Welsh Language Standards Annual Report

April 2025 - 31 March 2026

1. Introduction

The Welsh Language Commissioner issued a compliance notice to Wales Council for Voluntary Action (WCVA) on 25 July 2016.

This compliance notice outlined WCVA's duty to meet 147 of the statutory Welsh Language Standards established by the Welsh Government under the Welsh Language (Wales) Measure 2011. This Measure gave equal status to Welsh and English so that Welsh cannot be treated less favourably than English.
The introduction of the Welsh Language Standards is designed to ensure that those in Wales who wish to live their lives in Welsh can do by obliging public bodies and some third sector organisations, to deliver their services in Welsh.

The Welsh Language Standards require WCVA to present an annual report, in relation to each financial year, that deals with the way that it has complied with the Service Delivery, Policy Making and Operational Standards. Provision is also included within the Standards concerning publishing and publicity of the Annual Report. This Report sets out WCVA's progress towards complying with the Standards from 1 April 2025 to 31 March 2026.

2. Background

The Standards are 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. WCVA is also included. The Standards clearly set out what our responsibilities are in terms of providing bilingual services, ensuring the Welsh language is not treated any less favourably than the English language.

The Language Standards are divided into five different categories

- Service Delivery
- Policy Making
- Operational
- Record Keeping
- Promotion

WCVA is required to comply with Standards for Service Delivery, Policy Making, Operational, and Record Keeping.

The Standards aim to:

- Make it clear to organisations what their duties are in relation to the Welsh language.
- Make it clearer to Welsh speakers about the services they can expect to receive in Welsh.
- Make Welsh language services more consistent and improve their quality.

3. Welsh Language Officer role

WCVA employs a Partnerships and Welsh Language Manager who acts as Welsh Language Officer and oversees the organisation's compliance with the Welsh Language Standards.

Desktop guidance notes are available to assist staff with compliance, and are saved in the WCVA General folder on Teams. New members of staff receive a full induction on the Welsh Language when they start at WCVA. All staff undergo a programme of training in line with the Standards.

As well as supporting compliance with the Standards, the Welsh Language Officer promotes the use of Welsh language across the voluntary sector.

WCVA's Grŵp Cymraeg was established during this financial year. The purpose of Grwp Cymraeg is to develop and promote a culture of bilingualism within WCVA and to ensure structures and processes are in place to support staff to comply with the Welsh Language Standards. The group comprises of a representative/s from each group and is chaired by the Welsh language Champion on WCVA's Board of Trustees.

4. Events and learning programme

WCVA continues to deliver its learning and events programme with both online and face to face content delivered through the medium of Welsh. We continue to actively seek qualified trainers with experience in the subject areas to help us deliver our learning pogramme. We work with organisations who work largely through the medium of Welsh to identify how we can strengthen our Welsh language training offer.

5. Complaints (in accordance with Standard 141)

Service Delivery - WCVA is subject to 75 Service
No complaints were received during this period.

Policy Making - WCVA is subject to 16 Policy Making Standards
No complaints were received during this period.

Operational - WCVA is subject to 46 Operational Standards
No complaints were received during this period.

6. Welsh language skills and learning (in accordance with Standard 145)

WCVA is committed to encouraging all its staff to use the Welsh language skills that they have, and creating a bilingual working environment where staff feel they can use Welsh. Learners and less confident speakers are encouraged to use the language in a non-judgemental and supportive environment. We ask all staff during their annual performance review if they are interested in learning Welsh. We also promote the benefits of learning Welsh throughout the year.

In 2025-26 14 membes of staff undertook Welsh lessons.

WCVA Staff language skills as of 31 March 2026

	No. of staff	% of staff
Welsh as preferred language	3	4.5
Welsh speakers- proficiency level 3 and above	18	26
Other- proficiency level 1 and 2	19	28
Proficiency level- awareness	32	46

7. Recruitment (in accordance with Standard 148)

The number of new and vacant posts advertised during the year which were categorised as posts where:

	Welsh Language Essential	Welsh Language desirable
Internal	0	1
External	3	9

Contact

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Mae'r adroddiad yma ar gael yn y Gymraeg ar wefan CGGC | This report is available in Welsh on WCVAs website.

WCVA welcomes receiving correspondence in Welsh. We will respond to correspondence received in Welsh, in Welsh. Corresponding in Welsh will not lead to delay.