

Mae'r ddogfen hon ar gael yn Gymraeg



**HEDDLU
GWENT
POLICE**

**WELSH LANGUAGE
STANDARDS ANNUAL
REPORT
2025 | 2026**





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FOREWORD

The Gwent Police (GP) Welsh Language Strategy (2025-2028) focuses on Delivering Bilingual Service Excellence. As chief, I remain committed to investing in the development and provision of a bilingual policing service.

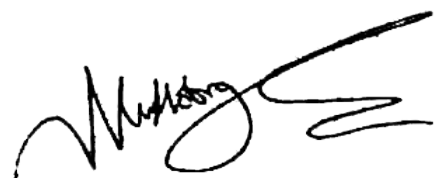
Overall, 2025/26 has been a year of positive progress, characterised by strengthened partnerships, increased learning opportunities, growing engagement with Welsh-speaking communities and continued commitment to delivering bilingual service excellence for the people and communities of Gwent.

The GP commitment to bilingualism aligns with our overarching goals of enhancing community engagement, improving service accessibility and fostering an inclusive culture.

Welsh is for everyone – regardless of role, rank, personal or professional background, I strongly believe that it is essential that everyone training to join, working for or in association with GP understands our Welsh language commitment.

I am extremely proud of our newly established working partnership with the National Centre for Learning Welsh. I am confident that the development of a tailored programme of Learn Welsh opportunities will support our staff and officers to strengthen their bilingual skills, increasing the use of Welsh in the workplace to maximise opportunities to hear, see and use the language.

I sincerely hope that this annual monitoring report demonstrates our dedication to the Welsh Language and look forward to reporting on our continued efforts in 2026/27, including updating you on my personal Learn Welsh journey.



MARK HOBROUGH
CHIEF CONSTABLE | GWENT POLICE



EXECUTIVE SUMMARY

This report outlines the progress made by GP in delivering its Welsh Language Standards and Welsh Language Strategy during the period 1 April 2025 to 31 March 2026. The force remains committed to providing a bilingual policing service, treating Welsh and English equally, and supporting staff, officers and communities to communicate through the medium of Welsh.

During 2025/26, GP focused on three key priorities:

- Maintaining compliance with the Welsh Language Standards.
- Improving the range and accessibility of Welsh language services.
- Increasing the number of Welsh speakers and learners across the organisation.

A significant achievement this year was the establishment of a new partnership with the National Centre for Learning Welsh. This partnership has enabled GP to appoint a dedicated Learn Welsh Tutor and introduce tailored learning opportunities to support staff and officers to develop and use their Welsh language skills in the workplace. Learning and development activity increased substantially during the reporting period.

Between January and March 2026 alone, 109 staff attended an introductory Learn Welsh session, with further staff completing formal Welsh language learning programmes. The force continued to strengthen its Welsh language governance arrangements through its Strategic and Tactical Welsh Language meetings, departmental Welsh language leads, and Welsh Learners and Speakers Network. Welsh language performance indicators continued to be monitored through established governance processes.

Activities undertaken throughout the year supported delivery of the force's Welsh Language Strategy objectives relating to People, Public and Culture. These included:

- Welsh language recruitment and community engagement activity.
- Attendance at national Welsh language events including the National Eisteddfod.
- Promotion of key Welsh cultural celebrations.
- Development of Welsh language awareness training.
- Increased collaboration with national Welsh language partners and police forces across Wales.

At the end of the reporting period, GP had over 130 fluent Welsh speakers (Welsh Levels 4 and 5) recorded across its workforce, supported by a wider network of Welsh learners and speakers. However, recruiting fluent Welsh speakers continues to present challenges. Workforce data indicates that most employees remain at Welsh language Levels 1 and 2, highlighting the importance of continued investment in Welsh language learning and development.

BACKGROUND

The Welsh Language (Wales) Measure 2011 (WLWM) was passed by the National Assembly for Wales in December 2010 and received royal assent from her Majesty the Queen in February 2011.

The WLWM modernised the existing legal framework in relation to the use of the Welsh language in the delivery of public services in Wales. The measure includes provision about the official status of the Welsh language in Wales and created the Welsh Language Commissioner post to act as the regulatory body for the Welsh language standards in Wales.

The aim of the WLWM is to promote and facilitate the use of the Welsh language, ensuring that the Welsh language is treated no less favourably than the English language in Wales.

The Welsh Language Standards set out by the Welsh Government under Section 44 of the WLWM provide a set of legally binding requirements that aim to improve the bilingual service that the people of Wales can expect to receive from a number of public and statutory bodies including GP.

GP received its compliance notice from the Welsh Language Commissioner on 30/09/2016.

The compliance notice includes the full list of Welsh language standards that GP must comply with.

The Welsh language standards are broken down into four categories: service delivery, policy making, operational and supplementary.

The standards clearly set out what the GP responsibilities are in terms of providing bilingual services, ensuring the Welsh language is not treated less favourably than the English language.

During the 25/26 reporting period GP continued to meet legal Welsh Language Standard requirements.

Welsh 2050: we recognise the importance of our role in providing opportunities for individuals to develop their Welsh language skills within the public sector in Wales and aim to support the Welsh Government target of reaching one million Welsh speakers in Wales by 2050.

We acknowledge and commend the Welsh language data and findings, which has shown us that the number of Welsh speakers aged three and over in Wales and more specifically within the GP area is increasing and recognise that population migration is a

key consideration for the force when planning at a strategic level.

We therefore set out to produce and publish a Welsh Language Strategy which focuses on 'Delivering Bilingual Service Excellence 2025 – 2028'. The GP priorities and objectives are to focus on our People, our Public and our Culture.

For our People

We will, over the next three years:

- Increase the number of Welsh speakers and learners employed.
- Ensure our people (staff, officers, special constables, and volunteers) have the right Welsh language skill set, tools and resources to use the Welsh they have and develop these skills further.
- Increase opportunities to see, hear and use the language when conducting out business.

For the Public

We will, over the next three years:

- Improve the range of Welsh language services offered.
- Treat Welsh and English equally in terms of language preference and provision.
- Increase opportunities to see, hear and use the language when conducting engaging with / accessing the services provided by GP.

For the Culture

We will, over the next three years:

- Use information obtained from monitoring and tracking to identify areas for improvement
- Address internal cultures and attitudes towards the Welsh language.
- Address external cultures and attitudes towards the Welsh language.

For more information on the Welsh language standards please visit our [website](#), where you will find a copy of our Compliance notice, standards, self-regulatory work including our previous annual reports and force contact details.





ACCOUNTABILITY

GP has three dedicated Welsh language staff members.

Welsh Language Policy Lead (WLPL) who is responsible implementing the standards and acts as the main point of contact for the Welsh Language.

Welsh Language Translator who is responsible for translating the forces English to Welsh translation requests.

Learn Welsh Tutor who is responsible for developing and delivering Learn Welsh training for staff, officers and students.

To ensure that the Welsh language is a key consideration GP also has an established governance structure to ensure that Welsh Language performance indicators are reviewed regularly. This includes:

Welsh Language Strategic Meeting (WLSM): the strategic forum in which overarching strategies, policies and practices are considered as well as other related language initiatives. The WLSM is jointly chaired by a Welsh speaking Chief Superintendent and the WLPL. Meetings take place quarterly and membership is made up of representatives from senior management.

Welsh Language Tactical Meeting (WLTM): this is chaired by the WLPL and supports the work of the WLSM by looking at the detailed practical work being undertaken to support the Welsh Language Strategy and to deal with any specific issues. Departmental Welsh language leads attend meetings, disseminate information and action changes. Meetings take place every six weeks. Attendees are supported by the WLPL to implementing policy and practice to promote and improve Welsh language compliance.

Welsh Learners and Speakers Network (WL&SN): the aim of the network is to ensure that there is a platform / space for all voices to be heard in relation to the Welsh language. We value and recognise the importance in offering opportunities and support to our staff.

Annual Report: The WLPL is responsible for generating the Welsh language annual report. The WLPL works closely with heads of department to gather data and information which is used to inform the report. Once drafted, the report is sent to senior management to review, presented at relevant senior boards and finally signed off by the chief constable before being published both internally and externally.

Getting in contact: If you would like to get in contact to discuss the Welsh language standards, Welsh language report or the Welsh language generally you can do so by visiting Thanks and Complaints section on the [Gwent Police website](#).



MATTERS ARISING DURING THE REPORTING PERIOD

The reporting period 1st April 2025 – 31st March 2026 was another busy year for the force as we focussed on delivering on key priority areas. Please see key Welsh language highlights from the reporting year below.

Welsh language actions for the reporting period 2025/26 were as follows:

1. Ensure compliance with the Welsh Language Standards to meet our legal compliance and support the provision of a bilingual public service and enabling our communities to engage with us in both Welsh and English.
2. Improve the range of Welsh Language Services offered to support equal treatment of Welsh and English, enhancing accessibility, and fostering a bilingual environment.
3. Increase the number of Welsh speakers or learners to support enhancing service quality, reflecting linguistic diversity, promoting bilingualism, aligning with the Welsh Government's Cymraeg 2050 Strategy, improving accessibility, and fostering cultural integration.

The following information highlights the progress made by GP against these actions during the 2025/26 reporting period.

School & Community Engagement: The GP School and Community Engagement team continue to work closely with Welsh speakers within the Gwent Policing area. This has included engaging with over 400 Welsh speakers at a variety of events since September 2025.

Equality Diversity and Inclusion Team: The GP EDI team attend a number of external events throughout the year and are proud to showcase Welsh language and culture as part of our commitment to improving trust and confidence across all communities. The EDI team lead the forces Independent Advisory Group (IAG) and Youth Independent Advisory Group (YIAG). The GP IAG has 1 Welsh fluent Welsh speaking member and 1 Welsh learner. The YIAG has two fluent Welsh speaking members.

National Welsh and Welsh Translation Working Groups: These groups continue to meet monthly, working collaboratively across Wales to develop Welsh language services provided by the Welsh police forces.

Welsh Language Commissioner (WLC): Promoting Compliance Programme – GP have attended all events organised by the WLC as a part of their Promoting compliance programme. These national events are extremely informative and support the force on their continued Welsh language journey.

Coffi a Chlone: We have organised several Coffi a Chlone events in Headquarters and stations across the GP area to encourage individuals to pop along and use their Welsh

MATTERS ARISING DURING THE REPORTING PERIOD

language and find out more about Learn Welsh opportunities and key celebratory dates.

Welsh Language Recruitment Event: On 11 June 2025 GP WLPL, Recruitment and Youth Engagement Teams attended a Welsh Language Recruitment event held at Cardiff University Student Union. The event was well attended by local schools and colleges and provided a great opportunity for the force to engage with Welsh speaking staff and students to highlight the range of Welsh language opportunities within Policing in Wales.

National Eisteddfod of Wales: The WLPL along with other members of the GP team attended the National Eisteddfod in Wrexham between 2-9 August 2025. This was another invaluable opportunity to engage with Welsh speaking communities and partners. Attending key events held at the Eisteddfod throughout the week provided valuable insights into the work being undertaken nationally in relation to increasing the accessibility and visibility of the Welsh language. This included attending the launch of the Welsh Language Commissioner's regulatory Policy Statement on Artificial Intelligence and the Welsh language.



Sumae Day: On 15th October 2025 we celebrated Sumae Day in GP. The forces Learn Welsh tutor joined us on this date to introduce herself to staff and officers.

National Centre for Learning Welsh & Welsh Government Conference: On 4th December the Welsh language team attended a conference in the Principality Stadium in Cardiff organised by The National Centre for Learning Welsh & Welsh Government which introduced and explored the use of the Common European Framework of Reference for Languages (CEFR) in relation to the Welsh language. This has been and will continue to inform the language descriptors used by the force.



Saint Dwynwens Day: On 23rd January 2026 we celebrated Saint Dwynwens Day in GP.



Welsh Music Day: On 13th February 2026 we celebrated Welsh Music Day in GP.



St Davids Day: On 27th February 2026 we celebrated St Davids Day.

TIAA Welsh Language Audit: On 23rd March 2026 TIAA a specialist internal audit and business assurance service provider which helps organisations manage risk, governance, and operational effectiveness began their Welsh Language Audit in GP, which is due to conclude in 26/27. Recommendations received will help inform the priority work undertaken by GP in 26/27 and beyond.

Strengthening bilingual skills in the workplace: On 26th March 2026 we attended the Strengthening bilingual Skills in the Workplace event hosted by the National Centre for Learning Welsh which celebrated the positive impact of their work within a range of workplaces in Wales, including their new partnership with Gwent Police.



GENERAL ARRANGEMENTS

The WLPL is responsible for promoting and facilitating the Welsh language in GP.

The WLPL informs and leads on actions taken in relation to the Welsh language standards in the following areas.

Service delivery

- Standards 1-7 relating to written correspondence
- Standards 8 – 22 relating to telephone correspondence
- Standards 24 – 34 relating to meetings, interviews and events
- Standards 35 – 48B relating to forms, documents and display materials
- Standards 49 – 56 relating to website and social media
- Standards 58 – 67 relating to signs and displays
- Standards 73 – 77 relating to tenders
- Standards 78 – 80 relating to promotion of services and corporate identity
- Standard 81 relating to educational courses open to the public

Policy making

- Standards 85 – 94 relating to policies, consultation documents and equality impact assessments

Operational

- Standards 95 – 133A relating to internal use of Welsh policies and employees
- Standard 134 – 138 relating to new and vacant posts
- Standards 139 – 142 relating to signs and announcements
- Standards 143 – 151 relating to record keeping

Supplementary

- Standards 151 – 171 supplementary standards.

At Service delivery standards

Staffing arrangements

As previously noted in section 4 (Accountability), GP have three dedicated Welsh Language staff members who sit within the wider Human Resource Department in GP.

At the end of 25/26 GP had a total of 130 (Level 4 & 5) Welsh speaking Staff, Officers, Specials & Volunteers.

Our Welsh language leads continue to represent every department at the GP tactical meetings, and our Welsh learners and speakers network chairs are increasing opportunities available to staff and officers.

Welsh language skills are considered as a part of the recruitment, progression and deployment process, making every effort to ensure Welsh language coverage in all areas where possible.

Technical systems

Internal: all internal information / systems available to staff are accessible via our staff intranet pages. Internal pages and communications remain predominantly English only. We recognise that this is an area that requires continued attention and investment in 2025/26 and beyond to develop quality bilingual systems and content to ensure that Welsh language is treated equally.

External: GP continue to work with an increasing number of third-party providers. The WLPL continues to work with internal and external teams to ensure that there a Welsh language option is available to enable us to continue to provide a bilingual policing service.

Artificial Intelligence is developing at a considerable rate, enhancing technologies available to us and improving the ways in which we provide a national policing service.

The use of Artificial Intelligence (AI) for translation purposes remains at the forefront for the Welsh language team. The Welsh language translator has been heavily involved in the quality assurance process, ensuring that any AI generated translations meet national standards.

This has resulted in increased opportunities for the Welsh language translators in Gwent, South Wales, Dyfed Powys and North Wales to work collaboratively, ensuring accuracy and consistency of the terminology used in translation nationally.

The Corporate Communications team continued to provide 24/7 internal communications, strategic campaigns (internal and external), digital communications, graphic design, multi-media, and events. Both social media and general media content in Welsh is provided in a timely manner. GP continue to explore ways in which to develop bilingual and Welsh medium social media content and would like to encourage our Welsh medium communities to follow our Welsh medium accounts and engage with us in Welsh. Data captured shows that there has been an increase in the number of followers on all Welsh language Facebook channel (see table below).

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Account	Followers	Acc. Reach	Post Reach	Acc. Impressions	Post Impressions	Link Clicks	Published Posts	Post Engagement
 Gwent Police	191.5k	134.1k	88.4m	136.4m	143m	179.6k	1.6k	0.44%
	 12k	 32.2k	 6.3m	 43.7m	 42m	 52k	 476	 0.25%
 Heddlu Gwent	633	42	29.8k	41.9k	43.3k	241	1.2k	1.92%
	 32	 27	 22.6k	 14.9k	 15.2k	 77	 269	 0.86%
 Gwent Police	84.3k	N/A	N/A	N/A	1.6m	17.4k	781	1.44%
	 4593				 1.7m	 11.3k	 534	 0.26%
 Heddlu Gwent	560	N/A	N/A	N/A	20.5k	353	612	2.8%
	 18				 19.4k	 33	 438	 1.07%
 Gwent Police	27.5k	10.9k	2.6m	7.3m	5.1m	N/A	458	1.43%
	 3.3k	 701	 73.3k	 1.4m	 1.3m		 125	 0.43
 Heddlu Gwent	New account created outside of the reporting period.							

 Increase on previous period  Decrease on previous period

Key Welsh dates were actively promoted on our internal and external platforms throughout the year.

Sumae Day was well received on our external Social Media platforms, reaching more than 120k more individuals than in 24/25. (see tables below)

SUMAE DAY					
Account	Reach	Impressions	Likes	Comments	Shares
 Gwent Police	144.7k	189.7k	617	124	26
 Heddlu Gwent	37	53	2	1	0
 Gwent Police	8.1k	14.2k	173	3	51

Policy making standards

GP have a dedicated Governance, Policy and Risk team (GPRT) which sits within the Governance and Assurance department.

The GPRT consists of the chief inspector of governance and assurance, a governance, policy and risk manager and two governance, policy and risk officers. The GPRT oversee policies and procedures and keep records of correspondence in relation to all Policies and Equality Impact Assessments (EIA) formulated, revised, reviewed and published internally.

GP employees can access Policy and EIA Guidance, templates and key points of contact details on the staff intranet pages. Intranet pages are updated regularly to ensure that staff have access to the most up to date information and guidance.

Staff are required to conduct research and investigative work as a part of the internal policy and EIA process.

In addition to the Governance, Policy and Risk management team, GP has a policy



GENERAL ARRANGEMENTS

consultation list which consists over o forty (+) members of staff who are responsible for advising and supporting the force to ensure that all policies and EIA are comprehensive, robust and that they take key priority areas including the Welsh Language Standards into consideration.

The WLPL advises and supports staff when formulating, revising and reviewing policies and EIA in relation to Welsh Language Standards.

The EIA contains specific provisions requiring the potential effects of the proposal in question on the Welsh Language to be considered, and specifically for consideration of how it could have more positive (as well as adverse) impact(s). Noting also that the Welsh Language is to have no less favourable treatment than the English language Due to the operationally sensitive nature of our work, our policies / documentation only go through an internal consultation process. Policies and documents are typically not entered into the public domain.

We ensure work relating to policy and documents are considered by the consultation list and strategic members as / when appropriate to ensure the potential effects on the Welsh language are considered.

Through emerging community engagement work including our Independent Advisory Group (IAG) we foresee there being an increase in our external engagement over the coming months / years, exploring ways to proactively seek external views as / when applicable and appropriate.

For more information you can visit the policies and procedures section on the GP website [Policies and procedures | Gwent Police](#)

Operational standards

The GP Welsh Language Standards Policy and supporting EIA were updated in 24/25.

The Welsh Language Standards Policy aims to promote and facilitate the use of the Welsh language, ensuring that the Welsh language is treated no less favourably than the English language.

This policy outlines the responsibilities and processes for complying with the Welsh Language Standards as set out by the Welsh Government under Section 44 of the Welsh Language (Wales) Measure 2011.

Complaints

GP received one Welsh language complaint during this reporting period.

The complaint was received by the Professional Standards Department from a member of the public. The complaint was processed and resolved by the GP WLPL.

There are two ways to access our complaints procedure online. You can access the complaints section directly from the Welsh language standards page [Complaints | Gwent Police](#) alternatively you can visit the Thanks and Complaints section on the general GP website. [Home | Gwent Police](#).

Employee Welsh language skills

We employ over 2,824 employees in a variety of police staff, officer, special and voluntary roles.

Recruiting and appointing employees with Welsh language skills to fill our police staff and officer roles continues to prove challenging. As we approach 26/27, we plan to continue to explore ways in which we attract and incentivise individuals with Welsh language skills to apply to join GP.

Exploring alternative recruitment events and platforms has and will continue to be a primary focus for the GP recruitment and community engagement teams.

All new starters self-assess their Welsh language skills as a part of the recruitment and appointment process.

GP currently utilises Welsh language skills descriptors (Level 1-5). Work began in 25/26 to develop the recruitment process, with the aim to move towards the adoption of the national Common European Framework of Reference for Languages (CEFR) in 26/27.

Data is closely monitored and updated regularly by the forces Human Resource (HR), Learning and Development (L&D) teams and the newly appointed Learn Welsh Tutor and National Centre for Learning Welsh.

Employee Welsh language skills data captured / recorded in the table below.

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1 APRIL 2025 – 31 MARCH 2026								
Level	Officers	Staff	PCSOs	Total	SC	Agency	Cadets	Volunteers
Unknown	8	6	0	14	0	0	6	36
1	958	483	98	1539	35	5	39	9
2	466	341	36	843	10	1	34	1
3	26	7	3	36	2	0	10	0
4	36	13	2	51	2	0	2	0
5	43	13	3	59	0	0	15	0
No skill	35	5	6	46	4	1	21	3
Total	1572	868	148	2588	53	7	127	49

GP Welsh language skills have remained level in 25/26. Whilst there are fluctuations across all levels the number of fluent Welsh speaking staff and officers remains comparably low.

The WLPL and Learn Welsh tutor are working closely with teams across the force, exploring ways in which to increase the use of the Welsh language internally by providing staff and officers with the confidence to use their Welsh language skills in their roles.

There has been notable difference in the use of the Welsh language within GP between January – March 2026. Data remains qualitative at this early stage.

Training

Internal

GP has a dedicated Learning and Development (L&D) team.

L&D is committed to the provision of effective learning and development opportunities to enable all members of the workforce to enhance their knowledge and skills and in doing so improve the service we provide to the community.

In addition to the L&D internal offer the WLPL has developed a Welsh language awareness and understanding package which is being delivered to new staff, officers and students during their induction days / weeks. This is proving to be a successful way of raising Welsh language awareness, understanding and most importantly confidence to undertake their roles and provide a bilingual service where necessary.

Throughout 25/26 the WLPL has continued to deliver tailored Welsh language awareness and understating sessions to individuals, teams and / or departments across the force. A dedicated Learn Welsh Tutor joined GP in November 2025.

Learn Welsh delivery began in GP in January 2026.

Between 01.01.26 – 31.03.26 a total of 109 individuals attended an Initial Learn Welsh input. Four employees completed Mynediad 1, 10 completed Mynediad 2 and a total of 5 attended Codi Hyder Learn Welsh sessions.

External

We have continued to attend events and engage with third parties to better inform our Welsh language abilities, awareness and understanding, supporting GP to remain abreast with national developments and better inform our bilingual service delivery. Below are some highlights of our external engagement in 25/26.

Learn Welsh @ Gwent College – GP continue to work with Gwent College. Two employees continued their Learn Welsh journeys with Coleg Gwent in 25/26.

In September 2025, the force supported a Police Constable to attend a residential Learn Welsh course at Nant Gwrtheyrn. Dedicating commitment to learning the language to be able to support our Welsh speaking communities.

Over the course of the year the force has also attended several Welsh language related courses and events hosted by third parties including, Welsh Language Commissioner, The



GENERAL ARRANGEMENTS

Association of Welsh Translators and Interpreters, Iaith, The National Centre for Learning Welsh and the Welsh Government.

Information, guidelines and best practice obtained at external engagement events is proactively shared via the GP Welsh Language Strategic, Tactical and Network meetings, including disseminating and actioning changes force wide as / when necessary, in line with national best practice guidelines.

General

Our police officer training packages are developed by the College of Policing. The Welsh forces continue to work with the College of Policing to ensure that the Welsh language offer is considered during the initial planning, development and implementation stages.

The Wider L&D teams have been developing bilingual teaching and learning materials and actively engaging with the WLPL and Learn Welsh tutor to increase the use of the Welsh language within the classroom.

New and vacant posts

The WLPL continues to work with colleagues in HR offer advice and support in relation to the Welsh language requirements for new and vacant posts.

The HR department has a page on the staff intranet which all staff can access.

This page includes all relevant information, guidelines and point of contact details relating to planning, recruitment and selection process, posting job adverts, evaluating the performance of employees, organising resumes and job applications, scheduling interviews and assisting in the process and ensuring background checks.

GP staff use the Talent Acquisition Recruitment Platform (OLEEO) to generate new and vacant posts.

As a part of this process staff are required to complete a Welsh Language MS Form, which supports staff to identify Welsh language desirable and / or essential roles including appropriate Welsh language skills level.

We continue to explore ways in which to improve our recruitment process, to ensure that the Welsh Language and appropriate Welsh Language skill levels for new and vacant posts are fully considered. A total of 248 posts were advertised between 01.04.25 – 31.03.26. During the 25/26 reporting period of the 248 posts advertised, 245 were Welsh desirable and 3 Welsh essential.

CONCLUSIONS AND RECOMMENDATIONS

GP have continued to make every effort to develop their Welsh language service and offer in 25/26.

The appointment of a Learn Welsh Tutor will enhance our ability to increase the use of Welsh in the workplace, to engage with our Welsh speaking communities and bolster our efforts to promote Welsh language within the force.

Looking ahead, it is vital that GP sustain and enhance efforts to ensure continuous improvements. By doing so, we can foster a more inclusive environment that values bilingualism and better serves our communities both internally and externally.

In line with the forces Strategic priorities, the following three actions will continue to inform our Welsh language journey into 2026/27 and beyond.

Actions

1. Ensure compliance with the Welsh Language Standards to meet our legal compliance and support the provision of a bilingual public service and enabling our communities to engage with us in both Welsh and English.
2. Increase the use of Welsh in the workplace by improving the range of Welsh Language Services offered to support equal treatment of Welsh and English, enhancing accessibility, and fostering a bilingual environment.
3. Increase the number of Welsh speakers or learners to support enhancing service quality, reflecting linguistic diversity, promoting bilingualism, aligning with the Welsh Government's Cymraeg 2050 Strategy, improving accessibility, and fostering cultural integration.



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