

Agenda – Culture, Communications, Welsh Language, Sport, and International Relations Committee

Meeting Venue:	For further information contact:
Committee Room 4, Tŷ Hywel	Lleu Williams
Meeting date: 8 June 2022	Committee Clerk
Meeting time: 09.30	0300 200 6565
	SeneddCulture@senedd.wales

Pre-meeting registration

(09.00–09.30)

1 Introductions, apologies and substitutions

(09.30)

2 Inquiry into participation in sport in disadvantaged areas:

Evidence session with sport charities (1)

(09.30–10.15)

(Pages 1 – 34)

Mark Lawrie, Chief Executive Officer, StreetGames

Claire Lane, Wales Director, StreetGames

Fiona Reid, Chief Executive Officer, Disability Sport Wales

Research brief

Engagement findings

Consultation response from StreetGames

Break

(10.15–10.25)

3 Inquiry into participation in sport in disadvantaged areas:

Evidence session with sport charities (2)

(10.25–11.10)

(Pages 35 – 44)

Gary Lewis, Sports and Apprenticeship Director, Urdd Gobaith Cymru

Emily Reynold, National Programmes Director, Youth Sport Trust



Consultation response from Urdd Gobaith Cymru

Break

(11.10–11.20)

4 Inquiry into participation in sport in disadvantaged areas:

Evidence session with academics

(11.20–12.00)

Melitta McNarry, Welsh Institute of Physical Activity, Health and Sport,
Swansea University

5 Papers to note

(12.00)

5.1 Written response by the Welsh Government to recommendations in the Committee's pre-appointment hearing Report: The preferred candidate for the Chair of Sport Wales

(Page 45)

5.2 Letter from the Counsel General and Minister for the Constitution to the Chair of the Legislation, Justice and Constitution Committee regarding the Queen's speech 2022

(Pages 46 – 47)

5.3 Letter from the Minister for Education and the Welsh Language to the Chair of the Culture, Communications, Welsh Language, Sport, and International Relations Committee regarding draft Welsh Language Standards (No. 8) Regulations 2022

(Pages 48 – 49)

[Welsh Government consultation outcome](#)

5.4 Additional information from the FAW following the meeting on 4 May 2022

(Page 50)

6 Motion under Standing Order 17.42 to resolve to exclude the public from the remainder of this meeting

(12.00)

7 Private debrief

(12.00–12.15)

8 Legislative Consent Memorandum: Online Safety Bill

(12.15–12.25)

(Pages 51 – 57)

Legal Advice Note

Letter from the Chair of the Children, Young People and Education Committee to the Chair of the Culture, Communications, Welsh Language, Sport, and International Relations Committee regarding a letter to the UK Government about the Online Safety Bill

9 The Official Languages Scheme for the Sixth Senedd: Draft for consultation

(12.25–12.30)

(Pages 58 – 91)

Letter from Rhun Ap Iorwerth MS, Commissioner, to the Chair of the Culture, Communications, Welsh Language, Sport, and International Relations Committee

Draft correspondence from the Chair: For consideration

Document is Restricted

Engagement findings

Participation in sports in disadvantaged areas

1. Background

1. In February 2022, the Senedd's Culture, Communication, Welsh Language, Sports and International Relations Committee launched an inquiry into Participation in sports in disadvantaged areas.
2. The Citizen Engagement Team supported the Committee by facilitating a series of one to one interviews with grassroots coaches in Wales. Initial engagement plans included running 5 interviews and specific focus groups with relevant audiences, however, due to the breadth of evidence gathered from interviews it was decided on this occasion that additional focus groups would not add value to the inquiry. In order to gather enough relevant evidence the number of interviews also changed from the initial plan of 5 to 14.
3. This report summarises the Citizen Engagement Team's findings.

2. Participants

4. The Citizen Engagement Team worked with 14 grassroots coaches who work in disadvantaged areas of south Wales. The coaches interviewed work with a wide variety of people, including audiences within the terms of reference of the inquiry. These included:
 - Young people
 - Women and girls
 - Older people

- People with learning disabilities
 - Black and minority ethnic communities.
5. Engagement work focused on the voices of people with lived experience in disadvantaged areas of south Wales. It did not include voices from north Wales as the Committee incorporated visits to the region to engage with relevant audiences as part of the inquiry.

Organisations:

- Canton Rangers FC
- Stallion Boxing Academy
- Golf Wales
- Cricket Wales
- Black Swimming Association
- Clock Cricket
- Step into Sports Project
- Grangetown Pavilion
- Caerau Ely RFC
- Football Association of Wales
- Pembroke and Pembroke Dock ABC
- Sporting Memories
- Disability Sport Wales

We would like to thank all the participants for taking part in this inquiry.

3. Methodology

6. In April 2022 the Citizen Engagement Team facilitated 14 interviews with grassroots coaches across south Wales. Ten of these interviews took place virtually on Microsoft Teams whilst four were conducted face to face.
7. The objective of the engagement was to gather the views and experiences of coaches from across south Wales who have lived experience of supporting groups of people in disadvantaged areas to participate in sporting activities.
8. The format of engagement was largely comparable between sessions but varied slightly to meet participants' needs.
9. Participants were asked to discuss the following:
 1. What are the main barriers to participation in sports in disadvantaged areas and how do these intersect with other factors including age, sex and gender, socioeconomic status, geography, disability, and ethnicity?
 2. How effective are current interventions at increasing participation in disadvantaged areas?
 3. How should public funding be used to increase participation in disadvantaged areas?
 4. Are there examples of best practices, both within Wales and internationally, that Wales should learn from to increase participation in sports in disadvantaged areas?
10. Notes from each session are available to Members of the Committee and its staff upon request.

4. Key Themes

Cost of living:

11. One of the key themes that emerged during discussions was the ongoing and upcoming impact of the cost of living crisis. Many of the coaches interviewed pointed out that the cost of living crisis had a deeper impact on everyday life in disadvantaged areas and that this had a clear knock-on effect on participation in sports.

'I think we will see a huge amount of issues from the cost of living crisis. What comes first, do you eat or do you play rugby? £15 is huge for some families, kids travelling to away games – petrol costs are huge. It's bound to have a lasting effect.'

'If we continue to drive the price of sports up locally and do not reinvest the funds in the right way. I do think you will see a long term impact of this which ultimately affects young people being able to participate. Maybe not in young people wanting to take part in sports, but certainly in the number of volunteers who want to take part.'

- 12.** Community sports clubs spoke about the increased cost of living and the additional financial implications attached to this, meaning that they had to increase membership fees which led to young people being less likely to participate.

'We charge £10 a head per month – from under 8s to the youth side. We have to increase to £15 this month due to costs going up; we can't afford not to do it'

'I think parents see that for £10 a month you get a training session and a game of football on a Saturday. Think issues around participation becomes more apparent when you get to under 15s where transport becomes a bigger issue, parents lose interest. Extra costs might affect those kids lower down the age range and they are sure to turn things like buying petrol to take your kids to games into a dilemma.'

The rent is ridiculous for the gym it's £1k a month, not including energy bills – how is that sustainable especially with what's coming up? There is no support from the government or council. How will that affect young people when I have to lift the cost? Especially in the area we live in? I'd love for boxing classes to be free... but that just isn't possible

Facilities:

- 13.** Participants illustrated the impact that a lack of suitable facilities has on participation in sports. In some cases, this meant that certain audiences felt excluded from sports, in particular women and BAME communities.

'It's their basic needs aren't catered for in the facilities. There is nothing that tells a young girl that she doesn't belong in football than walking into a changing room and there are five stinking urinals and maybe one seated toilet where the lock doesn't work and the toilet seat is falling off and there

are no sanitary bins. Girls are telling us that when they're on their period, they won't be going to training or they won't be playing football'

'I think that having facilities in place and good accessibility is a major factor. When you are able to go into their communities it's a big help, cuts down travelling and increases participation. We have worked with refugees in refugee centres – basically running activities in places that are safe for them. Working in the community has made a massive difference, but there are some areas still where the setup isn't there and it's hard.'

- 14.** Participants felt that the lack of suitable facilities was an issue that affected several different sports and was most prominently felt in disadvantaged areas.

'There is a lot of participation in Cardiff in football, from those disadvantaged areas. But I would say the main issue is the resources/pitches available'

'The pitches are run by the council and they are a dreadful standard, there are so many league structures. We all pay our annual fees to the park department. You hear there are £60k plus funds sitting surplus but they are never reinvested.'

'When I go and work in Newport – in Pill – there is such a lack of resources there, it's staggering. I think they have one community hall and getting a slot is impossible! This is an issue across Wales and for sure puts audiences off.'

'The cost of facilities is unsustainable, any pitches that are of any decent standard are either priced too high to hire out or there are simply no spaces left to book.'

Role models and volunteers

- 15.** Participants spoke of the positive impact volunteer coaches and role models can have and the invaluable role they play in supporting participation in sports.

'If you offered me £10k right now or ten dedicated volunteers, then I would pick the volunteers every time. They are priceless and the unseen work they do in supporting participation in sports is unbelievable.'

'One young kid came to us at 10-11 with a bit of an attitude and he nearly fell off the wagon a lot of times. He has turned things around, he is an undefeated fighter now. His mum pushed him and my coaches were there for him, he has talent but he wanted to mess around, the maturity in him now is incredible, he is now a role model to some of the other kids in there and has changed his life around. That's what sports can do'

'The hundred has been a huge thing for women's participation. The ECB pushed it the same as the men's game, they were on tv, in front of the public eye - we saw that it had a big effect on young people and women in particular'

'As well as those local role models having inspirational and accessible role models help. Someone like Marnus Labuschagne who plays for Glamorgan we try and use them 100%. Marnus has just come from Pakistan and we work closely with the south Asian community. For example, he is facing Afridi, the Pakistan fast bowler this week and the interest has been massive. We are running an event in Grange pavilions in May as well. It helps when you have those world-class players young people can look up to'

- 16.** Participants illustrated issues in sustaining support for some sports such as football, where large numbers of volunteers are needed to support participation. Participants agreed that there was a limit to how many young people they could support depending on the volunteers and coaches available.

'We could run three under 6s teams, and three under 7s teams for example - but the simple fact is that we cannot get the coaches to support these clubs. For a large scale participatory sport like football, the amount of coaches you need to support young people is incredible, and it's a constant struggle to find enough.'

- 17.** All participants agreed that having the right role models in place within disadvantaged areas was crucial in enabling people to participate in sports.

'I feel like I am more than their coach, you become a role model. Having positive role models is crucial to participation, especially at certain ages where there is a drop-off, 14/15-year-olds. You tend to lose kids from certain areas to alcohol, social circles change, crime and drugs. I have been there and done that.'

'I always used sport as a way to engage with young people. It's a great tool to occupy people's time and improve people's health. I am a big fan of giving

people opportunities in various sports. Without sport, I would find it difficult to conduct my job with young people here.'

'Participant A' has been falling through the cracks, 15 years old and should be in year 11 but out of school for two years. Coming to this MMA class has been life-changing, he had his first fight last week, and it gives him purpose.'

- 18.** Participants felt that positive role models have a significantly positive impact on some groups, such as women and girls, black and minority ethnic communities, and people with disabilities.

'We have a girl from a local high school who runs peer sessions. The kids know her and love it; they come here just because she is here, and the numbers are huge. I doubt we'd have that otherwise. Having local expertise and role models is crucial in these communities.'

'A key issue for sure is around the importance of female role models, so whether that is female officials at the club or senior players helping out with the junior team or just seeing kind of female athletes on the telly or in the media. Still, that lack of visibility is a key barrier.'

'I think one of the most powerful things I've seen since is one of our programs is where you had a pool full of black or Asian swimmers and they're in one session. There was a black lifeguard as well. And it was just wow, it really hit home how little of that we have seen, and how important it truly is to support participation.'

Socio-economic Status

- 19.** Whilst factors such as the rise in the cost of living had a profound impact on participants from poorer socio-economic backgrounds, other themes also emerged.

'We play some clubs from the more affluent areas who have both parents and grandparents there an hour early. Our kids don't have that luxury; it's like we need a culture change in society.'

'It's an unfair playing field for our kids. Playing rugby against these other clubs is one of the only times these kids will be playing on level playing fields whether that be health, education or even life expectancy.'

'Golf has a perception of being an affluent sport. We work with clubs around membership figures, and support clubs to access funding to buy clubs to loan to people from those backgrounds that aren't as affluent. A lot of work going on to make clubs welcoming and accessible but it's not easy and it's a work in progress.'

- 20.** Many of the interviewees noted that it was clear that people's socio-economic status could affect their ability to participate in sports and that it was crucial to work on keeping sports accessible.

'I have seen kids that have had to sit out – and it's horrible to see kids/mums not being able to take part because they can't afford it. How is getting defined by your postcode fair? Sport should be a level playing field'

- 21.** It was also noted how some inner-city communities had bespoke issues that affected people's participation which included crime, culture and religion.

'There are clear tensions in disadvantaged areas of the city which affect participation. There are loads of issues when teams go and play in rival areas of the city. We have seen stabbings take place, and young people are too scared to go and play a game of sports due to the gang culture of the city.'

'Swimming is a sport that needs more support. It's a postcode lottery as to whether people have the money or whether they come from an affluent background or because of the community they live in.'

There are clear barriers for women in inner-city communities and these are massively different to other areas. Culture and religious factors play a big part. For example, a big thing for Asian women I work with is needing their own space to play sports. The interest is there, but the foundations of support aren't.

Funding

- 22.** Participants spoke of the need for more targeted funding to support disadvantaged communities, with several interviewees noting that funding often felt like a postcode lottery.

'Lots of money is directed to BAME communities, but Ely for example is not classified as a BAME community but those kids are still there. It's a postcode lottery even in disadvantaged areas. Cardiff is so multicultural that funding should just be pan-city. There are poverty issues across the city.'

- 23.** Some participants commented on the difficulties faced when applying for funding.

'Participation in Grangetown and Butetown has always been free and that is key for this area. We will never let money be an issue for young people not to take part. This means we have to constantly find money/funding to make things cost-neutral. It's hard work and you have to jump through hoops.'

The long term benefits of shorter-term funding aren't seen. The funding bid we made had so many hours put into it and several people told us it was a no brainer, local community organisations supported our bid but just didn't tick a certain box and ended up rejected. Why can't potential funders come out and see the impact'

24. Participants suggested that funding be directly given to communities rather than a 'middle men'. Participants raised concerns over management fees and having managers 'parachuted in' to run sports projects who weren't familiar with the community.

'Members of the community want more money to come directly to them and cut out organisational management fees. Stop always giving money to the same organisations, it needs to come directly to communities.'

'Funding needs to be weighed up, but more local money would be good. There needs to be a local analysis of areas before organisations that are great at writing bids keep getting the money. Re-analyse the conversation and things would improve.'

'Stop giving money to certain organisations all the time. I had a phone call pre-Christmas from an organisation that had funding to deliver here. They had no local knowledge and that's a big problem.'

Accessibility

25. Participants spoke of barriers faced in accessing sports. Specific groups of people, including women and girls, older people, ethnic minorities, and people with disabilities had specific issues when attempting to participate in sports.

Women and girls:

26. Several participants noted that a lack of safe spaces for women and girls, and the use of negative language when talking about women and girls participating in sports were clear barriers.

'We've spent the last four or five months consulting with women and girls from across all areas of the game - from grassroots, all the way up to the top of the game about their lived experiences and some of the key things that are coming out is fear of judgement. They don't like training and playing when all of the boys' teams are watching them because they're lacking in confidence.'

'It's the comments from parents of the opposition that really annoy them and really make them feel like 'Oh my God, I don't belong here. I feel like an alien.' And the parents don't mean anything sexist with it, they will say things like 'oh look, they've got a girl on their team'. 'Oh, didn't the girl do well' and that just comes across as really patronizing for them.'

'When we're talking to senior women, they are telling us 'stop calling us ladies call us women'. It's far more powerful. It's more empowering. Language really matters and subtle changes can have a big impact.'

'It's about creating a safe space - I work with women who have been abused and there is a lot of work in those initial stages to get participating. I use disco music and have turned it into a disco boxing session - they love it. But in the wider context, it's about making people feel comfortable and not putting up any barriers'

- 27.** Participants agreed that more work is needed to make sports participation more accessible for girls and that wider traditional and cultural issues still cause clear barriers in some sports.

'More work needs to be done than just the marketing and attraction of the game, and that goes for all sports. Improving the environment is crucial to making women feel safe and happy. Some sports still live in the past and it needs to change.'

'Ladies' Day in golf clubs is a good example. That might have worked in the 1950s when none of the ladies worked, especially the affluent ladies. But in today's society that is no longer suitable. So having sport delivered at the right time is a massive barrier to women wanting to play golf. So a lot of our work has also been looking at moving Ladies' Day and making it workable for modern standards.'

Older people

- 28.** There was a consensus that participating in sports has a positive impact on older people. Participants who worked closely with older people commented on the negative

misconceptions surrounding older people, the need for activities to be flexible, and the need for positive role models as key issues.

'I think we realised, especially post-Covid, that the older generation was not comfortable in participating. I think it's important that older people feel that they are not excluded from sports just because they are old, no matter what the setting.'

'Older people feel forgotten and that needs to end. Some people think they shouldn't take part and that's a cultural problem. I think that taking part in sporting activities helps loneliness and gets them socialising. From talking to older people, the key thing is to not be too prescriptive, sports should be fun.'

'The beauty of a game like Clock Cricket is they are improving their core strength, having fun and interacting with others. We find the isolation you see in care homes dreadful for older people's confidence. Lots of them might have played sports in the past so why can't they now?'

'We work with a lot of people with dementia. A lot of the older generation are isolated and aren't included anyway, and we go in for an hour, we see them smiling, and laughing. They're doing gentle physical exercise without realizing it. Age should not be a barrier to participation.'

Ethnic minority communities

29. Participants spoke of the historical negative experiences of ethnic minority communities when participating in sports.

'The adults that we have worked with have long memories and remember bad experiences in swimming for the rest of their lives, which in turn influences their children. It's about breaking these barriers.'

'It's clear that leisure centres for example often struggle to engage with some communities, and we see that with the people we work with - they can feel intimidated by going as it's such an unfamiliar place. There is work that needs to be done to break down these historical barriers.'

30. Participants noted the lack of participation in some sports resulted in some poor life skills.

'95% of black adults and 93% of Asian adults do not swim. Why is that relevant? Well, a high proportion of the BAME population live within 1 kilometre of waterways, so lakes, reservoirs, canals, rivers, you name it. It's above the national average. And this is the same community that has very little or no water safety knowledge.'

- 31.** Participants suggested that whilst participation in some communities was high, there was a wider issue around pathways available for young people from ethnic minority backgrounds to continue their journey.

'I'd say that in Cardiff, the participation within minority communities is pretty high. You have boxing clubs, football clubs, cricket clubs etc, all with good numbers participating. I'd say there was a wider issue when it comes to pathways, they aren't accessible for people from these communities.'

'Pathways are harder for BAME communities to develop in sports. I see cost again is an issue here and is something that needs looking at. Why stop at participation – where are the pathways?'

People with disabilities

- 32.** Participants felt that barriers for people with disabilities were emphasised when attempting to participate in sports and many potential opportunities were not available due to lack of accessibility.

'How society looks at disabilities is they tend to define you. My aim and the mindset of my participants is that it doesn't. Society needs to stop setting up walls and barriers that do not ultimately need to be there.'

'When it comes to disability the playing field is so unfair. Depending on your disability you just won't get the same opportunities. Even something simple as popping to the shops/going to the pub has so many barriers... so you can just imagine the barriers in sports – accessibility, toilets, need for carers etc.'

'There is a lack of support from the governing body. Last year they pulled out and removed all support for inclusion. It's not good enough. Inclusion shouldn't be a box to tick'

5. Best practice for the future

33. Participants were asked to think of best practices, both within Wales and internationally, that Wales could learn from to increase participation in sports in disadvantaged areas. Participants gave several examples successful of current interventions, partnerships, and best practices, with several suggestions, made that would improve participation:

- Increase opportunities for young people to attend coaching courses and develop peer to peer mentoring.
- The importance of partnership work was highlighted, with specific examples given around the impact having the support of organisations such as Learning Disability Wales, Glamorgan Cricket Club, Football Association of Wales, and Sported had on local participation.
- The need for governing bodies to recognise the value of inclusion and not treat it as a tick box exercise
- More participation projects to be delivered within the local community with the need to develop local facilities to support these.
- The need for local expertise to be used when engaging with disadvantaged communities.



Culture, Communications, Welsh Language, Sport, and International Relations Committee:- Participation in Sport in Disadvantaged Areas

StreetGames Submission: 18th March 2022

StreetGames welcomes the opportunity to provide its views on the above inquiry, and would welcome the opportunity to discuss our written evidence, and supplementary insight reports further.

Introduction

StreetGames is a charity that harnesses the power of sport to create positive change in disadvantaged neighbourhoods across the UK.

Launched in 2007, StreetGames champions and supports a network of over 1,400 locally trusted organisations (LTOs) including over 150 in Wales that provide access to sport, physical activity and volunteering to children, young people and families in the most disadvantaged communities.

LTOs in the StreetGames network typically comprise small to medium community organisations, including charitable trusts, CiCs, constituted community organisations, but also some large Leisure Trusts, Housing Associations and Local Authorities.

LTOs work to improve the quality of life in their communities. They provide hyperlocal access to activities and support, including Doorstep Sport,¹ that improve the lives of local people across a range of outcomes including: physical and mental wellbeing, increasing skills and employability, reducing youth crime and antisocial behaviour and contributing to cohesion. Their success is founded upon their trusted status and ability to provide the right kind of sport, to engage with children, young people and improve quality of life in their wider community.

StreetGames uses its insight and expertise from working with LTOs to inform its wider work with more traditional sport, including positively influencing the approaches of NGBs and leisure providers to the needs of low-income communities.

StreetGames has been a National Partner to Sport Wales since 2015, and supports the Vision for Sport in Wales. We have also worked alongside Welsh Government on a number of funded programmes including Communities First, Calls for Action, Summer of Fun and Winter of Wellbeing. We pro-actively work in partnership with Sport Wales, other National Partners and National Governing Bodies of Sport to champion the needs of young people living in disadvantaged communities to participate in sport and physical activity, and to provide support, guidance and expertise to improve practice locally and nationally. Our ambitious new [10 Year strategy](#), “*Active for Today and Tomorrow*” launched earlier this year, sets out our ambition to expand Doorstep Sport provision throughout the country and grow opportunities for young people in disadvantaged communities to participate in sport.

¹ Doorstep Sport is sport delivered in local neighbourhoods at the right time, in the right place, at the right price, in the right style and by the right people. Doorstep Sport is designed to both increase and sustain activity levels and to achieve social outcomes.





1. What are the main barriers to participation in sport in disadvantaged areas? How do these intersect with other factors including; age, sex & gender, socio-economic status, geography, disability and ethnicity

There are a range of barriers which impact an individual's ability to take part in sport. For those living in disadvantaged areas these barriers typically span: **individual factors** (such as a lack of confidence, a lack of time and peer influence), aspects relating to the **family situation** (such as a lack of money or transport) and also, most significantly barriers relating to the **local area/environment**. In disadvantaged areas there is often a lack of sports facilities, sports clubs and volunteers. Young people we speak to have told us time and time again, that: 'there's nothing available near me', 'It's too expensive', 'I don't have the right kit or equipment', that traditional sports sessions can 'feel too formal...I don't fit in' or that they 'don't feel safe at night getting there'.

To guide our work we regularly undertake research and talk to young people living in disadvantaged communities to better understand their lives, the challenges and barriers they face and the factors that what would help them to take part in sport more often. To read more on what we hear, see:

- Findings from a Youth Voice exercise undertaken with [young people](#) living in disadvantaged communities last year.
- A research [report](#) commissioned by StreetGames, that was undertaken by the London School of Economics Housing & Communities Research Team to explore Poverty & Sport.
- Research findings relating to [young people's 'pathways'](#) into and out of sport undertaken in partnership with youth research specialists 2CV.

The key audience for StreetGames is young people living in disadvantaged communities and therefore we have focused our response to this consultation on this audience. Within this audience, it naturally also involves working with: females, young people from ethnically diverse communities and young people with a disability. For these groups the barriers identified above also apply together with some additional challenges, which can exist, for example in relation to: cultural/religious aspects and 'norms', fear of 'judgement' and access. All of which emphasise the need for community coaches and leaders to have a strong understand of the specific audience they are looking to engage; the potential barriers they face and how sporting offers can be tailored or adapted to aid inclusion.





2. How clear a picture do we have of current participation levels in disadvantaged areas? Does the current data enable policy interventions to be effective?

Sport Wales lead on a range of national surveys which provide key data in relation to sports participation rates amongst both children and adults, including: the [School Sport Survey](#), [National Survey for Wales](#) and most recently data captured via [Savanta Comres](#) during the Pandemic.

Published reports from Sport Wales of these surveys include useful analysis of some data sets by local authority area, gender, ethnicity and disability and within the School Sports Survey some analysis by Free School Meal quartile which acts as a 'proxy' for household income/socio-economic group (SEG).

As such, there is some understanding from these surveys re participation levels in disadvantaged areas. However, it would be even better if those working within the sector were able to access and analyse the data captured from these surveys in more depth. For example, data captured via similar surveys in England can be analysed using a simple [Active Lives](#) on-line tool that enables the user to cross-tabulate all survey data by a range of different variables, for example including: socio-economic status, work status, family affluence, free school meal and some by IMD decile. In turn, this enables all of the key indicators included in the Active Lives Survey to be analysed by key demographic characteristics, meaning that any sporting inequalities can be clearly identified in similar way to health inequalities.

To understand participation levels and effectiveness of policy interventions, it is also important to undertake qualitative research in order to capture the lived experiences of communities and individuals which help to bring understanding and depth to the quantitative data captured via national surveys (*see links to reports highlighted in Question 1 above*). Increasingly we are supporting young people to act as Peer Researchers and undertake research with other young people within their local community and use their findings to develop social action projects and access funding. See a recent example [here](#)

3. How should public funding be used to increase participation in disadvantaged areas?

In order to increase participation in disadvantaged areas, we would recommend that public funding be used in the following ways:

- That public funding is targeted into place (*using proportionate universalism to ensure that public funding is targeted to places where levels of poverty and deprivation are highest*)
- The use of asset-based approaches that build upon existing assets within local areas (*i.e. developing the local workforce & volunteers, institutions & associations, existing buildings & open spaces and connections*) rather than taking resources into an area from elsewhere.
- The need for long-term investment (i.e. 5-10+ years), which allows enough time for change to take place and for local assets to be developed. Rather than short-term 1-2 year funding initiatives.
- The need to replicate investment where things are known to 'work' - so whilst innovation is important, investment should not always be channelled into new schemes or new projects, but instead follow the policy cycle: '*insight, innovate, evaluate, mainstream*'.





4. How effective are current interventions at increasing participation in disadvantaged areas?

In our experience, interventions which are most effective at increasing participation in disadvantaged areas are those which take a very localised approach; are owned and driven by local people and local providers – with ‘boots on the ground’ and where there is support for these local providers, in terms of: workforce and volunteer development, organisational sustainability, collaboration and advocacy.

At StreetGames we work with locally trusted organisations and promote a [Doorstep sport](#) approach, which has been shown to be an effective way of engaging young people in disadvantaged areas in sport.

Doorstep Sport is about providing sports activities on the doorstep of local communities within disadvantaged areas – it is built upon the ‘5 Rights’, which in essence are about ensuring availability of affordable, accessible and supported sports activities. The Five Rights comprise:

- The **right place**: For young people living in disadvantaged areas, their world is often limited by numerous aspects of everyday life. For many, this can mean that their horizons are limited at a geographical level, with limited travel outside their immediate locale. This emphasises the importance of providing local opportunities - within their subjective neighbourhood, usually within one mile of their homes. The venues they attend will be locations that are trusted by those being targeted and are likely to be community facilities such as parks, open spaces, community halls, youth centres, MUGAs and even car parks – taking sport to the metaphoric doorstep of the target group rather than expecting people to travel outside their area.
- The **right price**: finances amongst disadvantaged young people are typically limited. It is therefore, essential that sporting offers for this group are low cost or free e.g. around £1 per session. Price is not the only barrier, but lower socio-economic groups /low-income communities and families need subsidised provision to start and maintain the active habit. A strategy that asks activity to compete for the household pound does not work well amongst Lower Socio Economic Groups. Data from the Expenditure and Food Survey, which was analysed by SIRC at Sheffield Hallam University on behalf of StreetGames showing that low-income households (bottom 20%) spend just [£3.75 per week on active sports](#) (compared to over £12.67 for an average income household). This is not enough to maintain the active habit via either traditional sports clubs, leisure centres or via commercial offers: subsidised provision is essential.
- The **right time**: at a time which suits the participants (often evenings including Fridays and Saturdays) rather than holding activities on a Saturday or Sunday morning just because this has always been the traditional coaching slot. There are numerous examples of Doorstep Sport Clubs which successfully ‘take over’ leisure centres on Friday nights for youth provision with the double benefit of meeting the needs of young people whilst also utilising leisure centre spaces at a time when there is often little demand from other customers.
- The **right style**: Everyday activities for this target group tend to revolve around maintaining relationships and hanging out in social groups. When teenagers and young adults are tempted into sport/physical activity they want it to be part of their social lives - not unlike





listening to music, going shopping or 'hanging out' with their friends. They want their sport to be friendly and informal, varied and vibrant and want a say in what goes on at their activities. Young people are far more likely to try new activities with their friends and based on personal recommendation. Therefore, Doorstep Sport is designed for friendship groups to enjoy together.

- The 'style' will also be tailored to meet the needs of the disadvantaged young people being targeted. For example, when looking to engage previously inactive young people the offer may provide more of a holistic approach and may not immediately introduce a sport/physical activity element – as per our Us Girls Alive offer. By comparison, a 'classic' doorstep sport multi-sport offer is likely to be effective at engaging disadvantaged young people who are 'fairly active' or 'active' but lack the opportunity to take part in sport/physical activity outside the education setting. Whilst CLUB1 and Pop Up activities have been introduced as a way of encouraging young people to try new activities, go to new settings and be active independently as an effective means of encouraging 'fairly active' young people to be more active.
- The **right people**: The more local the leader the better. Certainly, leaders must understand life in disadvantaged areas and be on the young person's side. They must be able to empathise and want to develop the whole person and be prepared to encourage autonomy amongst participants. The leader can often become a very important person to teenage participants. For some, more technically minded, sports coaches this is alien to them and not something they want to or feel confident doing.

It is essential that all of the component parts of the doorstep sport approach, i.e. all 'five rights', are applied if this group is to be activated and engaged in sport/physical activity. It is not enough to purely provide free activities, if the offer is inaccessible in terms of location, timing and style or if the offer is only promoted via marketing led campaigns (over 80% of participants in doorstep sport find out about activity through word-of-mouth).

Conversely, providing a really attractive and supported offer at a high price is likely to fail. This is why LTOs are vitally important - they are involved in a good quality conversation with their neighbourhood and so understand what is 'right' for their local community; they know the area, know the people, know other local organisations and most importantly are embedded and trusted by the community.

Through funding from a range of partners (including Welsh Government, Sport Wales, local Trusts and Commercial Partners) StreetGames has led many different interventions in partnership with LTOs in our network that have successfully enabled young people and their families living in disadvantaged areas to engage in sport. Examples include: [Doorstep Sport Clubs](#), our award winning [Us Girls](#) work, and the Families Engagement Project [here](#) .





5. Has the pandemic caused any persistent changes to participation levels in disadvantaged areas?

It is widely acknowledged, that those in disadvantaged areas have felt the impact of the pandemic and lockdowns more acutely than more affluent areas. This is true both economically and in terms of mental and physical wellbeing – with higher infection and death rates in more disadvantaged areas and those in lower-paid jobs being more likely to have been furloughed or made unemployed.

In 2020 StreetGames undertook research with LTOs and young people in our network to explore the impact of the pandemic - see Coronavirus Report [here](#). The findings showed: an increase in loneliness, a deterioration in mental health and well-being, severe financial pressure, increased family breakdown and that young people and their families were struggling to stay active.

Building upon this, we undertook further research during [2021](#) with young people living in disadvantaged areas and found that whilst many young people are now keen to get back to sport/exercise, some have lost confidence and fitness, some are fearful of social situations and of the virus itself. Plus facility closures and activity price rises are making it more and more difficult for some young people in disadvantaged areas to take part in sport.

The Savanta Comres research commissioned by Sport Wales during the pandemic in 2020-21 also showed that activity levels declined during the period and that adults from lower socio-economic groups were more likely to report that they (and their children) were doing less activity than they were before the pandemic.

It is likely that the effects of the pandemic will be felt for a long time after case rates fall and the final restrictions are lifted and with household budgets being tightly squeezed by rising inflation, low-income families are likely to struggle to afford the costs of regular sport/exercise at a time when it is most needed.

For further information related to this question, see our report [here](#) – which considers the impact of the pandemic on sport and physical activity, its likely effect on widening inequalities and considerations for providers.





6. How effectively do different sectors (e.g. education and health) collaborate to improve participation in sport in disadvantaged areas?

Over recent years there has been growing recognition of the role that sport can play and that by increasing sports participation and reducing sporting inequalities, it is also possible to impact on wider social outcomes, such as improved mental health/well-being, community cohesion, community safety and educational attainment.

In turn, this has also led to increased collaboration and investment between different sectors. At StreetGames we have found over the past five years that a significant proportion of investment into LTOs in our network comes from non-sporting sectors – see examples below:

Healthy and Active Fund – Family Engagement Project: StreetGames has been working in partnership with a consortium of over 30 partners to deliver the Family Engagement Project since 2019. This partnership is funded by the jointly delivered Healthy and Active Fund (***Sport Wales, Public Health Wales and Natural Resources Wales***). This partnership has seen the development of 7 locally driven, area-based partnerships, to support families to be active together. This partnership sees a range of sectors working collaboratively, to meet the needs of local people, including Local Health Boards, Local Authorities, National Governing Bodies, Housing Associations, Local Schools, Youth Settings, Leisure Trusts and Sports Clubs. More information and the latest case studies can be found here [FEP August 2020 \(squarespace.com\)](#) and here [New case studies show power of sport to bring families together | StreetGames](#)

Education Sector: Family Engagement Project in Newport – County in the Community, Newport Live and StreetGames have worked in partnership across Newport, working with primary schools in the most disadvantaged communities across the City. [FEP - Newport \(squarespace.com\)](#) Working in partnership with school-based Family Engagement Officers, has enabled access to families who are most in need. This has been increasingly important throughout the pandemic, but it has enabled the project to engage with families that have stated that they would not have engaged in sport/physical activity offers without this support. This bespoke support has upskilled families to be active as a family unit at home, in their local area, and has supported them to use their local facilities.

Youth Sector: StreetGames works closely with the Youth Sector, to support the development and delivery of Doorstep Sport within a variety of local Youth Club settings, but also in partnership with CWVYS (the Council for Wales Voluntary Youth Services), the independent representative body for the voluntary youth work sector in Wales. This partnership enables the doorstep sport methodology to be embedded across a number of youth work settings, in particular working with Boys and Girls Clubs of Wales, Merthyr Youth Service, Powys Youth Service, Cardiff Youth Service and individual youth settings across a number of Local Authority areas.

Housing Association Sector: StreetGames works closely with a number of housing associations, to support access to sport and physical activity for residents. This is done in a number of ways, including leveraging additional funding to support local projects, support to collect local insight from residents and the provision of training to upskill both staff and residents. Good examples include working in partnership across Newport to deliver the Fit and Fed campaign; working across Merthyr to help families access bespoke sporting offers [FEP - Merthyr \(squarespace.com\)](#), and working in partnership with Wales and West Housing to support local Doorstep Sport projects





SEWSCAP and SEWH – Corporate Partnership within Construction sector: StreetGames has been working with [SEWSCAP](#) and [SEWH](#) to support the delivery of high-quality social value projects as part of the collaborative construction frameworks. The partnership has seen over £90,000 invested into local community organisations to deliver high quality sport and physical activity interventions, utilising the Doorstep Sport methodology. These interventions include delivering training for staff, volunteers and young people, supporting young people to conduct their own research to develop their own social action projects, and delivery of home activity packs during the lockdown restrictions of the pandemic. The latest partnership has seen a further investment of circa £80,000 for female focused social action projects that will increase young females’ sport and physical activity levels, develop young leaders and improve local facilities. [Welsh youth face down Dragons to secure new sporting opportunities for women and girls | StreetGames](#)

Whilst all of the above examples are positive indications of cross-policy and cross-sector working, StreetGames believe this could go further and that there could be more opportunities for sport to be considered as an effective approach to delivering outcomes within other policy areas.

7. Are there examples of best practice, both within Wales and internationally, that Wales should learn from to increase participation in sport in disadvantaged areas?

Other best practice examples which we would like to highlight include:

- StreetGames led the development of 1000 [Doorstep Sport Clubs](#) in England, funded by Sport England lottery, which engaged over 120,000 young people from disadvantaged areas in sport.
- **MOVEment Spaces:** An international collaboration around transforming places to become active places – see here for more information [MOVEment Spaces \(isca.org\)](#). One example from this work included StreetGames providing a shipping container in a part of Birmingham, that young people essentially took over, designed and managed to reduce anti-social behaviour and provided a hub to access sports equipment, training and doorstep sport sessions.
- **Safer Together Through Sport:** StreetGames has developed a range of approaches to delivering doorstep sport in a way that reduces anti-social behaviour and plays a preventative role in reducing serious youth violence. Working with Police & Crime Commissioners and more recently, a number of the Violence Reduction Units in England, we have developed training, resources and evidence that help LTOs to support young people to be more pro-social. Our work has been evaluated by Loughborough University and has been used as the basis for the National PCC Board for Sport (of which the Wales PCCs are members). For more information see [here](#).

For any further information, please contact;

Mark Lawrie
Chief Executive Officer
StreetGames

Email: Mark.Lawrie@streetgames.org

Mobile: 07908 237811

Website: www.streetgames.org





100
1922 - 2022

Ymateb Urdd Gobaith Cymru i'r ymchwiliad i gyfranogiad mewn chwaraeon mewn ardaloedd difreintiedig.

Urdd Gobaith Cymru www.urdd.cymru

Adran Chwaraeon Urdd Gobaith Cymru - <https://www.urdd.cymru/cy/chwaraeon/>

Mae Adran Chwaraeon yr Urdd yn defnyddio grym y Gymraeg a chwaraeon i ymgysylltu â phlant, pobl ifanc a theuluoedd a'u cael i gymryd rhan actif mewn chwaraeon yn rheolaidd. Mae gennym gynllun datblygu cenedlaethol cynhwysol mewn lle a gefnogir gan rwydwaith Cymru gyfan o staff, cymwys a brwdfrydig, prentisiaid, hyfforddwyr a gwirfoddolwyr sy'n ein galluogi i roi cyfle i bawb..

Rydym yn gweithio mewn partneriaeth ac yn derbyn cefnogaeth ariannol trwy Chwaraeon Cymru a Llywodraeth Cymru. Mae ein prif bartneriaid strategol yn cynnwys Cymdeithas Pêl Droed Cymru, Chwaraeon Anabledau Cymru, Undeb Rygbi Cymru, Prifysgol Aberystwyth, Prifysgol Met Caerdydd, Awdurdodau Lleol Cymru a nifer fawr o Gyrrff Cenedlaethol Chwaraeon (NGOs)

Trwy'r Urdd mae 15,000 o blant yn cymryd rhan yn narpariaeth chwaraeon yr Urdd yn wythnosol, a thros 100,000 yn cymryd rhan yn holl weithgareddau'r Urdd yn flynyddol.

Ar wahân i ddarpariaeth yr Urdd, mae prinder cyfleoedd chwaraeon cyfrwng Cymraeg, ac rydym yn gweld twf cyson yn nifer y plant a phobl ifanc sy'n mynychu ein gweithgareddau chwaraeon yn y Gymraeg.

Trwy gynnig chwaraeon yn y Gymraeg rydym yn cynnal a chynyddu defnydd y Gymraeg ymhlith siaradwyr Cymraeg a rheiny sy'n ddysgwyr ac yn cyfrannu at darged Cymraeg 2050: Miliwn o siaradwyr.

Rydym yn:-

Creu cyfleoedd i blant ledled Cymru gael y cyfle i fynychu gweithgareddau Chwaraeon yn y Gymraeg yn eu cymunedau

Lleihau'r rhwystrau a bod yn agored ac yn gynhwysol gan sicrhau bod plant a phobl ifanc o bob cefndir cymdeithasol a diwylliannol yn cael mynediad hawdd at ein darpariaeth chwaraeon ledled Cymru.

Sicrhau holl gystadlaethau a chlybiau chwaraeon Rhanbarthol a Chenedlaethol yr Urdd yn gynhwysol i blant a phobl ifanc ag anabledau, ac i gyrraedd ennill Marc Aur Chwaraeon Anabled Cymru erbyn Rhagfyr 2022

Cau'r bwlch rhwng y rhywiau mewn cyfranogiad, drwy ddatblygu darpariaeth a fydd yn canolbwyntio ar gynyddu ymgysylltiad menywod a merched mewn Chwaraeon.

Bod yn brif ddarparwr Digwyddiadau a Chystadlaethau Chwaraeon Cenedlaethol Dwyieithog yng Nghymru

Cynnal strwythur hyfforddi a chefnogi hyfforddwyr Chwaraeon Ifanc a chynnig dilyniant I gyfleoedd Prentisiaethau Chwaraeon drwy Adran Prentisiaethau'r Urdd.

Y prif rwystrau sy'n atal pobl rhag cymryd rhan mewn chwaraeon mewn ardaloedd difreintiedig?

Ym mhrofiad yr Urdd, dyma'r prif rai:-

Diffyg capasiti darparu i sicrhau bod y ddarpariaeth ar gael yn yr ardaloedd difreintiedig.

Mae angen rhwydwaith o swyddogion / hyfforddwyr lleol i gynnal gweithgareddau a meithrin perthynas yn yr ardaloedd difreintiedig i annog plant a phobl ifanc i gymryd rhan mewn chwaraeon.

Enghraifft ddarpariaeth yr Urdd Grangetown

O'n profiad, wrth sicrhau'r adnoddau a gweithio mewn partneriaid gydag Undeb Rygbi Cymru, darparwyd cynllun legacy rygbi yn Grangetown, Sblot a Threlái . Ni fyddai hyn yn bosibl heb ymrwymiad ac amser aelodo staff i feithrin y berthynas o fewn y gymuned. O ganlyniad cyflwynwyd plant o gefndiroedd ethnig amrywiol i rygbi a chynnal clybiau cymunedol rheolaidd.

Diffyg dealltwriaeth am y rhwystrau mynediad ar chwaraeon mewn ardaloedd difreintiedig gwledig.

Gwelwn ystod o rwystrau sy'n cynnwys prinder adnoddau chwaraeon, tlodi a chostau cludo plant a phobl ifanc i weithgareddau chwaraeon, diffyg trafndiaeth gyhoeddus, patrwm gwaith rheini a gwarchodwyr i gludo plant a phobl ifanc i weithgareddau cymunedol ar ôl ysgol.

Enghraifft o gynyddu'r cymryd rhan yn chwaraeon mewn ardaloedd gwledig

Trwy wersylloedd chwaraeon diwrnod cyfan, staff symudol rydym yn llwyddo i ddarparu mewn yn yr ardaloedd gwledig a gwelydd y manteision i gynnal darpariaeth 'symudol'.

Canfyddiad chwaraeon gan ferched dros 16oed mewn ardaloedd difreintiedig.

Ar y cynllun #felmerch a'r gynhadledd gyda 150 o ferched ym mis Mawrth , amlygwyd y rhwystrau i ferched oed 16+ i gymryd rhan mewn chwaraeon, a'r hyn sydd angen i gael mwy o ferched i fwynhau chwaraeon. Bydd adroddiad o'r gynhadledd yn cael ei gyhoeddi'n fuan
Rydym yn gweld cynnydd yn y nifer o ferched yn ein darpariaeth e.e. mae 100 o dimoedd merched yn y gystadleuaeth rygbi 7 bob ochr, mynychodd 1,272 o ferched yr ŵyl pêl-rwyd genedlaethol

Pa mor glir yw'r darlun sydd gennym o'r lefelau cyfranogiad presennol mewn ardaloedd difreintiedig? A yw'r data presennol yn galluogi ymyriadau polisi i fod yn effeithiol?

Mae'r Urdd yn casglu manylion lefelau cyfranogiad ac yn defnyddio hyn i ddatblygu ein cynnig chwaraeon, lleoli staff a sefydlu partneriaethau newydd. E.e. yn ddiweddar rydym wedi sicrhau cyllid i ateb yr angen i ddarparu chwaraeon mewn ardaloedd difreintiedig lle

nad oes nifer fawr o swyddogion chwaraeon; Blaenau Ffestiniog, Caergybi Gogledd Sir Benfro

O fewn rhwydwaith staffio chwaraeon yr Urdd, rydym yn sicrhau bod ein swyddogion yn deall anghenion eu cymunedau. Mae nifer ohonynt wedi lleoli yn yr ardaloedd mwyaf difreintiedig e.e. Grangetown, Bute, Ely, Sblot, Parc Caia Wrecsam, Caergybi, Port Talbot, Rhyl ayyb. Trwy weithio o fewn ein cymunedau rydym yn medru adeiladu perthynas gyda'n cymunedau a thargedu lle mae'r angen a llenwi'r bylchau.

Ar hyn o bryd mae'r adran Chwaraeon yn defnyddio data prydiau cinio am ddim yr ysgolion i asesu cyfranogwyr sydd yn mynychu sesiynau'r Urdd o ardaloedd difreintiedig. Mae'r Urdd yn teimlo bod angen mwy o gymorth Llywodraeth Cymru i osod gwell canllawiau i'r Data sydd angen a'r dull i fudiadau i'w gasglu.

Rydym yn llunio ein strategaeth i ymgorffori strategaeth Chwaraeon Cymru, *Galluogi Chwaraeon yng Nghymru i Ffynnu, ar sail 4 blaenoriaeth Darpariaeth gymunedol / ysgolion. Trechu anghydraddoldeb, Datblygu'r Gweithlu a Digwyddiadau a chystadlaethau Cenedlaethol*

Yn rhan o'r adrodd yn ôl i gyllidwyr, Chwaraeon Cymru a Llywodraeth Cymru rydym yn darparu data yn unol â gofynion y grant. Nid oes dull unffurf i adrodd yn ôl o ran data'r ddarpariaeth a'r nifer sydd yn cymryd rhan. Mae'r adran yn adrodd mwy ar brofiadau plant a phobol ifanc yn y sesiynau a sut mae'r bobl ifanc yn elwa o'r profiadau o fynychu sesiynau chwaraeon.

Sut y dylid defnyddio arian cyhoeddus i gynyddu cyfranogiad mewn ardaloedd difreintiedig?

Dylai unrhyw cynnig chwaraeon bod yn ar gael yn y Gymraeg a'r Saesneg.

Croesawn y buddsoddiad mawr yn yr adnoddau ac isadeiledd chwaraeon mewn nifer o ardaloedd difreintiedig.

I gael y gorau allan o'r buddsoddiad yn yr adnoddau mae angen y pecyn cyfan sydd yn cynnwys yr hyfforddwyr a staff i ddarparu'r cyfleoedd chwaraeon. Nid yw hyn bod tro mewn lle.

Yn aml, mae'r cyllido dros gyfnod byr o amser, mewn rhai enghreifftiau am 10 wythnos ar y tro. I annog mwy i gymryd rhan mae rhaid cael y staff yn y cymunedau i feithrin perthynas a chynnal gweithgareddau am gyfnod hirach.

Wrth gynllunio ein darpariaeth rydym yn asesu yn ofalus lle mae'r bylchau ar gyfer darpariaeth yn y Gymraeg ac nid ydym am ddyblygu a thanseilio'r ddarpariaeth sy'n bodoli eisoes. Er enghraifft yng Nghaerdydd mae 8 canolfan dysgu nofio'r Urdd gyda dros 650 o blant yn mynychu'n wythnosol, Clwb Gymnasteg yr Urdd ym Mhort Talbot, Clwb Chwaraeon yr Urdd Caergybi, cynyddwyd ein darpariaeth yn Wrecsam, Blaenau Ffestiniog, Y Barri ac yn cydlynu i ehangu nifer o lefydd ac ardaloedd difreintiedig newydd ar draws Cymru dros y misoedd i ddod.

Hoffem hefyd weld cynnydd yn y buddsoddiad ar gyfer swyddogion penodol i weithio mewn ardaloedd gwledig

Pa mor effeithiol yw'r ymyriadau presennol o ran cynyddu cyfranogiad mewn ardaloedd difreintiedig?

Mae ein darpariaeth yn hynod o boblogaidd ac yn llenwi o fewn oriau. Medrwn gynnal mwy, i wneud hyn mae angen mwy o staff.

Ar hyn o bryd rydym yn derbyn £391,000 i ddarparu darpariaeth chwaraeon Cymru gyfan gan Chwaraeon Cymru, i staffio mewn 17 rhanbarth yr Urdd. Mae hyn yn cyfateb i £23,000 i fesul rhanbarth (mae rhanbarth yn cyfateb i ardal maint awdurdod lleol). Teimlwn nad yw hwn yn adlewyrchiad cyllido teg ar y galw cynyddol am ddarpariaeth yn y Gymraeg wrth gymharu â'r cyllido sydd ar gyfer darpariaeth cyfrwng Saesneg ar gyfer ardal Awdurdodau Lleol. Medrwn ddarparu mwy o fanylder ar gyllido chwaraeon i blant a phobl ifanc)

Trwy ein rhaglenni hyfforddi arweinyddion chwaraeon ifanc a chynlluniau prentisiaethau (mae 85 prentis chwaraeon ar gynllun yr Urdd led led Cymru) rydym yn meithrin ein gweithlu chwaraeon cyfrwng Cymraeg. Yn ddiabynnol ar yr adnoddau sydd ar gael, medrwn gynnig mwy o gyfleoedd i feithrin sgiliau arwain chwaraeon.

Yn ystod Medi 2021 ac Ionawr 2022, rhoddodd yr Urdd lloches i ffoaduriaid Afghanistan yng Ngwersyll yr Urdd Caerdydd. Roedd cynnig chwaraeon yr Urdd wedi ei integreiddio i'r ddarpariaeth a roddwyd. Trwy chwaraeon cefnogwyd iechyd a lles y ffoaduriaid a datblygwyd parch a chyfeillgarwch wrth iddynt ddechrau eu bywyd newydd yng Nghrymu. Darparodd adran chwaraeon yr Urdd gweithgareddau chwaraeon dyddiol trwy gydol y cyfnod. Trefnwyd, gyda'n partneriaid ymweliadau i gemau chwaraeon rhyngwladol Cymru a mynediad at gyfleusterau a chanolfannau chwaraeon a hamdden. Trwy gynnwys yr Urdd gweithredwyd dull unigryw, arloesol a gwahanol wrth lochesu Ffoaduriaid, a ystyrir gan arbenigwyr fel un o'r enghreifftiau gorau o arfer da yn y DU.

A yw'r pandemig wedi achosi unrhyw newidiadau parhaus i lefelau cyfranogiad mewn ardaloedd difreintiedig?

Mae ein darpariaeth chwaraeon nol yn weithredol yn llawn ers y pandemig ac mae plant a phobl ifanc yn ail gydio yn yr arfer o fynychu gweithgareddau chwaraeon.

Fel mudiad mae gennym fwy o glybiau cymunedol ar draws Cymru ac mewn ardaloedd newydd e.e. Gogledd Penfro, Ynys Môn, Fflint a Wrecsam. Daw hyn wrth i'r Urdd cynllunio a thargedu ardaloedd lle'r oedd ddiffyg darpariaeth a nifer isel o gyfranogiad

Enghreifftiau

Gŵyl Pêl-rwyd Genedlaethol yr Urdd Tachwedd 2021

Croesawyd 1,272 o ferched i ŵyl pêl-rwyd genedlaethol, 47 o ysgolion a 106 o dimoedd. Denwyd amrywiaeth o ysgolion o ardaloedd a diwylliannau gwahanol. Roedd yn amgylchedd gwych i'r merched cymdeithasu, cystadlu a chyfathrebu gyda phobl o gefndiroedd gwahanol a chrëwyd amgylchedd dymunol i'r merched dychwelyd i chwarae pêl-rwyd unwaith eto.

Trwy weithio mewn partneriaeth gyda Phrifysgol Met Caerdydd a Phêl-rwyd Cymru wnaeth 22 myfyrwraig cael eu hyfforddi i fod yn ddyfarnwyr.

Gŵyl Rygbi 7 bob ochr yr Urdd

Ym Mis Ebrill 2022 bydd 450 o dimoedd, mae 100 o dimoedd merched ferched, a thrwy weithio gydag Undeb Rygbi Cymru bydd timoedd Rygbi anabl yn rhan o'r ŵyl

Pa mor effeithiol y mae gwahanol sectorau (er enghraifft, addysg ac iechyd) yn cydweithio i wella cyfranogiad mewn chwaraeon mewn ardaloedd difreintiedig?

Rydym yn gweithio'n agos iawn gydag ystod o fudiadau ar nifer o brosiectau, yn enwedig ar y cynlluniau Lles y Gaeaf a Hwyl yr Haf. Ar y cynlluniau yn Haf 2021 a Gaeaf 21/22 gwnaeth yr adran ddarparu dros 500 o weithgareddau chwaraeon i 12,000 o blant. Roedd y cynlluniau dan adain Llywodraeth Cymru ac wedi eu hanelu at yr ardaloedd mwyaf difreintiedig. Roedd cynnwys yr Urdd yn allweddol i'r ddarpariaeth i sicrhau bod y cynnig gael yn y Gymraeg yn yr ardaloedd difreintiedig.

Yn y dyfodol hoffem i'r Urdd, gael ei hystyried yn bartner cenedlaethol ac i dderbyn y cyllid yn uniongyrchol i ddarparu rhaglenni 'Lles y Gaeaf a Haf o Hwyl' ar gyfer chwaraeon yn y Gymraeg i blant a phobl ifanc mewn ardaloedd difreintiedig.

Yn ein Prosiect Lles chwaraeon i bobl ifanc, tynnwyd nifer helaeth o bartneriaid traws sector i'n cefnogi a chynorthwyo ar y ddarpariaeth.

Gyda'r sector addysg, rydym yn darparu'r canlynol o fewn ysgolion mewn ardaloedd difreintiedig; Sesiynau Chwarae yn y Gymraeg, Cynllun Llythrennedd Corfforol meithrin, Clybiau Aml Chwaraeon, Clybiau Cinio. Clybiau ar ôl Ysgol a chyfleoedd i fynychu cystadleuaeth Ranbarthol.

Mae sesiynau'r adran yn cynnwys yr elfennau canlynol: Sgiliau Corfforol + Hyder + Cymhelliant + Gwybodaeth + Dealltwriaeth = Llythrennedd Corfforol. Gyda'r elfennau yma mae person yn fwy tebygol o fod yn llythrennog yn gorfforol – bod yn hapus, iach a hyderus – a hefyd cael yr adnoddau i fwynhau bod yn actif

A oes enghreifftiau o arfer gorau, o fewn Cymru ac yn rhyngwladol, y dylid dysgu oddi wrthynt i gynyddu cyfranogiad mewn chwaraeon mewn ardaloedd difreintiedig?

Mae model darparu chwaraeon yr Urdd yn un llwyddiannus ac yn cynyddu nifer sydd yn cyfranogi yn chwaraeon yn flynyddol.

Mae yn fodel unigryw yn defnyddio grym Chwaraeon a'r Gymraeg, a meithrin arwyddion ifanc a gweithlu chwaraeon cyfrwng Cymraeg trwy gynllun prentisiaethau'r Urdd.

Document is Restricted

Agenda Item 5.1

Written response by the Welsh Government to recommendations made by Culture Communications Welsh Language Sport and International Relations Committee Report - Pre-appointment hearing: The preferred candidate for the Chair of Sport Wales – Baroness Tanni Grey-Thompson DBE DL

Following a Public Appointments campaign for Chair – Sport Wales, the preferred candidate was **Baroness Tanni Grey-Thompson**

The preferred candidates of significant appointments such as Chairs are subject to a pre-appointment hearing. The pre-appointment hearing with Baroness Thompson was held in March 2022 and she was endorsed as the successful candidate.

The Committee made the following recommendations and the Welsh Government's response can be found below:

Recommendation 1: The Committee recommends that Baroness Grey-Thompson is appointed as Chair of Sport Wales.

Welsh Government response: Accept.

We are grateful to the Committee for its pre-appointment scrutiny of the preferred candidate and for the prompt publication of its report. We are pleased Baroness Grey-Thompson has now been confirmed as the new Chair of Sport Wales. Her 3-year term will commence on 4 July 2022.

Recommendation 2: The Committee recommends that consideration be given to ensuring an informal meeting with this Committee takes place early and throughout the tenure of the Chair of Sport Wales.

Welsh Government response: Accept.

We agree it would be beneficial for the Committee to have an informal meeting with the new Chair of Sport Wales at the earliest opportunity, along with any further meetings, as appropriate, throughout her tenure.

Recommendation 3. The Committee recommends that the Welsh Government consider what further steps it can take to increase the ethnic diversity of candidates for public appointments.

Welsh Government response: Accept.

Sport Wales has made positive progress in recent years to improve the diversity of its Board membership. We agree, however, that more needs to be done to improve the diversity of candidates across all Welsh public appointments. The Welsh Government's Public Bodies Unit continues to take forward work in this regard through its [Diversity and Inclusion Strategy for Public Appointments](#), and would be happy to provide a factual briefing for the Committee on the steps it is taking.

Agenda Item 5.2

Y Cwnsler Cyffredinol a Gweinidog y Cyfansoddiad
Counsel General and Minister for the Constitution



Llywodraeth Cymru
Welsh Government

Huw Irranca-Davies MS
Chair
Legislation, Justice and Constitution Committee
Senedd Cymru

13 May 2022

Dear Huw,

Thank you for your letter of 12 May. As you are aware, on 10 May 2022 His Royal Highness the Prince of Wales formally opened the new session of the UK Parliament on behalf of Her Majesty the Queen, and in doing so outlining the UK Government's proposed legislation for the new session.

I have today published a written statement regarding the anticipated implications of the proposed legislative programme for the Senedd, as well as to provide updates on our engagement with the UK Government.

I am keen to ensure we continue to work collaboratively with the Senedd on legislative consent matters, and I hope you will welcome this early letter and the associated Written Statement in that spirit. I can confirm I will attend the Legislation, Justice and Constitution Committee on 20 June. I hope to have more information on the bills referred to in the Written Statement by then and I look forward to discussing further at that meeting.

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

Bae Caerdydd • Cardiff Bay
Caerdydd • Cardiff
CF99 1SN

Gohebiaeth.Mick.Antoniw@llyw.cymru
Correspondence.Mick.Antoniw@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.

I am copying this letter to the Llywydd and other Committee Chairs.

A handwritten signature in blue ink that reads "Mick Antoniw". The signature is written in a cursive style. Below the signature, there is a short horizontal blue line.

Mick Antoniw AS/MS

Y Cwnsler Cyffredinol a Gweinidog y Cyfansoddiad
Counsel General and Minister for the Constitution

Agenda Item 5/8

Gweinidog y Gymraeg ac Addysg
Minister for Education and Welsh Language



Llywodraeth Cymru
Welsh Government

Ein cyf/Our ref: MA/JMEWL/0568/22

Delyth Jewell MS
Chair
Culture, Communications, Welsh Language, Sport and
International Relations Committee
Senedd Cymru

25 May 2022

Dear Delyth,

I am writing to inform the Committee of my intention to proceed to lay the draft Welsh Language Standards (No. 8) Regulations 2022 before the Senedd. These Regulations will make Standards specifically applicable to 9 UK-wide health and social care regulatory bodies:

- General Chiropractic Council
- General Dental Council
- General Medical Council
- General Optical Council
- General Osteopathic Council
- General Pharmaceutical Council
- Health and Care Professions Council
- Nursing and Midwifery Council
- Professional Standards Authority for Health and Social care (“PSA”)

A consultation was held on draft Regulations during the term of the fifth Senedd between March-October 2020. As part of the consultation process, officials gave a technical briefing to the fifth Senedd’s Culture, Welsh Language and Communications Committee on 17 September 2020. During that session Helen Mary Jones MS, the then temporary Chair of the Committee made clear her view that registrants should be able to discuss a complaint made about them in Welsh with a regulatory body in a wider context than just at a fitness to practice hearing. Eluned Morgan MS wrote to the CWLC Committee in January 2021 to inform them that a change had been made to the Regulations to reflect the comment received in the technical briefing session and confirmed her decision not to proceed to make the Regulations during that Senedd term.

Today I have published a Consultation Summary Report which summarises the matters raised in the consultation in 2020, and clearly outlines the Government’s response and the changes made to the Regulations following the consultation. Following this publication, I

Bae Caerdydd • Cardiff Bay
Caerdydd • Cardiff
CF99 1SN

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

Gohebiaeth.Jeremy.Miles@llyw.cymru
Correspondence.Jeremy.Miles@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.

intend to lay the draft Regulations and Explanatory Memorandum before the Senedd on 14 June 2022.

Before I schedule a Plenary debate to discuss the draft Regulations, I would be grateful if you could consider whether the Committee wishes to undertake scrutiny of the Regulations. If the Committee is so minded, I will of course allow time for the Committee to undertake that scrutiny and a sufficient length of time to report. In order to aid planning it would be useful if you could outline how you foresee the scrutiny process being conducted, and could suggest when this work is likely to fit within the Committee's forward work programme. We will then arrange a date for a Plenary date to accommodate the Committee's consideration of the draft Regulations. If however, the Committee is content with the level of consultation already undertaken on these Regulations, then I will proceed to arrange an earlier Plenary date in order to avoid further delay in making them.

As you will be aware, the pandemic has had a huge impact on our ability as a Government to introduce legislation and subordinate legislation in a number of policy areas over the past two years. As a result of the Cooperation Agreement, we are keen to take forward the programme of introducing Welsh Language Standards regulations in a number of areas. As noted above, these specific regulations have already been amended following the comments of the previous Chair of the committee and have been the subject of a public consultation.

We will continue to work closely with the Committee as we move forward with the programme of introducing Welsh language standards regulations in the future. When laying further regulations we will again provide an opportunity for the appropriate Committee to scrutinise those Regulations.

Yours sincerely,



Jeremy Miles AS/MS
Gweinidog y Gymraeg ac Addysg
Minister for Education and Welsh Language

FAW response to Culture, Communications, Welsh Language, Sport, and International Relations Committee request for additional information relating to the impact of funding cuts, and where we believe more public investment could have an impact on football in Wales

FOOTBALL IN WALES

917 clubs | 5743 teams | 99552 registered club players | 13041 female players - #1 female team sport | 17136 volunteers

£553.14m – total current impact of registered football participation | £663.59m projected impact of participation levels in 2026 (SROI)

189,268 school age children playing | 110,758 school age children would like to do more (School Sport Survey 2018)

#1 sport for participants with a disability, BAME and in areas of deprivation (School Sport Survey 2018)

206,000 adults take part in outdoor football (National Survey for Wales 18-19) | 1 person in every 33 in Wales play football – 16th in Europe

#1 TEAM SPORT in Wales in terms of public interest and participation (UEFA image research 2022)

CHALLENGES

27% reduction in participation investment from Sport Wales, bringing our forecast funding down to **£484,000** – reduction will have a significant impact on our ability to grow and develop W&G and inclusive opportunities as well as provide dedicated support to our 900+ clubs

Level of government investment in football per registered player **Wales - £9.17 | Scotland - £13.89 | Northern Ireland £13.13**

Poor facilities – **the #1 issue affecting players** | Pitches deteriorating with worsening weather conditions – **over 20% cancellations** | 10 years of reduced parks maintenance budgets | Over past 20 years - Football Foundation has invested **over £710m in grassroots facilities** in England

Wales needs **389 NEW pitches** to meet current and future demand = **£343m investment** over next 20 years

Attendance levels for domestic football significantly below European benchmark | Only **42%** of attendees are satisfied with their experiences

WG review of football, in 2005, **recognised a significant disparity in investment in football.....**which hasn't been addressed

OUR REQUEST - 10m PER YEAR INVESTMENT to meet the development needs of Welsh football - the biggest sport in Wales

£6M for COMMUNITY FACILITIES to develop new, to meet growth needs, and transform existing grassroots facilities at club, parks and education sites

£1M for DOMESTIC FOOTBALL facilities to improve supporter experiences attracting bigger audiences and more revenue for national league clubs

£3M for PROGRAMME AND PEOPLE DEVELOPMENT to enhance grassroots workforce and development services facilitating club growth, women and girls development and inclusive opportunities



Document is Restricted

Huw Irranca-Davies MS
Chair of the Legislation, Justice and Constitution Committee

Delyth Jewell MS
Chair of the Culture, Communications, Welsh Language,
Sport and International Relations Committee

31 May 2022

Letter to the UK Government re. Online Safety Bill

Dear Huw and Delyth,

I note that the Business Committee has invited your committees to consider and report on the Welsh Government's Legislative Consent Memorandum on the UK Government's Online Safety Bill.

On 19 May, I wrote to the Secretary of State for Digital, Culture, Media and Sport, the Rt Hon Nadine Dorries MP. The letter sets out concerns raised to us by a group of students about the role of social media, gaming websites, and other social networking websites and applications in peer on peer sexual harassment in schools and colleges. What the students told us reinforced our own longstanding concerns about the impact of social media on the mental health and wellbeing of children and young people.

I have asked the UK Government to set out whether, and to what extent, the Bill addresses the students' concerns, and for a technical briefing from UK Government officials about the impact of the Bill on children and young people. I would be happy to open the briefing to members of your committees if the UK Government responds favourably to my request.

I will keep you informed about any response we receive from the UK Government.

Yours sincerely,

Jayne Bryant

Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English.

Delyth Jewell MS,
Chair, Culture, Communications, Welsh
Language, Sport and International Relations
Committee

Dyddiad | Date: 6 May 2022

Pwnc | Subject: The Official Languages Scheme - Draft for consultation.

Dear Delyth,

I am writing to inform you that we are now consulting on the draft Official Languages Scheme for the Sixth Senedd.

As you may be aware, in accordance with the Official Languages Act 2012, the Commission is required to adopt and publish an Official Languages Scheme, and to review it after each election. The Commission is also required to consult on the contents of the Plan before adopting it.

The consultation was open to members of the public until 24 April 2022. There will also be an opportunity for Members of the Senedd, their support staff and Senedd Commission staff to respond in writing, or in drop-in sessions at the beginning of the summer term. So I am also sharing it with you as a Committee.

It is hoped that, before the end of the summer term, the final Plan will be laid before the Senedd for agreement and adoption in a Plenary debate.

Yours sincerely,



Senedd Cymru
Bae Caerdydd, Caerdydd, CF99 1SN

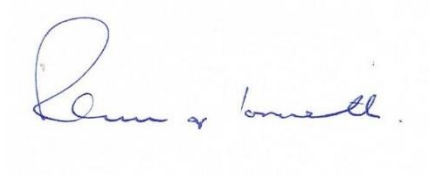
 Cysylltu@senedd.cymru

 0300 200 6565

Welsh Parliament
Cardiff Bay, Cardiff, CF99 1SN

 Contact@senedd.wales

 0300 200 6565



Rhun Ap Iorwerth MS

Commissioner

Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English.



The Official Languages Scheme: Draft for consultation

February 2022



The Welsh Parliament is the democratically elected body that represents the interests of Wales and its people. Commonly known as the Senedd, it makes laws for Wales, agrees Welsh taxes and holds the Welsh Government to account.

An electronic copy of this document can be found on the Senedd website:
www.senedd.wales

Copies of this document can also be obtained in accessible formats including Braille, large print, audio or hard copy from:

Welsh Parliament
Cardiff Bay
CF99 1NS

Tel: **0300 200 6565**

© Senedd Commission Copyright 2022

The text of this document may be reproduced free of charge in any format or medium providing that it is reproduced accurately and not used in a misleading or derogatory context. The material must be acknowledged as copyright of the Senedd Commission and the title of the document specified.

The Official Languages Scheme: Draft for consultation

February 2022





Contents

Foreword	6
Service standards.....	9
1. Senedd business.....	10
2. External communications.....	12
3. Internal communications.....	13
4. Engagement.....	14
5. Culture and ethos.....	15
6. Events on the Senedd estate	16
7. Procurement and partnership working.....	17
8. Policy making.....	18
9. Information requests.....	18
10. Duties of Members of the Senedd.....	18
11. Monitoring, reporting and dealing with complaints	19
12. Skills Strategy.....	20
Contact.....	21
Themes for the period of this Scheme.....	23
Procurement.....	24
Language Skills.....	25
Recruitment	26
The organisation's bilingual ethos.....	28
Use of Welsh language skills	30
Learning and improvement.....	31

Foreword

I am pleased to present the Senedd Commission's Official Languages Scheme for the Sixth Senedd. This is the third Scheme since the Official Languages Act was passed in 2012. Significant changes have been made in the 10 years since the Act was passed. The ethos and the culture of the Senedd – and the way in which we provide bilingual services – have been completely transformed.

The Senedd is a fully bilingual organisation. Both official languages are treated equally and bilingual working is now the norm. The Coronavirus pandemic proved this to be true. The Senedd was one of the first legislatures on the international stage to move to virtual meetings whilst maintaining our usual high standards of bilingual working. From the very first virtual meeting, Members were able to participate in proceedings using the official language of their choice, with simultaneous translation available as usual on Zoom. Indeed, there has been an increase in the use of Welsh in the Senedd's proceedings as the Senedd has experimented with virtual and hybrid models of working; this is something to be built on. From the outset, the way in

which our meetings were organised and conducted was testament to the progress made, as was the mindset which has now become embedded. The question is always *how* we can provide a bilingual service, rather than *must* we provide a bilingual service, with the emphasis on bilingualism by default.

It is important, however, not to rest on our laurels and the main aim of this Scheme is to ensure that we maintain the highest possible standards, and that we respond in a positive manner to the expectations of those who engage with us. The layout of this Scheme differs from its predecessors in response to feedback received over the years. We have tried to create a clearer document that is easier to use. We

have combined the Scheme and the Bilingual Skills Strategy to create a single comprehensive document that makes it easier for our stakeholders to find information about our official languages. We have also made our service standards as clear as possible, to ensure that those who engage with the Senedd can clearly identify what is expected in terms of bilingual services.

To date, our work has focused on fulfilling our ambition to become a truly bilingual organisation. Along the way, we have benefited from the experiences and advice of organisations across Wales and beyond. We now feel that we can offer the same help and advice to others. The Senedd regularly engages with parliaments and legislatures around the world to help them establish, maintain and improve their democratic processes. Enabling individuals to participate in the democratic process – and to participate in the official language of their choice – is crucial to achieving true democracy. We will proactively seek ways to share our experiences and expertise by making use of our ties with organisations around the world, whilst still continuing to learn from others.

To achieve this, we rely on the dedication and support of Members of the Senedd and Senedd

Commission staff. We are proud of the fact that Members of the Senedd regularly scrutinise our work in this area, and hold us to account by providing constructive feedback on an ongoing basis. Senedd Commission staff enable us to implement the Scheme, to respond to feedback and to ensure that we maintain the highest possible standards. We value every member of our staff – regardless of how bilingual they are – for their professional and parliamentary commitment and expertise.

The Senedd serves a diverse and multicultural nation, and the people of Wales expect to see their Senedd set the highest possible standards across all its services. The Senedd Commission is committed to ensuring that we are an organisation that is open to all. We will ensure that we support everyone through our bilingual services and give them the confidence to express their identity, which includes making use of their language skills, regardless of the level of those skills.

Rhun ap Iorwerth MS
Commissioner

SERVICE STANDARDS

In accordance with the National Assembly for Wales (Official Languages) Act 2012, this Scheme establishes the following principles:

- The Official Languages of the Welsh Parliament (the Senedd) are English and Welsh.
- The official languages must, in the conduct of Senedd proceedings, be treated on a basis of equality.
- All persons have the right to use either official language when participating in Senedd proceedings.

On 6 May 2020 the National Assembly for Wales became the Welsh Parliament, commonly known as the Senedd.



1. Senedd business

- 1.1** All documents produced by the Senedd Commission relating to public business in Plenary and committee meetings must be available simultaneously in both official languages in accordance with Standing Order 15.4.
- 1.2** All Bills considered by the Senedd must be available in both official languages, apart from the exceptions outlined in Standing Order 26.5.
- 1.3** Internal and private papers for Plenary and committee meetings must be provided in the official language of individual Members' choice.
- 1.4** Other supporting papers provided by third parties are published in the language or languages in which they are submitted. The Senedd Commission will provide a translation of any papers submitted in Welsh to ensure that the content is available to all those who wish to read it.
- 1.5** When sending invitations to individuals or organisations to contribute to a public consultation, a committee must state that it welcomes receiving responses in either official language.
- 1.6** The Senedd Commission must provide a simultaneous interpretation service from Welsh to English during all Senedd proceedings, in accordance with Standing Orders 13.2 and 17.45, and during all public events arranged by the Senedd, whether they are held virtually or in person/face-to-face.
- 1.7** The simultaneous interpretation service during Senedd proceedings must be available to visitors to public galleries and committee rooms in the Senedd and Tŷ Hywel, across the Senedd estate and on any webcasting service.
- 1.8** In accordance with the National Assembly for Wales (Official Languages) Act 2012, the Record of Proceedings must include a record of what is said in Plenary in the official language spoken together with a full translation into the other official language.
- 1.9** Transcripts of committee proceedings must include a transcript of the simultaneous interpretation of Welsh contributions.

- 1.10** English and Welsh versions of agendas, minutes and supporting papers must be provided simultaneously for Senedd Commission meetings, in line with the wishes of individual Commissioners.
- 1.11** A simultaneous interpretation service from Welsh to English must be provided for Senedd Commission meetings, in line with individual Commissioners' wishes.
- 1.12** Published reports and papers relating to Senedd Commission business must be issued simultaneously in both official languages.
- 1.13** The Senedd Commission secretariat must engage with Members of the Senedd, their support staff, Senedd Commission staff and the public in both official languages.
- 1.14** The Llywydd, as chair of the Commission, and individual Commissioners must respond to all communications concerning the Commission's work in the recipient's preferred language.
- 1.15** The Senedd Commission must provide a simultaneous interpretation service from Welsh to English for Cross Party Group meetings as required.
- 1.16** The Senedd Commission must provide for the translation of annual reports and minutes of Cross Party groups.

2. External communications

- 2.1** All correspondence (including e-mail, letters and messages on the website) sent for the first time to more than one recipient must be bilingual.
- 2.2** The Senedd Commission must respond to any correspondence in the official language that was originally used unless the recipient has indicated otherwise.
- 2.3** The Senedd Commission must respond to any contact via social media in the official language that was originally used unless the recipient indicates otherwise.
- 2.4** Any correspondence following a meeting or telephone call must be sent in the language that was originally used unless the recipient indicates otherwise.
- 2.5** Callers to the corporate telephone lines must be offered a proactive choice of official language.
- 2.6** Telephone answering machine messages for our main switchboard and receptions must be bilingual.
- 2.7** Individual members of Senedd Commission staff should record bilingual messages on their telephone answering machines.
- 2.8** Senedd Commission staff should answer telephone calls with a bilingual greeting. The Senedd Commission must ensure that appropriate resources and training are available to facilitate this.
- 2.9** When answering a call from an individual who wishes to speak Welsh, members of staff who are not confident to continue the conversation in Welsh must explain and offer to transfer the call to a colleague who is confident to deal with the call in Welsh.
- 2.10** Information to the media en masse must be issued bilingually. When responding to individual requests, certain items will be provided in the preferred official language.
- 2.11** If separate English and Welsh versions of materials or content need to be created, they must be made available simultaneously. When such separate versions are provided, they must be equal in quality, size and prominence.

- 2.12** All content produced by the Senedd Commission for the Senedd website must be bilingual. Third party documents, or documents published for information that were produced in a third party's preferred language, are published in that language only.
- 2.13** The content of our social media feeds must be bilingual.
- 2.14** Online broadcasts of Senedd proceedings must be available in the original language, and with simultaneous interpretation from Welsh to English.
- 2.15** Any audio visual material produced by the Senedd Commission must be bilingual.

3. Internal communications

- 3.1** Any text produced by the Senedd Commission for the staff intranet and Members' intranet must be bilingual.
- 3.2** The following must be bilingual:
- electronic messages to all Members and/or their support staff;
 - electronic messages to all staff;
 - surveys aimed at Members and support staff;
 - Senedd Commission staff surveys;
 - hard or electronic copies of any information intended for general distribution.
- 3.3** Senedd Commission staff have the right to contribute to all staff meetings in either official language.
- 3.4** Senedd Commission staff can request a simultaneous interpretation service from Welsh to English at meetings or events on the Senedd estate relating to their role as a member of staff (e.g. team meetings, management board and leadership team meetings, project boards, working groups).
- 3.5** Individual members of Senedd Commission staff are entitled to request a text translation service for any matters relating to their employment and performance.

4. Engagement

- 4.1** Advertisements, publicity and campaign material, or other methods of engagement employed by the Senedd Commission that target Members of the Senedd, their support staff or the public, must be bilingual. The text in both languages must be equal in size and design, and neither language is to be treated less favourably than the other.
- 4.2** Members of the public can expect to converse with public-facing Senedd Commission staff in either English or Welsh in those public places managed by the Senedd Commission.
- 4.3** The Senedd Commission must make arrangements to ensure that users of the estate can easily identify Welsh speakers and learners.
- 4.4** The Senedd's outreach services must be available bilingually, or in the recipient's preferred official language.
- 4.5** Educational visits and tours of the Senedd are available in either official language. Visitors will be offered a choice at the point of booking.
- 4.6** For all public meetings, seminars, events or exhibitions organised by the Senedd Commission, on or off the Senedd estate, we must:
- issue bilingual invitations and produce bilingual publicity material;
 - provide simultaneous interpretation from Welsh to English and inform prospective attendees of the availability of this service at the event;
 - provide bilingual versions of supporting papers and any subsequent reports;
 - ensure that bilingual Senedd Commission staff members are available at such meetings/events.

5. Culture and ethos

Our corporate identity is bilingual. However, on occasion, the same term or name is used in both official languages, including the following: Llywydd, Senedd, Neuadd, Cwrt, Oriel, Siambr, Tŷ Hywel, Siambr Hywel, Pierhead.

- 5.1** The Commission must make arrangements to ensure that Welsh speakers and learners can be easily identified by anyone engaging with the Senedd.
- 5.2** All audio announcements on the estate, including in the lifts, must be bilingual.
- 5.3** The automatic e-mail signatures and out-of-office messages of Senedd Commission staff are bilingual. Templates are available to ensure that the English and Welsh texts are equal in quality, format and size.
- 5.4** Senedd Commission staff, Members of the Senedd and their support staff must be given the option of e-mail addresses in either official language: **xxxx.xxxx@Senedd.Wales** and **xxxx.xxxx@Senedd.Cymru**.
- 5.5** The Senedd Commission must ensure that Members, support staff and Senedd Commission staff are able to use interfaces in either official language where available.
- 5.6** The Senedd Commission must provide spellchecking software in both official languages for all Senedd ICT accounts.
- 5.7** Any software or apps developed by the Senedd Commission must be bilingual.
- 5.8** When procuring software for the Senedd Commission, the official language needs of users and the organisation must be considered and met as part of the process.
- 5.9** Any software used by the Senedd Commission to provide services for Members and their staff, or to the public, must be bilingual.

6. Events on the Senedd estate

- 6.1** When holding events on the Senedd estate, organisations must issue bilingual invitations in the name of the Member of the Senedd sponsoring the event.
- 6.2** The Senedd Commission must offer a simultaneous interpretation service to any external organisations holding events on the Senedd estate.
- 6.3** The Senedd events team must discuss the requirement for bilingual invitations and any simultaneous interpretation requirements with event organisers in the course of organising an event.

7. Procurement and partnership working

- 7.1** When the Senedd Commission operates as the strategic and financial leader within a formal partnership, the public service elements of that partnership must comply with this Scheme.
- 7.2** When the Senedd Commission joins a formal partnership that is led by others or a consortium, the Commission's contribution must comply with this Scheme.
- 7.3** The Senedd Commission must provide legal agreements with individuals, organisations or groups in the partner's preferred official language.
- 7.4** Any contracts between the Senedd Commission and third parties (such as recruitment agencies, catering companies, consultants, contractors etc.) for the provision of services to Members of the Senedd, their support staff and the public, must specify the parts of this Scheme with which they are required to comply.
- 7.5** The Senedd Commission must ensure that all our contractors are provided with information on the principles of working bilingually under this Scheme.
- 7.6** The Senedd Commission must work with successful contractors to help them implement those parts of the Scheme with which they must comply.
- 7.7** The Senedd Commission must ensure that invitations to tender are sent in the supplier's preferred language.
- 7.8** Potential suppliers or contractors have the right to submit a tender in their preferred official language.

8. Policy making

- 8.1** In developing new services for Members of the Senedd and their support staff or the public, both official languages must be treated equally. New services will be bilingual from the outset.
- 8.2** In developing new policies, the Senedd Commission must bear the principles of this Scheme in mind in terms of the right to use either official language and the principle of treating both languages equally.

9. Information requests

- 9.1** When responding to requests under the Freedom of Information Act 2000, or subject access requests under the UK General Data Protection Regulation, we will correspond with those making the requests in their preferred official language. In accordance with the relevant legislation and good practice, if the information is only held in one language, it will be provided in that language (however a translation is provided if the document consists of fewer than 100 words, in accordance with the **Code of Practice on Public Access to Information**).

10. Duties of Members of the Senedd

- 10.1** Any materials (including headed paper, business cards, surgery notices, reports and websites) that are funded by the Senedd Commission or the Remuneration Board must be produced bilingually.

11. Monitoring, reporting and dealing with complaints

- 11.1** The Senedd Commission must nominate an officer with day-to-day responsibility for co-ordinating the development and implementation of the Official Languages Scheme, and for monitoring compliance with the Scheme.
- 11.2** Each service must nominate an Official Languages co-ordinator to assist with relevant aspects of implementing the scheme and monitoring compliance. The co-ordinators will be members of the Scheme Co-ordinators Forum that meets regularly to discuss matters regarding the implementation of the Scheme.
- 11.3** The Senedd Commission must, in accordance with Schedule 2 to the Government of Wales Act 2006, prepare an annual report in relation to the previous financial year, which outlines how the Scheme has been implemented including the following statistical information:
- the number of posts advertised and the level of Welsh language skills required;
 - the percentage of business carried out in Welsh per item;
 - the number of documents laid in Welsh and English, and the number laid bilingually;
 - the percentage of Welsh language contributions in Plenary proceedings and Committee meetings;
 - the number and nature of complaints received about the Commission's provision of bilingual services.
- 11.4** The Senedd Commission must lay the annual report before the Senedd, giving Members of the Senedd the opportunity to note the report and scrutinise the Commission's work in relation to bilingual services in an annual Plenary debate.
- 11.5** The Senedd Commission must make arrangements to investigate and report on any complaint received about the provision of bilingual services in accordance with the complaints process.
- 11.6** If the Senedd Commission does not meet the service standards outlined in this Scheme, a record will be kept, together with details of the steps taken to avoid a repeat of the situation in future.

12. Skills Strategy

In accordance with the National Assembly for Wales (Official Languages) Act 2012, the Senedd Commission is required to set out its strategy for ensuring that staff have, collectively and across service areas, the language skills necessary to enable this Scheme to be implemented.

- 12.1** The Senedd Commission must gather information on the Welsh language skills of Senedd Commission staff to provide assurance that staff have the necessary skills to provide bilingual services.
- 12.2** The Senedd Commission must report on the Welsh language skill levels of Senedd Commission staff across the organisation at least once every Senedd.
- 12.3** Each individual service must maintain and update a service language plan, which sets out how the service will provide bilingual services of the highest quality.
- 12.4** Service language plans must include details of the language requirements of each post in the service.
- 12.5** When seeking consent to advertise a vacancy or new post, teams must provide the Executive Board with an assurance as to their capacity to provide bilingual services and confirm the Welsh language skills required for the post in accordance with the details set out in the service language plan.
- 12.6** The Senedd Commission must use a language skills matrix, which describes skill levels in relation to the Welsh language, to measure the organisation's bilingual capacity. Such a matrix must also be used during the recruitment process.
- 12.7** The job specification for each advertised post must include the level of Welsh language skill required, with Courtesy-level Welsh set as the basic skill level for any post.
- 12.8** The Senedd Commission must provide Welsh language skills training for Members and their staff.
- 12.9** The Senedd Commission must provide training for any Senedd Commission staff member who wishes to learn Welsh or improve their

language skills, in order to ensure that our staff have the necessary skills to deliver outstanding bilingual services and the confidence to use them.

- 12.10** All new Senedd Commission staff must be informed of the requirements of this Scheme and the requirements with which they are expected to comply.
- 12.11** All new Senedd Commission staff must be informed of the support available to develop their language skills as they wish.
- 12.12** The Senedd Commission must provide awareness sessions on this Scheme for Members of the Senedd and their support staff as required.
- 12.13** In order to ensure consistency in the provision of bilingual services, the Senedd Commission must undertake regular work to maintain Senedd Commission staff awareness of the Scheme's requirements and what they are expected to do as individuals.

Contact

Feedback helps us to improve our performance and ensures that we remain at the forefront of providing and developing outstanding bilingual services.

We can be contacted as follows:

Website: <https://senedd.wales/help/contact-us/>

Email: contact@senedd.wales


Telephone: **0300 200 6565**

Alternatively, we can be contacted via our social media accounts.

If we do not achieve the high standards outlined in this Scheme, complaints can be made through the Senedd Commission's complaints process. The Senedd complaints policy sets out the process for making complaints:

<https://senedd.wales/help/complaints/complaints-procedure/>

or [this form](#) can be used to make a complaint.



THEMES FOR THE PERIOD OF THIS SCHEME



Procurement

It is essential that any element of our work provided or delivered by a third party complies with the Scheme's requirements as well as users' expectations.

We will:

- ensure that all procurement plans refer to the requirements of the Official Languages Scheme and take these requirements into account;
- create an awareness-raising package aimed at anyone considering submitting a tender as part of a procurement plan, explaining our ethos as a bilingual organisation and what is meant by default bilingual provision;
- compile and apply a standard set of non-functional requirements for use on any systems or software procurement projects that will ensure that the ability to work bilingually is an integral element of a successful bid.

Language Skills

In order to provide outstanding bilingual services and maintain our reputation as a fully bilingual organisation, we need to ensure that our staff have the relevant skills.

We will:

- expand our Welsh language learning provision to include more courses and sessions tailored to specific teams, services or elements of the Senedd's work;
- expand our provision by developing online material for learners and Welsh speakers at all levels who wish to supplement their learning or are unable to learn in traditional classes;
- establish a Confidence Scheme for Welsh speakers who do not feel confident to use their skills as part of their work at the Senedd, providing tailored support to help them regain their confidence to use their Welsh language skills;
- undertake a Welsh language skills survey if this element cannot be incorporated into the HR system;
- Continue to offer a broad range of training to support Senedd Commission staff, Members of the Senedd and support staff who wish to improve their written English skills.

Recruitment

The language skills matrix approach to determining and assessing skill levels for jobs, is now well established. Over the course of the Fifth Senedd, the Official Languages Team gathered comments and made minor adjustments to processes. The Covid-19 pandemic has forced us to change many of our recruitment methods and has offered an opportunity to rethink our language skills processes.

This approach led to change within the organisation. The results of the language skills survey carried out in 2019 show that Senedd Commission staff are starting to become more familiar with the descriptions used in the language skills matrix. Language skills are seen as an integral part of the authorisation process before advertising vacant posts. The recruitment authorisation process involves checking the post's designated skill level against the relevant service's language plan, and considering whether it remains appropriate or needs to be changed.

To ensure that we maintain Welsh language skills levels across the organisation, and to maintain our current bilingual ethos, it is appropriate that we review the system to ensure that it remains fit for purpose.

Courtesy-level Welsh

We will:

- review the method of assessment and ensure that it is also suitable for virtual assessments;
- review the timing of the assessment within the recruitment process;
- review the Courtesy-level Welsh training module to ensure that it remains fit for purpose and includes more initial awareness training;
- review and update the Courtesy-level Welsh resources available to potential applicants on our website.

The Language Skills Matrix (levels 1-5)

We will:

- review the definitions in the language skills matrix to ensure that they are suitable for our organisation, and that the differences between each level are clear;
- work with the Recruitment Team to create resources and materials to help applicants understand the skills levels and assessment process;
- review the assessment process for level 1-3 posts in order to create more standardised assessments that can be carried out virtually;
- develop and deliver training modules similar to the Courtesy-level Welsh training for levels 1-3;
- consider creating resources for candidates to help them decide whether their language skills match the designated level for any post.

The organisation's bilingual ethos

The Senedd has a reputation as an organisation that operates bilingually and respects the individual's right to choose to use either official language, Welsh or English, as a default when engaging with us. However, it is important not to rest on our laurels, and we must continue to seek ways of maintaining the high standards expected by Members of the Senedd, their support staff and the people of Wales.

Awareness

It is vital that we ensure that Senedd Commission staff are aware of the requirements of the Official Languages Scheme and of our organisation's bilingual culture. The work of our Official Languages Coordinators is essential in this regard.

We will:

- review the content of the induction course for new Senedd Commission staff; update the awareness-raising video for Senedd Commission staff to ensure that it is suitable for the Sixth Senedd;
- update and expand our intranet pages to include advice and support on working bilingually and the requirements of this Scheme;
- hold events on significant occasions e.g. Shwmae – Su'mae Day;
- regularly share messages about elements of the plan and best practice on the intranet.

Supporting Members and their support staff

We will:

- review the content of the induction course for support staff;
- offer Members of the Senedd a briefing session on the Official Languages Scheme, setting out their responsibilities under the Scheme;
- regularly review and update the information available on the Members' intranet;
- offer all Members of the Senedd a dedicated 'Buddy' who will be able to advise on all aspects of bilingual working.

Communication

Communication and engagement are important elements of our ethos as an organisation. We need to ensure that we always stand by the principles of this Scheme and respect the rights of Members of the Senedd, their support staff and the people of Wales in relation to our official languages.

We will:

- work with the Communications team to produce bilingual templates for the organisation's business, including PowerPoint presentations and publicity material;
- provide instructions and advice to Senedd Commission staff on bilingual communications;
- pilot and establish a system of recording the preferred official language of individuals who engage with us, and ensure that it complies with GDPR and data protection requirements;
- make use of any system introduced to record Members' official language of choice.

Use of Welsh language skills

Our statistics on the use of Welsh in proceedings show an increase in the percentage of contributions since the start of the Coronavirus pandemic. The experience of colleagues across Wales also reflects this. There are several possible reasons for this, including the fact that Welsh speakers and learners can feel more confident to use their skills when they contribute virtually, and the fact that those using a simultaneous translation service do not need to use headphones when they contribute virtually.

We will:

- Consider how Members can be supported to continue to use their Welsh language skills confidently at meetings and events on the estate;
- Look at ways of providing more manageable and user-friendly simultaneous translation equipment and technology;
- Develop individual plans and provide tailored support to any Members who wish to feel more confident in using their Welsh language skills at proceedings or events;
- Consider the information provided to witnesses taking part in proceedings in order to convey the fact that meetings will be held bilingually, and that Members will use both languages;
- Consider the role of committee chairs in encouraging Members and witnesses to use both official languages;
- Support Senedd Commission staff or Members' support staff who wish to make more use of their Welsh language skills in their work.

Learning and improvement

The Coronavirus pandemic has forced us as an organisation to make significant changes to the way we work, with little time to consider the consequences of those changes. It is important that we record the changes made and any impact they have had on the way we deliver our bilingual services.

We will:

- Look at the advantages and disadvantages of virtual meetings and events in terms of the use of both official languages;
- Consider any research published by other bodies on the impact of the pandemic on either official language to see if there are recommendations we can adopt;
- Consider what elements of the provision can be retained as we move back to a more normal situation including holding meetings and events on the estate, or in hybrid form;
- Share our experiences of providing bilingual services during the pandemic with others.

By virtue of paragraph(s) ix of Standing Order 17.42

Document is Restricted