will be:

- A small increase in language transmission rates in families by the 2021 Census, continuing the trend seen between 2001 and 2011.
- An increase in the percentage of learners in Welsh-medium education, from 22 per cent (based on 7,700 seven-year-old learners in 2015/16) to 24 per cent (about 8,400) by 2021, in order to be on track to reach 30 per cent (about 10,500 in each year group) by 2031 and then 40 per cent (about 14,000 in each year group) by 2050.

Much of our focus will therefore be on advancing these two areas of work between now and 2021 in order to strengthen the foundations for the future.

To facilitate an increase in Welsh-medium education we will:

- aim to support the expansion of Welsh language early years by 40 new groups by 2021.
- support growth in the number of teachers in Wales who can teach Welsh or teach through the medium of Welsh by 2021 as follows:
  - 3,100 primary teachers who can teach through the medium of Welsh (from a baseline of 2,900 in 2015/16)
  - 600 secondary teachers who can teach Welsh (from a baseline of 500 in 2015/16)

- 2,200 secondary teachers who can teach through the medium of Welsh (from a baseline of 1,800 in 2015/16).

We will also keep a close eye on indicators of language use associated with the target of increasing daily use from 10 per cent of the population to 20 per cent in 2050. Increasing the target of 10 per cent to 11 per cent by 2021 will be our first milestone.

*Cymraeg 2050* describes a series of transformational changes we will need to see in order to achieve our targets. An update on the progress to date in respect of these changes is attached at Annex A.

**Eluned Morgan AM**  
**Minister for Welsh Language and Lifelong Learning**

## ***Cymraeg 2050***

### **Theme 1 – Increasing the number of Welsh speakers**

- 1. Make rapid progress to expand Welsh-medium early years provision by 150 nursery groups over the next decade to facilitate a seamless transition into Welsh-medium education.**

The work of planning where early years provision needs to be expanded is in progress. This includes mapping existing provision with information provided in local authority Welsh in Education Strategic Plans (WESPs) and Childcare Sufficiency Assessments. We have been working with Mudiad Meithrin over the last year to collect more comprehensive data about their settings, including the capacity of each Cylch Meithrin, the age profile of the children who attend them, and the number of children going on to Welsh education. The data has been shared with local authorities so that they can use the information when drafting and updating their WESPs.

To support this expansion, a qualified workforce will be needed who can work confidently through the medium of Welsh. We continue to work with a number of partners across the sector, including Mudiad Meithrin, Wales PPA and NDNA Cymru to provide training to improve the Welsh language skills of the workforce, and give those working in Welsh medium settings the specialist skills they need. A pilot project is also being conducted to form a dependable baseline in relation to the skills of the early years workforce. The project, which is being conducted by Cwlwm, a consortium of five childcare organisations, and the National Centre for Learning Welsh, uses a Diagnostic Tool to map the linguistic ability of a sample of workers against Welsh for Adults levels. This data will be used to plan future support and training programmes from April 2018 onwards.

- 2. Increase the proportion of each school year group receiving Welsh-medium education from 22 per cent (based on 7,700 seven-year-old learners in 2015/16) to 30 per cent (about 10,500 in each year group) by 2031, and then 40 per cent (about 14,000 in each year group) by 2050.**
- 3. Transform how we teach Welsh to all learners in order that at least 70 per cent of those learners report by 2050 that they can speak Welsh by the time they leave school.**

Education is one of the key areas which underpin our vision to reach a million Welsh speakers by 2050. Ensuring an increase in the number of children and young people educated in Welsh or bilingually is a priority for us all.

WESPs remain a solid foundation on which to plan Welsh-medium education across Wales. It is important for the Welsh Government and local authorities to build on this good work.

Early in 2017, Aled Roberts was appointed to conduct a rapid review of each local authority's Welsh in Education Strategic Plan (WESP), to review the process of drafting WESPs, and to suggest recommendations on how to improve that process. This was a high level review and a first step towards transforming the way we plan Welsh medium education. Aled Roberts' review was published on 4 August 2017, and contained 18 recommendations, including:

- Establishing a Board to discuss and identify the changes needed in terms of the legislation and regulations
- Reviewing the timetable for WESPs to align with Welsh Government capital funding plans
- Strengthening the strategic relationship between local authorities and Mudiad Meithrin to ensure growth in the early years sector at a local level
- Urgent planning to increase the number of teachers training through the medium of Welsh.

The previous Minister for Welsh Language and Lifelong Learning accepted the 18 recommendations, and we will begin taking steps to implement them at once.

Following Aled Roberts' rapid review of the WESPs, we asked the 22 local authorities to submit amended plans. Over half the plans have now been resubmitted, and I will be reviewing them in due course.

We will be establishing a Board to steer the process of developing the recommendations, and to advise on areas such as the categorisation of schools and amending the legislation and regulations for planning education early in the New Year.

In respect of the curriculum, we will move to transform how Welsh is taught in English medium schools in order to ensure that all children and young people in Wales have the best opportunity to become fluent in Welsh and English. Work has begun to develop the Languages, Literacy and Communications Area of Learning and Experience (AoLE) within the new curriculum. The AoLE will include one continuum of teaching and learning languages, including Welsh. The intention is for the curriculum to be available to schools in April 2019 and be introduced from September 2022.

Concerning school reorganisation, planning school places is the responsibility of local authorities, and as a rule the Welsh Government does not directly interfere in the process of planning school places. Any plans contained in the Welsh in Education Strategic Plans concerning changing school provision must follow the relevant statutory processes. Local authorities must



continuously review how their provision meets demand for school places, now and in future, as well as the demands of the modern curriculum.

As per the *Cymraeg 2050* Work Programme for 2017-21, our policy and action plan for Welsh in education was published on 18 December.

Concerning Welsh language education resources, the Welsh Government invests about £2.653m a year to commission Welsh-medium education resources for learners to support subjects across the curriculum, from 3-19 years of age. The Government is committed to ensuring that resources are available in Welsh and English for the new curriculum and revised qualifications.

This year we have awarded 25 contracts to produce resources to support subjects such as art and design, music, Welsh, geography, design and technology, history, government and politics, mathematics, and modern foreign languages. This responds to the lack of resources noted by teachers for these subjects and for the revised qualifications. Over 70 new titles have been published, including the 'Botio' app which helps learners in Key Stage 2 with coding, and two novels which form the first part of two trilogies by Y Lolfa, namely *EFA* (part of the 'Melanai' series) and *Yr Ynys* (part of the 'Yma' trilogy). These are the first trilogies to be published in Welsh for young adults.

During the current financial year, a contract was awarded to RNIB Cymru to prepare a total of 32 titles over a period of a year for blind and partially sighted learners. These resources will be available in a variety of formats, including Braille, large print, DAISY and MP3 files.

The grant scheme for WJEC to translate textbooks to support the revised qualifications ensures that 58 new titles will be available. Following the summit conference on resources in April 2017, discussions have taken place with publishers to find ways of ensuring that in future Welsh and English resources are published simultaneously. WJEC have been reviewing their processes to reduce the time between publishing in both languages.

- 4. Increase the number of primary teachers who can teach in Welsh from 2,900 to 3,900 by 2031 and 5,200 by 2050; increase the number of secondary teachers who can teach Welsh from 500 to 900 by 2031 and 1,200 by 2050; and increase the number of secondary teachers who can teach through the medium of Welsh from 1,800 to 3,200 by 2031 and 4,200 by 2050.**

The teaching system is wholly dependent on its workforce. If we are to see one continuum of education for the Welsh language, we must invest in the teachers of the future.

It is imperative that solid foundations are laid during the first 4 years of the *Cymraeg 2050* strategy. We will therefore be paying special attention to strengthening the way we attract, train and support new teachers. As part of that, we need to ensure that teachers have the resources they need, when

they need them, to enable them to teach in the best way possible. This will be one of our priorities during the initial period of implementing the strategy.

To this end, the Cabinet Secretary for Education agreed an additional £4.2m of the education budget for 2017-18 to further develop the teaching workforce to teach Welsh and through the medium of Welsh.

I am pleased that the Cabinet Secretary for Education, Kirsty Williams, has also announced that incentives will be available for eligible students starting Initial Teacher Education courses in academic year 18/19. A new Welsh-medium incentive will target secondary teachers teaching all subject specialisms through the medium of Welsh / bilingually or teaching Welsh in any secondary setting.

**5. Reform the post-16 Welsh-medium and bilingual education and skills offer to ensure that young people have the opportunity to continue developing bilingual skills to support a prosperous economy.**

Work is in progress to build on the infrastructure already in place for expanding the Welsh-medium and bilingual provision in the post-16 sector, in order to ensure linguistic progression from one phase of education to another. We saw gradual progress in the provision during the last period, and the sector is working hard to improve skills and raise young people's awareness of the advantages of bilingual skills for the workplace.

Following a review of the Coleg Cymraeg Cenedlaethol, the Welsh Government's response was published on 12 December accepting all the recommendations, especially that concerned with expanding the Coleg's duties to include the post-16 sector. As a result, the Coleg is establishing a specialist Planning Board with representation from the further education and work-based learning sectors. The Board's purpose will be to advise on the procedures necessary to develop post-16 provision and produce a formal action plan that will consider how to expand provision in future, the planning and training of the workforce, and increasing opportunities to use the Welsh language in education.

Concerning Welsh in the workplace, this year, for the first time, the National Centre for Learning Welsh is offering a 'Work Welsh' programme to support workplaces to develop their employees' Welsh language skills. A pilot programme is being conducted by Colegau Cymru and the Coleg Cymraeg Cenedlaethol to develop the ability of practitioners in further education colleges and higher education institutions to teach confidently through the medium of Welsh.

## Theme 2 – Increasing the use of Welsh

### **6. Review the legislation which underpins the Welsh language to ensure it offers a strong foundation for promoting and facilitating the use of Welsh.**

On 9 August 2017, my predecessor as Minister for Welsh Language and Lifelong Learning published a White Paper, *Striking the right balance: proposals for a Welsh Language Bill*. The paper stimulated vigorous debate at consultation events in Llandudno, Merthyr Tydfil, Swansea, Cardiff and Aberystwyth, as well as targeted engagement events with young people at Glan Llyn, and with people with learning disabilities in Carmarthen.

The consultation ended on 31 October 2017. A total of 504 responses were received (226 responses from individuals and organisations, as well as a number of campaign letters). I hope to make an announcement on the next steps during the coming weeks.

The main purpose of the White Paper is to ensure that legislation helps us achieve the aims of our *Cymraeg 2050* strategy. That means striking the right balance between promotion and regulation, and ensuring the best possible impact with limited resources. In order to achieve that, the White Paper argues that a new body is needed, a Welsh Language Commission, to be a powerhouse with status, credibility and resources. The Commission's role will be to:

- specialise in language planning
- provide practical support and assistance to bodies and businesses
- innovate in relation to promoting the Welsh language and bilingualism
- enforce the Standards.

The White Paper also proposes:

- making the process of imposing the Standards less bureaucratic and more democratic
- ensuring the Welsh Government has the power to impose Standards on any body within the Assembly's competence, including banks, supermarkets and other private sector bodies.

As part of the process, the Public Services Ombudsman submitted an interesting response to the consultation. As the Ombudsman's work involves complaints and investigations into service failures, the response is an entirely reasonable one. It is worth bearing in mind that the Ombudsman is responsible for the language in Catalunya, as well as the Basque Country, the country closest to Wales in its linguistic profile and that has been successful in ensuring its minority language thrives. I am considering whether a further consultation is needed on the Ombudsman's proposal. I will make a statement in the Senedd in due course.

Concerning the rolling programme for the Standards, over 100 bodies now come under the Standards system, and I will make a further announcement on the health standards shortly. I am committed to the standards system, and eager to see bodies moving away from the previous Welsh Language Schemes so that there is a stronger legal framework in place for the Welsh language.

The consultation on the White Paper, *Striking the right balance: proposals for a Welsh Language Bill*, over the summer included proposals for a revised model of standards. I am considering the responses to the White Paper and I will provide an update in due course. It is important that any standards prepared henceforth are consistent with the new legislative policy.

**7. Ensure that Welsh Government leads by example by promoting and facilitating increased use of Welsh by our own workforce.**

The proactive offer, which is central to the Welsh language standards, means that the Welsh Government now routinely draws the attention of customers and partners to its Welsh language services from the outset, without them having to ask for a service in Welsh. The organisation has responded positively to this, for instance by answering phones bilingually and ascertaining people's language choice. This has entailed significant behaviour change in some areas of the organisation, but good progress is being made to ensure people can communicate with the Government in their language of choice. This has led to an increase in the use of Welsh by staff, and the language can increasingly be seen and heard across our offices.

This has given the Welsh Government an opportunity to develop the use of Welsh within the organisation, and to promote its use by the workforce. Providing bilingual services of a high standard means that over the last two years we have focused on opportunities for staff to develop and improve Welsh language skills, concentrating on improving confidence and skills through training.

Staff can also identify Welsh speakers in the organisation through email, with messages on email profiles stating whether individuals are Welsh speakers or learners, in order to increase Welsh language email traffic. An increase was seen in the services available to staff through the medium of Welsh, such as corporate messages, a bilingual intranet, and an increase in the human resources procedures available in Welsh. Over the next months we will focus on developing the use of Welsh language information technology, in order to ensure that staff take advantage of opportunities to use Welsh on their computers.

In respect of promoting the use of Welsh generally, £400k has already been allocated to help small and medium sized enterprises become more bilingual. The aim of the project is to ensure that practical support is available to SMEs and microbusinesses (under 10 employees) to help them increase their use of the Welsh Language. The Welsh Language Commissioner currently provides

some support to larger businesses, however, there are currently over 90,000 SMEs in Wales that do not have access to support or assistance to guide them on using more Welsh language.

In Spring, I will also be launching a national Cymraeg “helpline” as a first port of call for anyone interested in the Welsh language. It will provide short translations and signposting to the help available, free of charge, for businesses and third sector organisations to assist them to make the Welsh language more visible (e.g. on their social media, menus, advertising, signs).

The remainder of the additional funding for 2017-2018 is being used to enhance the promotion function already undertaken by the Welsh Government. This includes two new posts requiring Welsh language marketing expertise, as well as a third senior policy post to deliver the enhanced work programme. In line with the priorities of the *Cymraeg 2050* strategy, the additional funding will also fund the following projects:

- a new grant scheme (the Cymraeg 2050 grant) in support of Theme 2 of the strategy - Increasing the use of Welsh.
- national marketing campaigns and/or interventions that encourage the use of Welsh to priority target audiences (e.g., young people aged 14-21).

### **Theme 3 – Creating favourable conditions: infrastructure and context**

#### **8. Develop a new regional focus to economic development to help all parts of Wales to benefit from prosperity and support each area to develop its own distinctive identity.**

The economy is integral to creating the social conditions where Welsh speakers can stay in Welsh-speaking communities, or return to those communities. While we cannot control every factor which influences economic growth, there are things which we can influence. These include skills, the prestige placed on the Welsh language, the location of many public sector jobs, clusters, ensuring that the Welsh language is seen as a valuable skill in large developments, and opportunities to use those skills.

*Prosperity for All*, published in September, explains how we, as a Government, will tackle regional inequality and promote fair work. Our economic action plan, published on 12 December, sets out a new regionally-focused model of economic development. This will mean working with each region to identify and exploit regional strengths and opportunities.

We are experiencing a period of great political change, with the discussions to leave the European Union foremost in our minds. It is too early to know what exactly the implications will be for us, but we will be prepared to respond to changes as they arise. It is possible that we will need to adapt our way of working to respond to these changes, but we will not compromise on our ambition of reaching a million Welsh speakers.

#### **9. Transform the Welsh language digital landscape with particular focus on language technologies.**

We have funded developments in Welsh language technology so that the movements of a robotic arm can be controlled by speech through a small number of Welsh language commands, and have extended this to the point where it is possible to ask a small set of questions through microphone and hear sensible answers through loudspeaker – all in Welsh. This work has been done by Bangor University.

This was the first step on a journey to build a Welsh voice-to-text machine, and we have also co-funded a PhD researcher at Bangor University to study Welsh language voice-to-text. This is necessary if we are to see the Welsh language on devices such as Siri, Amazon Echo/Dot, Google Home, and so on in future.

One of the ways in which this technology has been developed is through the 'Macsén' programme – a prototype of a Welsh language smart virtual assistant (such as Siri or Amazon Echo) funded by the Welsh Government. Bangor University have released the code for 'Macsén' under open licence so that, for instance, school coding clubs can gain access and use it.

Better machine translation is also a priority in order to protect individuals' data, to be aware of the context when converting from language to language, and to prevent translating the same sentences more than once.

We have plans to support developments in relation to Welsh interactive maps, the semantic interrelation of words and terminology in the language, and to contribute to the development of new games in Welsh.

The Welsh Language Technology Board also advises the Welsh Government on developments in the field of technology. The Board meets three times a year and provides advice which helps us draft the new Welsh Language Technology Action Plan.

#### **10. Develop a national programme to increase understanding of bilingualism.**

In order to reach a million Welsh speakers by 2050, it is essential to improve our understanding as a nation of what we mean by being 'bilingual'. The strategy's vision is an ambitious one, and we know that the Welsh Government must drive a change in attitudes in order to ensure its success. The change must be transformational (i.e. a fundamental change in the way individuals and organisations deal with the language). It entails a shift in terms of culture, behaviour and mindset.

We have already recruited to two new posts requiring Welsh language marketing expertise as well as a third senior policy post to deliver the wider work programme. This will help us begin preparations for developing a suite of interventions to drive this element of the strategy forward.

# Agenda Item 4.1

Cynulliad Cenedlaethol Cymru / National Assembly for Wales

Pwyllgor Diwylliant, y Gymraeg a Chyfathrebu / The Culture, Welsh Language and Communications Committee

Cyllid heblaw cyllid cyhoeddus ar gyfer y ceflyddydau / Non-public Funding of the Arts

Tystiolaeth Ychwanegol gan G39/ Additional Evidence from G39

## 1. Other forms of financial support

### · Investment

We can cite two examples of investment programmes that have been strategically developed: firstly, an **interest-free loan scheme for artists** from Arts Council of Wales which made small sums of money (up to £5,000?) available to artists with repayment terms of 36 months. A ring-fenced sum was made available on a first-come-first-served basis, pending a simple application and statement of intent. The scheme enabled artists to undertake projects, production and research that they could otherwise not afford, and with much less work than a funding application. This scheme ceased in 2012.

A second example is the **Collectorplan Scheme** (again, administered by ACW) which offers interest-free loans for purchasing works of art from a participating venue. We have less detail on this scheme but it is effective to our knowledge.

We'd be interested to see the development of an equivalent investment programme(s) for cultural organisations, with an equivalent strategic approach. For example, an interest-free loan to enable the purchase of a building for cultural use that could be paid back over a 25-year period. We would like to see this backed by corporate investment among other sources, as a means for businesses in Wales to deliver their corporate social responsibility and develop relationships with the cultural sector.

It is also useful to understand the word 'Investment' as infrastructure rather than financial. In many artforms the production of work is supported as part of its presentation (eg WMC dance studios, orchestra rehearsal spaces, Sherman theatre scenery production, WNO's costume department). There is a whole ecology of arts support that needs investment in its infrastructure. We make this point because



from our experience of the Visual Arts in Wales we recognise support for many Visual arts organisations is weighted heavily on 'presentation' and lacks any strategic / infrastructural support for production.

- **Rent reduction and rates relief**

1. G39 successfully negotiated a significant reduction in the asking price / market value of its current premises. We simply made an offer which was accepted. We think this may be for a couple of reasons – firstly, the premises had been vacant for a number of years prior to our tenancy, and also we requested a 10-year lease (ie guaranteed income for that period).

2. That said, our rent bill is significant. We would prefer to be able to invest this sum in the organisation by having a different approach to premises (eg owned premises / non-building-based). Rented premises does not allow for long-term development and future planning.

3. From our experience with Cardiff Council, the process for securing discretionary rates relief as a not-for-profit organisation is quite opaque and lacking in clarity regarding the application process and assessment criteria.

4. The Empty Shops Network is an interesting initiative for approaching this from a different position: a commercial or retail space is offered temporarily to a non-commercial pop-up cultural project. NB This solution alone is not sufficient to deliver a cultural strategy because it doesn't allow for long-term planning, legacy or audience relationship building.

- **Availability of business advice (e.g. how arts organisations should be legally constituted)**

This was previously offered through the Cultural Enterprise Service – an advice and training service for creative businesses and individuals that was successfully pioneered in Wales and has since been duplicated elsewhere (including Scotland). Regrettably CES lost its funding in early 2000s, and no initiative (or combination of initiatives) has adequately addressed that need.

## 2. Current initiatives and ways forward

- Support from the Arts Council and others to help reduce dependence on public subsidy

The Resilience Programme is, in our experience, an effective way of delivering this. There is certainly room for more programmes of this nature, and from a diverse range of delivery partners, eg Arts & Business Cymru. However the Resilience programme has an agenda – while it is useful in targeting those areas that may be structurally weak for organisations (board/ management/ Fundraising/ legal) it also comes with the overarching ethos that it is making organisations

- Sharing fundraisers

Lots of roles that could potentially be shared across organisations, or centralised access: marketing, H. Wales Millennium Centre has a ‘shared services’ agreement with some of its tenants which offers bolt-on services in addition to their tenant agreement (eg the Tessitura consortium providing ticketing facilities; soft services; catering; infrastructure / software)

- Creative Wales

The Creative Wales is uniquely Welsh. It offers growth and development to a rigorously challenged and sifted pool of artists to develop what they do. Without it many of the projects that are happening now, in schools, in hospitals and in arts education and galleries would not be possible. Many of the artists that have gone on to represent Wales internationally have been supported by Creative Wales awards. The trickle down effect of what people achieve through Creative Wales is to be applauded. The award is transparent and democratic and should be seen with many of its equivalents in other areas of activity, such as the Sport Wales Elite Cymru or Talent Cymru – another grant that supports achievers with the knowledge that it raises ambition and expertise across the sector.

Cyfieithiad i'r Saesneg gan Gomisiwn y  
Cynulliad

English Translation by Assembly  
Commission

Document is Restricted

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4 January 2018

Dear Siân

### **Welsh Government Draft Budget 2018-19**

Thank you for your letter of 1 December 2017, following up on the Culture, Welsh Language and Communications Committee's considerations on the Welsh Government draft budget proposals for 2018-19.

You raised a number of points regarding provision for the arts, and particularly music, in education. I set out a response to each of these points below:

#### **Creative Learning through the Arts**

*The Committee welcomes the recognition of the importance of the wider benefits of arts and music in children's education and that funding continues to be made available through the Creative learning Through the Arts programme. You mentioned in particular the 'Go and See' element of the programme and offered to supply a breakdown of the numbers of schools and children that have participated by local authority area.*

#### **Response**

Information on take-up of the *Go and See* grant to date is provided below.

Bae Caerdydd • Cardiff Bay  
Caerdydd • Cardiff  
CF99 1NA

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:  
0300 0604400

[Gohebiaeth.Kirsty.Williams@llyw.cymru](mailto:Gohebiaeth.Kirsty.Williams@llyw.cymru)  
[Correspondence.Kirsty.Williams@gov.wales](mailto:Correspondence.Kirsty.Williams@gov.wales)

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

<b>Authority</b>	<b>No. of Schools</b>	<b>No. of Pupils</b>
Anglesey	3	184
Blaenau Gwent	4	252
Bridgend	13	869
Caerphilly	7	392
Cardiff	29	2182
Carmarthenshire	15	510
Ceredigion	11	985
Conwy	6	221
Denbighshire	9	368
Flintshire	11	755
Gwynedd	22	1747
Merthyr Tydfil	5	315
Monmouthshire	3	209
Neath-Port Talbot	6	385
Newport	8	547
Pembrokeshire	6	293
Powys	37	2175
Rhondda Cynon Taf	16	1311
Swansea	26	2074
Torfaen	2	60
Vale of Glamorgan	12	1056
Wrexham	11	553

### **Music in Schools Initiative**

*The Committee also welcomes the additional funding of £1m in each year for the next two years for music initiatives in schools. We noted that you are currently still considering how this funding might be used and that you hope to draw on evidence from the Committee's inquiry report in this area. While this is welcome, it would be reassuring to know whether the Government has itself in mind any specific use of this funding? The Committee would also be grateful to know whether you intend to consult further with stakeholders on potential uses of the funding and would commend that approach if so.*

### **Response**

I am considering a range of options on the best approaches to maximise use of the additional funding resources, linked in with the recommendations of the Music Services Task and Finish Group. As a key part of this process, my officials are engaging with the WLGA.

### **Database of Musical Instruments**

*The Committee notes that the Music Task and Finish Group recommended that a database of musical instruments should be established. We have since received evidence from the WLGA that the aims of a database could be met through more modest investment. The WLGA told us that there would be 'considerable set-up costs and significant ongoing resource to maintain' and that 'there are established communication channels between authorities which enable music services to ask for assistance in accessing musical instruments from another local authority area'.*

*They suggested that the additional funding might be more profitably channelled toward other uses than new instruments that might provide a longer legacy benefit. This might*

*include maintaining instruments already in stock. You explained that these concerns had not been raised with you in discussions with the WLGA. However, the Committee would value any further thoughts you may have in this area.*

## **Response**

The Welsh Government provided £220,000 to local authorities for the purchase of musical instruments in 2016-17. A condition of that funding was that local authorities would explore the establishment of a national database to ensure instruments were shared across Local Authorities. The WLGA have since advised that they are looking at migrating all local authorities to the same inventory management software to create this database. In relation to maintenance of instruments I would like to update you on the Musical Instruments Amnesty pilot held in July – the many instruments kindly donated by AMs and staff are presently being repaired by students at the Royal College of Music and Drama – once repaired we will ensure these instruments are distributed to Local Authorities for use by young people.

## **Fundraising – NYAW and the Endowment Fund**

*Members raised the potential for confusion between fundraising opportunities for National Youth Arts Wales and the National Endowment for Music. You announced the Endowment earlier this year with funding of £1million and which you told us will be launched formally with the Arts Council in January. However, given these concerns, the Committee would be grateful if you could reflect further on this issue and how any possibility for confusion might be addressed.*

## **Response**

Great care is being taken to ensure that there is no confusion and that fundraising for Music Fund Wales (the Endowment) does not impact on or compete with fundraising activities for existing arts organisations, including National Youth Arts Wales (NYAW).

The Music Fund Wales is a new and innovative approach which I am sure will capture the public imagination. We are working closely with the Arts Council of Wales in developing a clear communication strategy, with a focus on long-term funding activities and creating a brand that will appeal to both potential supporters and to young people.

The fundraising strategy for the Fund is significantly different from other activities in the arts sponsorship field. One of the most positive factors of the Fund is that it will target different sources of support than those that arts organisations regularly seek for particular projects or productions; such as a voluntary ticket levy.

The Arts Council of Wales and the Welsh Government have looked at an ambitious, innovative strategy to build and capitalise the Fund. It is reliant on a layered approach with many strands to its financing strategy, building on the seed funding the Welsh Government is making in this start-up phase.

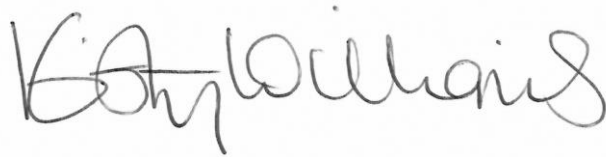
NYAW is putting in place a tailored approach to building support for its activities and tapping into sources of support donations and sponsorship. As now constituted, it is in a better position to be able to address this than it has been in the past.

NYAW will continue to receive funding from the Arts Council of Wales while we are working to ensure that local authorities also continue to support the organisation which provides so

many benefits to their constituents. A key approach for NYAW will be to generate funding from sponsorship, and I understand they are already exploring this option with the Arts Council of Wales and potential sponsors.

Finally, the Music Fund Wales, once established, rather than competing with NYAW, could be accessed by NYAW to support it in its funding structure. The remit for the Fund will be informed by discussions with the sector, including NYAW, and will also look for opportunities to collaborate and work in partnership.

Yours sincerely

A handwritten signature in dark ink, reading 'Kirsty Williams'. The signature is fluid and cursive, with the first name 'Kirsty' and the last name 'Williams' clearly distinguishable.

**Kirsty Williams AC/AM**

Ysgrifennydd y Cabinet dros Addysg  
Cabinet Secretary for Education





Ein cyf/Our ref : MA – P/DET/0021/18

Bethan Jenkins AM  
Chair  
Culture, Welsh Language and Communications Committee  
National Assembly for Wales

12 January 2018

Dear Bethan

### **Welsh Government Draft Budget 2018-19**

Thank you for your letter dated 1 December 2017 following my attendance at your Committee to discuss the Draft Budget. I respond to the matters you raise as follows:

#### **1. Investment in the arts sector across Wales**

Levels of arts funding across Wales do vary. There are many reasons for this. Some of this is historical. In local authority areas which have traditionally been strong supporters of the arts, one sees a more developed arts infrastructure of artists and arts organisations, which itself attracts inward investment from the Arts Council and other public/private sector sources. So for example, Powys Council has for many years received one of the higher per capita levels of income. However, with year-on-year reductions in local authority spending on the arts, this is clearly a concern.

Spending in Cardiff as the capital is inevitably higher on a per capita basis than other parts of Wales, as it is for capital cities in other countries. However, all national companies in the arts undertake activity across Wales, spreading the benefit of this investment.

The critical mass of population and business organisations in capital cities does make it more feasible that large-scale internationally significant activity can be sustained. Wales' national companies not only provide excellent work for the people of Wales, they are also our international ambassadors, helping to attract tourists to Wales.

The Arts Council analyses very carefully where it allocates its spending. The Council has recently adopted an explicit strategy to reach further into communities which have perhaps not benefited from arts funding as they should. This will almost certainly see a shift in where resources go to, over time.

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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

I will not therefore be specifically raising this issue with the Arts Council as I believe it is fully aware of the requirements in this area. However, my officials and I will be monitoring this situation closely over the coming months and years, to ensure that investment is going to where it is most required, for maximum impact and benefit.

## **2. Widening access and increasing Income**

Reducing dependency on public funding whilst also increasing access is challenging. However, it is perfectly possible to develop strategies which protect access for those who can least afford to cover costs.

Where ticket sales are concerned, this requires a more careful and differentiated sales strategy. Many companies are already adopting such strategies, charging the market rate for those who can afford to pay the full price, and offering concessionary or discounted ticket to others. These companies are providing access to performances at little or no cost and, in some cases, are offering more structured engagement, such as Sherman Theatre's *Sherman 5*, which is an extensive programme of support targeted at communities from some of the most disadvantaged areas of Cardiff.

Other organisations have adopted other innovative strategies. A group of theatres in the Valleys have, for instance, adopted *Timebanking* schemes as a way of recompensing voluntary time donated by residents, by offering free tickets.

There is no 'one-size fits all' solution to this issue. Each organisation will need to consider what works for them, and the Arts Council of Wales is providing support and guidance to ensure they do this in a sustainable manner.

## **3. Youth Arts**

I do not wish to give the impression that this is either consistent across the board or sufficiently developed that we may rest on our laurels here.

Youth organisations tend to be very effective at raising funds, although this tends to be very local. Some organisations have been effective at attracting sponsorship and Trust funding. For example, Ballet Cymru, based in Newport, has secured funding from the Paul Hamlyn Foundation to promote dance activity with children and young people. Also, the national youth ensembles, working under the umbrella of *National Youth Arts Wales*, have managed to raise sponsorship for their activities.

Again, the Arts Council, through its 'Resilience' programme, is ensuring that arts organisations have the knowledge and skills to ensure they make the most of all potential funding opportunities.

## **4. National Museum and Library Capital Spending**

It was important to allocate this funding to enable the National Library and the National Museums to start to address significant capital maintenance issues on their sites. In the event, it became clear that the work to plan and procure this would take longer than one year, and therefore some of the funding was transferred to Transport budgets, to enable them to deliver some road schemes earlier. The funding has therefore been put to good use, and the amount will be 'repaid' from transport budgets to culture budgets in the future. We will continue to refine our financial planning and monitoring processes for capital projects. In addition, planning has already been undertaken to ensure that in future, other capital projects within the culture portfolio can be taken forward should funding become

available – specifically in Cadw, on conservation projects and also projects which will improve the visitor offer and lead to increased income generation.

## **5. National Art Gallery and Football Museums**

Feasibility studies on a National Contemporary Art Gallery and a National Football Museum are under way, and any decision as to the allocation of the £5 million in 2019/20 will be based on the findings that come from those studies. I look forward to hearing from both consultants in early 2018 with their interim conclusions.

## **6. St Fagan's National Museum of History**

The Welsh Government committed £7 million to support the redevelopment of St Fagan's. This major project is also funded by the Heritage Lottery Fund (HLF). Substantial financial support is also being provided through applications to a number of Trusts and Foundations, and from other sources including donations and contributions from individuals. I am aware that fundraising activity has taken place and is continuing throughout the project.

The overarching aim of the St Fagan's project is to transform it into a world-class national museum of history driven by the needs of its users. I am pleased that St Fagan's has remained open throughout the construction work with over 2,000 organisations and community groups engaged in the redevelopment. Volunteering, training, work placements and apprenticeship programmes were delivered during the construction process and beyond. The construction company, Kier, delivered a Community Benefit Plan which, measured against the Value Wales Tool Kit, states an overall investment into the economy of £27million through the construction contract alone. It is anticipated that the redeveloped site will boost overall visit figures across the seven museum sites to around 2 million.

The current position is as follows:

- *Bryn Eyr* Iron Age Farmstead building was completed and opened to the public in July 2016, and received visits from over 14,000 pupils in the first year.
- New visitor facilities opened in the Main Building and *Gweithdy* in July 2017.
- The Centre for Learning and the workshop space in *Gweithdy* opened in September 2017, with over 12,000 users to date.

### Final stages

- Gallery exhibitions in the Main Building and *Gweithdy* will open in October 2018.
- A Collections Access Area, to provide access to the Museum's reserve collections and archival resources, will open in October 2018.
- *Llys Llywelyn* will open in October 2018, with the sleepover facility in March 2019.
- St Fagans' seventieth anniversary will be celebrated throughout 2018.

## **7. Future of Cadw**

I am pleased to say that the Business Case for the Future of Cadw was published on 6 December – link attached:

<http://gov.wales/topics/culture-tourism-sport/historic-environment/heritage-services-review/?skip=1&lang=en>

Cadw is to be re-established as a single division under the Director of Culture, Tourism and Sport within the Economy, Skills and Natural Resources Group. The business case sets out in full the business improvements, flexibilities and operational freedoms for Cadw which Ministers have approved. In summary these are:

- An internal operating board for Cadw

The establishment of an internal Operating Board, comprising Non Executive Members, Civil Servants from the Welsh Government – from Cadw, together with Finance and HR departments, as well as staff representation, delegated by the Cabinet Secretary to support the Chief Executive/Deputy Director and oversee the work of Cadw.

- A formal system of delegations and internal “freedoms”

A formal scheme of delegation to the Cadw Board and officers including financial, operational, HR, procurement and other delegations which will enable Cadw to function effectively and efficiently within a proper internal control framework, and with full accountability to Welsh Ministers.

- A two to three year business plan and budget

A two to three year budget, delegated to the Cadw Board by Welsh Ministers, tied to a business plan, setting out operating and investment goals and parameters for the organisation as a whole.

- Making best use of the Strategic Partnership

Taking forward the partnership between Cadw, TUS, Amgueddfa Cymru/National Museums of Wales, the National Library of Wales and the Royal Commission on the Ancient and Historical Monuments of Wales. This will deliver on the commitment by Ministers to ensure that the sector works together. It brings together TUS, the Welsh Government and national bodies in line with the new ways of working in the well-being objectives, and provides greater flexibility as partners have access to structures such as charitable status and established trading subsidiaries.

- Continuing to explore innovative service delivery models

Whilst the overall structure of Cadw should remain stable, there will continue to be a need to explore opportunities to deliver some services differently or in partnership with others, internally and externally.

- Develop heritage skills inside and outside government

Develop heritage skills in Wales which enable the Welsh Government to recruit and retain heritage skills, and support the skills which contribute to *Prosperity for All*.

- Raising awareness of the value of the historic environment in Wales

Supporting the sector to develop an action plan to show how the historic environment can contribute to *Prosperity for All* and the wellbeing goals.

- A stronger policy and strategic presence for culture and the Historic Environment

A stronger senior policy presence will be put in place to promote culture and the historic environment across Welsh Government as one of Wales’ key economic assets and sectors.

- A stronger Cadw

Cadw will be a single body under one Deputy Director/Chief Executive. It will be united as a single entity, but with a stronger operating structure, which will look to strengthen heritage and commercial skills, customer services and public engagement, based on a workforce plan developed in consultation with staff.

- A period of stability

A period of five years to enable Cadw to put in place the new structure and business improvements through a phased implementation plan, and to deliver these improvements.

## 8. Heritage skills base

Cadw has previously recruited and trained craft apprentices within its workforce along with supporting heritage skills bursary trainee placements with the Tywi Centre, Llandeilo. The skills and work experience gained from such training opportunities has secured permanent employment within other areas of the heritage sector for former bursary placements. Indeed, Cadw has also been able to provide its own apprentices with full time employment within its teams on successful completion of their training.

Cadw recognise the skills issues facing the industry and, as such, has been working closely with the review of Construction Skills currently being undertaken by Qualification Wales to ensure that heritage skills requirements are addressed within curriculum frameworks going forward.

Cadw has recently undertaken a review of conservation craft skills across its teams and is developing a succession planning framework to ensure adequate timescales for succession recruitment, and subsequent transfer of skills, prior to retirement of its specialist crafts staff. Cadw officials have opened discussions with the Human Resources Department within the Welsh Government on the integration of craft apprenticeships within the Welsh Government's annual Modern Apprenticeship intake. Currently, this focuses on an NVQ Level 3 in Business Administration, although it is anticipated that this could be extended to encompass Heritage Skills within future intakes. Cadw are working with training providers on the development of a suitable NVQ Level 3 for this initiative.

A copy of the Strategic Skills Partnership Agreement made with Historic England, Historic Environment Scotland and the Construction Industry Training Board is attached as requested, at Annex A.

## 9. Media Forum

I am not persuaded that creating another forum or group would deliver additional benefit. I want to simplify ways of working across my portfolio and be consistent in doing so, in line with the recent winding down of a number of Economy and Transport Advisory Boards. I am looking to continue to build upon the strong relationships which already exist between the Welsh Government and external organisations. I will meet various individuals and groups relevant to my portfolio responsibilities and take advice from them accordingly. Further to discussion at the recent Committee meeting, I can confirm that establishing an independent media forum was not a commitment in the Welsh Government's Programme for Government.

## 10. Other issues

You also asked for a note on the following:

### **How the £100,000 designated for the implementation of the recommendations of the local museums services review will be distributed:**

The Expert Review of Local Museum Services delivered its ten recommendations in 2015. Progress on taking these forward has been taking place, but is necessarily slow due to the current issues facing the sector. My officials are now in a position where the work can move forward and detailed planning is underway. A revised allocation of £80,000 has been identified to take forward this work in 2018-19. In particular:

#### **Recommendation 1: Regional working**

Regional collaboration is fundamental to the long term future of local museums. It can only be taken forward if the organisations which run those museums commit to working differently. In 2016-17 my officials in Museums, Archives and Libraries Division (MALD) coordinated discussions with officers from 5 local authorities in mid and west Wales.

Together, they have committed to examine the practicalities of working effectively on a regional basis and have identified the need for support from an experienced person to action the findings of the preliminary study currently under way. Approximately £45k of the budget has been identified for this.

#### Recommendation 5: Collections Wales

The Review recommended bringing together information about objects in museum collections to enable them to be cared for and managed strategically across the nation. Currently, information is being gathered which will provide specific data about types of collections and information held about them, which will allow officials to identify a programme of work which will be taken forward in partnership with the museum sector. My officials have identified that £25k will enable work to begin on a strategic cross-Wales collections programme.

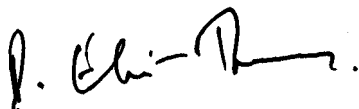
#### Recommendation 8: Impact of admission charges

Following the *Fusion* principles, MALD will be collaborating with the UK museums sector, building on the review of admission charging practice and policy, to fully understand the impact of charging on the diversity of museum audiences and how the development of audiences is developed whether or not a charge is levied. It is expected that Wales' share of this will be approximately £10k, though the final detail is yet to be determined.

#### **How many businesses have received funding from Business Wales in the last 5 years that meet the definition of "businesses in hyperlocal news"? How much has this funding been, what was it for, and how was this split between capital and revenue funding?**

To confirm, Business Wales has not supported or provided funding to any businesses in hyperlocal news in the last five years. However Business Wales, including Social Business Wales support, can be accessed by individuals wanting to start a hyperlocal journalism business, and existing businesses or social enterprises involved in this work can access information, advice and guidance to support their business.

Yours sincerely



**Yr Arglwydd Elis-Thomas AC/AM**

Y Gweinidog Diwylliant, Twristiaeth a Chwaraeon  
Minister for Culture, Tourism and Sport



## Strategic Skills Partnership Agreement

### Welsh Government Historic Environment Service (Cadw)

Cadw is working for an accessible and well-protected historic environment for Wales. It also creates opportunities to show how culture and heritage can contribute to wider Welsh Government social and economic aims, including the development of skills and employment opportunities.

### Historic England

Historic England is the public body that looks after England's historic environment, providing expert advice, helping people protect and care for it, and helping the public to understand and enjoy it.

### Historic Environment Scotland

Historic Environment Scotland is the lead public body established to investigate, care for and promote Scotland's historic environment. It provides guidance, training and technical research into Scotland's built environment, and promotes community and individual learning engagement with Scotland's heritage.

### CITB

The Construction Industry Training Board (CITB) is the Industry Training Board. It aims to create a fully qualified and professional construction industry through a range of collaborative agreements

between employers, training providers and Government. Identifying the skills needs, supporting training provision and maximising the impact of the levy/grant system and any other initiatives that promotes training, are all areas of strategic importance to CITB.

### Context & Terms of Agreement

Traditional (pre 1919) buildings represent a significant part of the construction industry in Great Britain and form a substantial source of demand for work for contractors. CITB research shows:

- There are 6.5 million traditional (pre-1919) buildings in England, Scotland and Wales
- Repair and maintenance(housing and non-housing) is the single largest category of construction, accounting for 39% of construction industry output in the UK in 2014
- 44% of contractors intend to increase their work on traditional (pre-1919) buildings

Cadw, CITB, Historic England and Historic Environment Scotland will work together, in a strategic partnership, to address the identified skills and vocational training needs of the Construction Industry in Great Britain in respect of the conservation, repair and maintenance of traditional buildings and structures; and appropriate works of improvement to them, including energy efficiency

measures, using sustainable methods of construction.

This Agreement will support future sustainable economic growth of England, Scotland & Wales by ensuring that the GB Construction Industry is equipped with the knowledge, understanding and skills to ensure the continued use of the traditional building stock, for the benefit of communities across the home nations.

Actions under this Agreement will seek to identify and address areas of common concern at a GB level, but will also seek to share innovation, best practice and ideas from each home country to maximise the benefits to the Construction Industry in Great Britain.

Outcomes linked to this Strategic Partnership Agreement will be delivered through an annual Action Plans. There will be a GB Action Plan covering all the Home Countries. The intention is to develop individual national Action Plans between CITB and Cadw, Historic England and Historic Environment Scotland in 2018 and 2019. These will take account of different approaches and priorities to skills training, education and economic development across the home nations.

This Agreement covers the period 1<sup>st</sup> January 2017 to 31st December 2019. In the last quarter of the final year of this Agreement (2019) a review



## Strategic Skills Partnership Agreement

meeting between the parties will assess and evaluate the working procedures, achievements of the aims and objectives of this agreement, consider new or emerging areas of strategic interest and determine new joint initiatives for a further Agreement. This Agreement can be terminated by any party subject to no less than three months written notice to the other partners.

### Meetings, Communication and Review

A Strategic Partnership Meeting will be held every six months; attended by the lead CITB Strategic Partnership Director for heritage and the appropriate senior officials from the heritage agencies. Other staff from partner organisations will be invited as appropriate.

Partners will engage in regular dialogue and communication in between formal meetings, as appropriate. Additional meetings may take place as and when required to progress projects or actions.

### Status

Notwithstanding the terms of any other provisions of this Agreement, the Agreement is not legally binding and nothing contained therein shall impose any legal obligations on any of the parties whatsoever. This Agreement may be amended by agreement with Cadw, CITB, Historic England and Historic Environment Scotland.

### Areas of Strategic Interest & Co-operation

For the purposes of this Agreement the following areas have been identified and agreed by the parties as being of common interest and of strategic importance.

Cadw, CITB, Historic England and Historic Environment Scotland will work together to;

- Work towards knowledge and skills for working on traditional (pre-1919) buildings being integrated into mainstream construction training.
- Support the reform of Further Education and apprenticeships to meet the needs of the heritage construction sector and boost apprenticeship numbers in the heritage sector.
- Promote the economic benefits of a skilled, qualified workforce, with proof of their training and qualifications to work on traditional (pre-1919) buildings, to government, clients and employers.
- Increase the uptake of training relating to traditional (pre-1919) buildings leading to qualifications and CSCS cards, or equivalent, to match the individual's level of skill

- Promote the need for the right knowledge and skills for energy efficiency retrofit and climate change adaptation of traditional (pre-1919) buildings.
- Support employers to attract and retain people by setting out opportunities and entry routes that exist within the heritage construction sector
- Develop and maintain a comprehensive evidence-base on current and future GB skills needs, to inform joint activities and target training provision.
- Improve communication to employers, contractors and trade organisations to demonstrate the relevance of conservation, repair and maintenance of traditional buildings and traditional skills to the wider construction industry.

### Signatories on behalf of the Partner Organisations

**Steve Radley** Policy & Partnership Director CITB

**Jason Thomas** Deputy Director, Historic Environment Service (Cadw)

Historic England

**Dr David Mitchell** Director of Conservation, Historic Environment Scotland







Llywodraeth Cymru  
Welsh Government

Ein cyf/Our ref MA(P)EM/4761/17

Sian Gwenllïan AM  
Acting Chair  
Culture, Welsh Language and Communications Committee  
National Assembly for Wales  
Cardiff Bay  
CF99 1NA

15 January 2018

Dear Sian,

Thank you for your letter of 1 December further to my appearance before the Committee on 16 November for scrutiny on the Welsh Language budget. This letter provides the information you asked for in your letter.

## **Overall spending on the Welsh language and five-year profile of expenditure**

As a 33-year strategy, future governments will have to make decisions about their funding priorities throughout the life of the Cymraeg 2050 strategy. It is possible that the budget and existing resources to promote the language will need to be reprioritised to achieve our aims. For example, the balance of financial allocation by age group in view of the importance of introducing the language to children as early as possible.

In terms of this Government, the purpose of the Welsh language budget in my portfolio is to support the implementation of the strategy and to drive the Cymraeg 2050 agenda forward. The draft budget allocation is £38.325m for 2018-19 and 2019-20. Profiles of expenditure beyond these two years are not available as future budgets have not been set.

The essence of the strategy is to promote the view that the Welsh language is an issue that is addressed across all policy areas. Therefore, in addition to direct funding to promote innovation and support to drive the Strategy forward, each ministerial portfolio will contribute to the delivery of the vision set out in Cymraeg 2050, and we will be liaising with the relevant teams.

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We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

## Support for Mudiad Meithrin

I am glad to understand that additional information provided to the Committee by Mudiad Meithrin has further clarified the additional Welsh-medium early years and childcare provision needed to achieve the aims of Cymraeg 2050.

Early years education and childcare provision, and the take-up of provision, is not uniform. As a result, modelling provision in this sector, and using it as a basis to project take-up of school provision is complex. The aims set out in Cymraeg 2050 and its work programme for 2017-21 relating to the early years sector focus on numbers of settings rather than numbers of children, but we of course must ensure an increase in numbers of children attending Welsh-medium provision as an access point for Welsh-medium education, creating the foundations upon which other aspects of Cymraeg 2050 will be built. By working with stakeholders across the early years and childcare sector, we will aim to build a more detailed picture of the nature and take-up of provision. This will enable us to refine our modelling and consider which further targets are needed in order to achieve the overall aim of a million speakers.

## Sabbatical Scheme

There have been three independent evaluations of the Sabbatical Scheme since it started in 2005:

- Evaluation of the National Practitioners' Training Programme and Sabbaticals Scheme (2007)
- Evaluation of the Extended National Practitioners' Training Programme Pilot (2010)
- Review of the Welsh-language Sabbatical Scheme for educational practitioners: participant experiences 2011-2012 (2014)

The Sabbatical Scheme has evolved since the original model, based on the evaluation findings, and on demand from the sector. As part of the Welsh Education Strategy BEL (5164), £1.550m is allocated annually to fund the three-month and 5-week sabbatical scheme courses, which provide intensive Welsh language training for teachers and support staff. The courses are delivered on three levels:

- **Entry level** – for teaching assistants working in English-medium primary schools (five week full-time course)
- **Foundation level** – for teachers working in English-medium primary schools (11 week full-time course)
- **Higher level** – for teachers, teaching assistants and FE lecturers working in Welsh-medium settings (a range of part-time courses for specific cohorts, from 18-20 days).

In September 2017 we expanded the Sabbatical Scheme to provide an extended year-long sabbatical programme aimed specifically at primary teachers working in English-medium schools. Expanding the sabbatical period will enable participants to significantly develop their Welsh-language skills, reflecting the increased expectations of Welsh-language provision that will be placed on all schools as part of the introduction of the Welsh language continuum.

A further evaluation of the Sabbatical Scheme is being planned, with a view to the work starting in April 2018 and to be undertaken over a period of 2 years.

## Promoting the Language – Working with SMEs

The Cymraeg in Business scheme stems from a pilot scheme carried out by ten of the Mentrau Iaith during the last financial year. The pilot was developed jointly with the Welsh Government and the Welsh Language Commissioner with the aim of collecting feedback

about the kind of support that SMEs would benefit from receiving to encourage them to make greater use of Welsh.

The Mentrau Iaith approached us following the pilot with a proposal to provide a national service for SMEs. The aim of their work is to work intensively with small businesses to improve their understanding of working bilingually, to improve the bilingual customer service they provide by offering advice to put practical measures in place. These include making the language more visible by providing bilingual signage and literature, encouraging businesses to undertake bilingual marketing on social media and to identify staff who can offer a Welsh service to their customers.

There are ten officers based in local Mentrau Iaith led by a national manager. The network is funded by grant to the umbrella body, Mentrau Iaith Cymru. It is a condition of the grant agreement that an evaluation report is presented at the end of the implementation period. The report must include a record of lessons learned as well and identify the difference it has made to the use of Welsh in target areas. We are also considering conducting an external review to evaluate the work in due course.

### Welsh Language BEL

The purpose of Welsh Language BEL 6020 is to support efforts to promote and facilitate the use of Welsh. £3.913 m has been allocated in the draft budget for this line in 2018-19 and 2019-20, compared with £3.964m in 2017-18.

As I explained to the Committee, the small reduction of £51k to this BEL, together with the corresponding rise in Welsh Language Commissioner BEL 6021, is an administrative adjustment to ensure that all of the Commissioner's budget comes from the same budget line in 2018-19. During 2017-18, £51k will be transferred from the Welsh Language BEL 6020 to the Welsh Language Commissioner BEL 6021 to ensure the Welsh Language Commissioner BEL 6021 corresponds with the whole of the Commissioner's budget for 2017-18.

I would also like to take this opportunity to reiterate the fact that there has been a transfer during the year of £2.3m between Welsh in Education BEL 5164 and the Welsh Language BEL 6020. In addition, there will a transfer out of the BEL of £44k for costs relating to the Welsh Language Tribunal. Therefore, the total sum available to Welsh Language BEL 6020 in 2017-18, following transfers, is £6.169m. The transfers will be reflected in the Second Supplementary Budget 2017-18, which is due to be tabled in February. In terms of allocations under line BEL 6020, I enclose below details of 2017-18 allocations. 2018-19 allocations will be finalised following confirmation of the final vote on Final Budget 2018-19 later in January.

<b>Grants to Promote the Use of Welsh 2017-18</b>	<b>£</b>
Mentrau Iaith	2,234,000
Mentrau Iaith Cymru (umbrella body)	110,000
Urdd Gobaith Cymru	852,000
Eisteddfod Genedlaethol	603,000
Cymdeithas Eisteddfodau Cymru	46,000
Merched y Wawr	84,000
Association of Welsh Translators and Interpreters	50,000
Young Farmers	90,000
Papurau Bro	88,000
	<b>4,157,000</b>

<b>Welsh Language Promotion Programme 2017-18</b>	<b>£</b>
Cymraeg 2050 grant (Innovation grant)	425,000
Cymraeg in Business (10 officers working with SMEs)	400,000
Marketing campaigns	270,000
Promotion projects, research and evaluation	687,000
Technology projects	100,000
Programme funded posts – Welsh language promotion	130,000
	<b>2,012,000</b>

### **Proposals for a Welsh Language Bill**

At the current stage of development, it is envisaged that implementation of the Welsh Language Bill is affordable within the Welsh Language BEL. However, while the overall cost is not anticipated to exceed the BEL planning assumptions, the proportion of funding split between the component activities within the BEL are likely to be different.

The proportion of the funding split post Bill cannot be identified at this stage as it is dependent on policy choices yet to be made. A Regulatory Impact Assessment is under development and will be laid before the Assembly, alongside the Bill at introduction.

### **Raising School Standards BEL**

The Cabinet Secretary for Education and I published our Welsh in Education: Action Plan 2017-2021 on 18 December which sets out our direction for the development of Welsh-medium and Welsh language education over the next four years, in line with the vision of *Cymraeg 2050: A million Welsh speakers*.

Spending and future budget decisions will be made in line with the actions included in the Plan.

### **International Support**

With regard to Ysgol Gymraeg Llundain, the First Minister approved a three-year grant to the school (£90,000 p.a.) in 2015. This funding cycle will come to an end in August 2018. I will be considering further funding implications over coming months.

Yours sincerely



### **Eluned Morgan AC/AM**

Gweinidog y Gymraeg a Dysgu Gydol Oes  
Minister for Welsh Language and Lifelong Learning

# Agenda Item 7

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# Agenda Item 8

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