Bannau Brycheiniog

Welsh Language Standards Compliance Report

2025 - 2026

The National Park is required to adhere to the Welsh Language Standards. The full list of standards and their description can be found on our website : http://www.beacons-npa.gov.uk/wp-content/uploads/20170213-Hysbysiad-Cydymffurfio44-Awdurdod-Parc-Cenedlaethol-Bannau-Brycheiniog-en-1.pdf

- For the financial year 2025-26 the Education Team delivered 11 educational sessions through the medium of Welsh. This involved 442 children in total. This includes day visits, residential and outreach, the latter being where the Education Officers lead activities on site in school grounds. Welsh medium delivery for 2025-26 constitutes around 18% of all our outdoor education delivery.
- We published a new five year Welsh Language promotion strategy 2026 - 2031
- There have been no complaints regarding the Welsh Language Standards during 2025-26
- This annual report is produced to meet the requirement of the Standards. It will be published on the Authority's website in June 2026

Standard Number	Class of Standard	Summary of Standards/Progress Update
Correspondence (Standards 1-7)	Service Delivery	The requirements of the service standards for correspondence determine that: • Welsh correspondence is replied to in Welsh • A record of those people requiring correspondence in Welsh is maintained by each department. • Where it is unclear whether the recipient would like to receive a Welsh version of correspondence letters and emails are sent bilingually. • The Welsh Language is treated equally with the English Language • Correspondence, publications & notices which invite a response state that correspondence is welcomed in Welsh, will be responded to in Welsh and that corresponding in Welsh will not lead to a delay.

		• During 2025-26 0 letters were received in Welsh only. We received 5 emails in Welsh.
Telephone Calls (Standards 8-22)	Service Delivery	The requirements of the telephone language service determine that: • A Welsh Language service is available via our main reception. Users of the service receive the options in Welsh and our main phone operators can speak Welsh. • Staff provide a Welsh Language greeting and deal with calls in Welsh as far as is possible. All staff are offered a Work Welsh Welcome 10 hour online course. The Authority runs Welsh lessons every week, which 2 members of staff attend. They have now completed level 1 and are working towards level 2. • Staff are aware of the Welsh speaking staff available within their department.
Meetings (Standards 24-34)	Service Delivery	For meetings • With an individual we ask if they would like to use Welsh and if they say yes we will hire a translation service where necessary. • With a group we ask people if they would like to use Welsh and if more than 10% would, we will provide a translation service. • For public meetings the advertisement or invite asks people to notify us by a specified date beforehand if they would like to use Welsh and if anyone comes back with that request we provide a translation service. • Guest speakers are also asked if they wish to present in Welsh. • If there are Welsh speakers at a public meeting the visual presentations are bilingual.
Public Events (Standards 35-38)	Service Delivery	All public events which we organise or fund at least 50% are bilingual in terms of the publicity produced, any signage or other material displayed and any audio used.
Agendas & Minutes (Standard 41)	Service Delivery	National Park Authority agendas and minutes are all bilingual and published simultaneously via https://governance.beacons-npa.gov.uk.

Documents Produced (Standards 42-45 & 47-51)	Service Delivery	• All brochures, leaflets and pamphlets are produced bilingually • Other documents produced bilingually include:- - Policies, strategies, annual reports and corporate plans - Guidelines & codes of practice - Consultation papers - Rules provided to the public Where separate Welsh & English versions are produced the English version states that a Welsh version is available.
Press Statements (Standard 46)	Service Delivery	Press Statements are produced bilingually.
Websites & Social Media (Standards 52-59)	Service Delivery	The Authority and Bannau Brycheiniog destination websites are both fully bilingual. The Authority also has a Welsh Facebook page with 586 followers. Apps for external use by members of the public or by volunteers are produced bilingually.
Self-service Machines (Standard 60)	Service Delivery	Instructions on self-service machines are bilingual.
Signage (Standards 61-63)	Service Delivery	Signage is prepared bilingually with the Welsh positioned so that it can be read first.
Reception Service (Standards 64-68)	Service Delivery	The receptionist working for the Authority is a Welsh speaker; a sign is displayed in our main reception area which indicates that Welsh is welcome and the receptionist wears lanyard and badge to signify their ability to speak Welsh.
Public Notices (Standards 69-70)	Service Delivery	Official notices are prepared bilingually with the Welsh positioned so that it can be read first.
Grant Giving	Service Delivery	The Authority's grant fund, the Sustainable Development Fund encourages applications in Welsh via the Expression of Interest and Applications forms and applying in Welsh

(Standards 71-75 & 94)		does not lead to a delay for applicants. All information regarding the grant is available bilingually and the use of Welsh in project descriptions and assessments is a criterion.
Tenders (Standards 76-80)	Service Delivery	Tenders are issued in Welsh if the subject matter suggests that they should be produced in Welsh or the expected audience suggests that it should be in Welsh.
Other (Standards 81-87)	Service Delivery	For the financial year 2025-26 the Education Team delivered 11 educational sessions through the medium of Welsh. This involved 442 children in total. This includes day visits, residential and outreach, the latter being where the Education Officers lead activities on site in school grounds. Welsh medium delivery for 2025-26 constitutes around 18% of all our outdoor education delivery. Among the 205 National Park volunteers, when asked "do you speak Welsh?", 16 said "yes" and 38 responded with "learner". Our corporate identity uses the Welsh name for the Park.
Policy Making (Standards 88-93 & 95-97)	Policy Making	The Authority has adopted guidelines on incorporating the promotion of the use of the Welsh language when planning projects. All decisions are assessed for their impact on the Welsh Language through the use of the Single Integrated Assessment Form. In 2022/23 we developed a new management plan. Our 'people mission' will have a positive impact on the Welsh language. The mission can be viewed here: https://future.bannau.wales/people/
Welsh in the Workplace (Standard 98)	Operational	A policy for using & promoting Welsh in the Workplace was developed in consultation with staff and ratified by the National Park Authority in April 2017.
Employee Documents (Standards 99-104 & 112-119)	Operational	Employees are surveyed to find out their language choice in terms of employment contracts, training needs, performance documents and forms including annual leave, flexi sheets etc. Employees are aware that they can use Welsh throughout a complaints/disciplinary procedure should they wish to do so.

Welsh Software (Standards 120-126)	Operational	The Authority is has purchased To Bach software to assist with writing in the Welsh language.
Welsh Language Skills of Staff (Standards 127-131 & 151-152)	Operational	The Authority has adopted defined Welsh Language Skills levels in spoken, written, and reading Welsh consistent with ALTE levels as part of the Authority's recruitment policy. Staff's Welsh-language skills can be viewed here.
Welsh Language Awareness Courses (Standards 132-133)	Operational	The Welsh Language Officer will develop a program of Welsh Language Awareness courses for all members of staff and for members of the Authority regarding developments in the way the Authority incorporates the Welsh language in its work. The Authority has produced a user-friendly flier/poster as a handy guide which outlines the requirements of our Welsh Language Standards to raise awareness and help with induction of new members of staff.
Email Signatures (Standards 134-135)	Operational	Staff have been supplied with bilingual job titles and Welsh speakers have received the Work Welsh logo.
Recruitment (Standards 136-140 & 153-154)	Operational	All jobs were assessed and the requirement for Welsh language skills categorized: a) Welsh language skills essential b) Welsh language skills needs to be learned when appointed c) Welsh Language skills are desirable. d) Welsh Language skills are not necessary. During 2025-26, 4 jobs were advertised with Welsh language being essential. Skills levels in spoken, written, and reading Welsh consistent with ALTE levels have been adopted as part of the Authority's recruitment policy and are applied to all posts.
(Standards 152 & 170(2)(b)–(c))	Supplementary - Operational	During 2025–26, no Welsh-medium training courses were offered by the Authority.

Workplace Signage (Standards 141-144)	Operational	Signage in the workplace is bilingual, the text is accurate in terms of meaning and expression and is placed to be read first.
Promotion (Standards 145-146)	Promotion	A five-year strategy regarding how the Authority will be promoting the use of the Welsh Language within the National Park boundaries is published on our website and includes an action plan. This is due for renewal in 2031.
Complaints (Standards 147-150 & 156)	Record Keeping	No complaints regarding the Welsh Language Standards were received by the Authority in the year. The Authority has a complaints procedure for any Welsh Language complaints.
Overseeing the standards/producing an annual report (Standards 155-176)	Supplementary	A copy of the standards which we have a duty to comply are available on our website. This report represents our annual report of the performance against standards during 2025 - 2026. Help, support, monitoring and evaluation against the standards should be provided by the Welsh Language Officer within the Authority. This report has been approved by the Executive Board.