



# Cynllun Iaith Gymraeg \ Welsh Language Plan 2022-23

## ***EIN HYMDRINIAETH O'R GYMRAEG / Our Approach to the Welsh Language***

Fel mudiad sy'n gweithio rhwng y Gymraeg a'r Saesneg, hoffwn ail-fframio dwyieithrwydd a chysidro'r ddwy iaith fel rhannau holl-bwysig o'n rhaglennu, ein bywyd gwaith a'n cyfathrebu. Mae hyn yn ganolog i'n hymrwymiad at ddemocratiaeth diwylliannol ac archwilio cymlethdodau'n hardal leol. Gan ein bod ni'n gweithio'n agos at y ffin gyda Lloegr, mewn ardal lle mae gwrthwynebiant at y Gymraeg yn bodoli, credwn bod Peak mewn safle ddelfyrddol i ysbrydoli trafodaeth agored am hunaniaeth, iaith a diwylliant, mewn ffordd sy'n gwthio'n erbyn ymagweddau blwch-mewn-bocs at gyd-fodolaeth y ddwy iaith fel egwyddor allweddol yn ein gwaith.

*As an organisation working between Cymraeg and English, we want to explore ways of reframing bilingualism; we consider both languages equally integral to our programming, working methods and communications. This plays a central role in our commitment to cultural democracy and interrogating the complexities of the area in which we work. As we work close to the border with England and in an area where resistance to bilingualism exists, we believe Peak is ideally placed to help inspire open discourses on identity, language and culture, in a way that actively rejects binaristic tick-box approaches to the two languages' co-existence as a principle of our work.*

We're committed to developing our use of Welsh across 4 key principles:

1. Sicrhau bod y Gymraeg yn greiddiol i raglenni celfyddydol Peak (*Ensure that Welsh language is central to Peak's creative programme*)
2. Creu cyfleoedd i bobl ifanc lleol i ddefnyddio'r Gymraeg, drwy ddatblygiad ein rhaglen greadigol, ein gweithdai a'n gwaith cyfathrebu, mewn ardal lle mae'r cyfleoedd i ddefnyddio'r Gymraeg yn brin (*Create opportunities within our programme and our communications for local young people to use Cymraeg in an area where few opportunities exist*)

3. Meithrin llais dwyieithog hylifol a chreadigol drwy ein defnydd o ieithoedd ar draws deunydd cyfathrebu Peak, gan gynnwys ebyst, sianeli cyfryngau cymdeithasol, arwyddbyst, a'r wefan (*Increase the use of Welsh in Peak's communications, including email, social media channels, signage and the website*)
4. Cryfhau rôl y Gymraeg o fewn rheolaeth a llywodraethiant Peak, a sicrhau bod ei ddefnydd yn rhan o'n bywydau gwaith dyddiol Sicrhau bod penderfyniadau pwysig yn cael eu gwneud gyda'r Gymraeg mewn golwg. (*Strengthen the role of Welsh in Peak's management and governance, ensuring that important decisions are made with Cymraeg in mind*)

## **Bwriad: Cefnogi gwaith tyner y dyfodol yng Nghymru wledig**

Peak Cymru is an arts organisation based in the Mynyddoedd Duon. We work from Yr Hen Ysgol, Crug Hywel (Powys) where our large art studio hosts pottery classes and community activities, and from two small spaces on Platfform 2, Gorsaf Y Fenni (Sir Fynwy) including a reading room for research and events. We collaborate with professional artists, young people and their communities to create a programme connected to place, identity and culture and responsive to urgent contemporary issues facing local and global people. **We share the belief that Language, specifically Cymraeg, is central to our reimagining of sustainable Welsh futures.**

Peak's focus is visual arts but our work is trans-disciplinary encompassing ecology, horticulture, history, philosophy, writing and poetry, activism, science and geology. Our work is underpinned and enriched by partnerships with local and national organisations drawn from a wide range of sectors including environment, community, education, heritage, transport and health. Our Studio in Crug Hywel location lies within the Bannau Brycheiniog National Park and the areas we serve include Powys, Sir Fynwy, Blaenau-Gwent, Merthyr and Torfaen. Exploring the meaning, implications and value of rurality is part of our work.

### **Context**

The Pandemic and the accompanying intersecting global / local crises of climate change, inequity and injustice provided Peak with a strong catalyst for innovation and change, re-energising our commitment to equitable practice. During 2021-22 Peak reactivated its sites and embarked on a period of collaborative Research and Development, with a focus on dyfodol iaith Gymaeg, supported by a Connect+Flourish grant from Arts Council of Wales and focused on our new spaces and relationships at Gorsaf Y Fenni. Our collaborators include: freelance artists; young people; Pegwn (a Welsh language futures group comprising siaradwr Cymraeg and dysgwr Cymraeg) and community Trafnidiaeth Cymru (Transport for Wales). The collaboration's chosen name 'Casgleb', is an invented Welsh word for collective, reflectign our common purpose to re-imagine new possibilities for our future beyond binaries of language, geography and background.

Casgleb, with its specific focus on exploring fluid approaches to language/bilingualism/multilingualism, has enabled us to work in new ways yn Gymraeg. We have also benefited from a staff team that includes three fluent siaradwyr Cymraeg, supporting a more imaginative, playful use of Cymraeg in our external and internal communications. As Casgleb enters its final months, we will be evaluating the project to inform our future programme and strategy. As set out in last year's action plan, we have undertaken an audit of Cymraeg across the work of the organisation to inform planning, priorities and targets for this 2022-23 plan. *See appendix for audit summary notes.*

We support *Cymraeg 2050*, which aims to have 1 million Welsh speakers by 2050; Peak's creative programme has a role to play in offering Welsh language opportunities for Welsh speakers and learners, in an area where relatively few exist. In supporting this initiative, Peak acknowledges the importance of language choice:

Language is a medium of expression  
Language is a carrier of culture, integral to individual and communal identity  
Cymraeg is part of our heritage and culture, and safeguarding its future forms part of our work

Peak is working to increase diversity, access, inclusion and representation across its creative programme, operations (governance, employment, recruitment, training), audiences, collaborators and partners and this plan should be read alongside our Business Plan, our Strategic Equalities Action Plan, Anti-Racism Action Plan and our statement of values. We acknowledge the powerful role that language plays in creating an environment where everyone feels welcome and included and believe that Cymraeg has valuable potential in supporting and exploring greater diversity and inclusion for our future. As a small organisation, with limited financial resources, we support our language priorities, and equalities goals, by ring-fencing funds within budgets and working in collaboration with partners and sector colleagues to amplify and extend fairness and equality in the Mynyddoedd Duon ac yng Nghymru

### **Siaradwyr Cymraeg in our Region and in our organisation**

Our region has fewer Cymraeg speakers compared to other regions in Wales. Census data for 2021 was not available at the time of preparing this plan, but 2011 data showed 18% of the population in Powys could speak Cymraeg, 9.6% in Sir Fynwy, 9.5 % in Torfaen and 7.6% in Blaenau Gwent. This context offers valuable opportunities to explore discourses around identity, language and culture and make a positive impact on the take-up and regular use of Cymraeg. Our language policy does not aim for perfection; it acknowledges that every person living in Wales has a relationship with Cymraeg. Young people we work with (an age group that has the largest growth in numbers speaking 'some Welsh'), and their parents, report few opportunities and spaces to speak yn Gymraeg. Peak's programme enables informal opportunities to use the Welsh that they have, and to experiment with language for enjoyment, as well as to build proficiency.

The inclusion of siaradwyr Cymraeg within our staff and trustee team has enabled significant development in our Welsh language practice and creative programme. We have formed new relationships with professional translators and an increasing number of creative practitioners who speak Cymraeg or are learning Cymraeg to support high quality content across our activities yn Gymraeg. However, Peak is not currently able to provide live or 'on-demand' translation services. **Peak's artist group Pegwn is a key resource in developing and extending use, celebration and support of Cymraeg in creative and imaginative ways.** It is a forum and platform to explore how Peak can embed Cymraeg and bi or multi-lingualism (connecting to other marginalised languages) in ways that are imaginative, proactive, and future-oriented. Pegwn has continued to develop in 2022, offering a space for discussion and exploration of race, colonialisation, environment and rurality, and for new ideas to emerge (see audit in appendix)

## ***BLAENORIAETHAU IAITH GYMRAEG 2022-23 / Welsh Language Priorities 2022-23***

The goal of our Welsh language plan is to strengthen bilingualism across Peak's operations and activities and to act as an advocate for bilingualism. Our targets respond to our artistic aims (see page 7), and to are planned in response to our four principles for Cymraeg:

- 1. Sicrhau bod y Gymraeg yn greiddiol i raglenni celfyddydol Peak / Ensure that Welsh language is central to Peak's creative programme**
  - Continue support and development of Pegwn as a forum where artists develop, extend, use and celebrate Cymraeg including Welsh-led spaces
  - Commission original writing content yn Gymraeg
- 2. Creu cyfleoedd i bobl ifanc lleol i ddefnyddio'r Gymraeg, drwy ddatblygiad ein rhaglen greadigol, ein gweithdai a'n gwaith cyfathrebu / Create opportunities for local young people to use Cymraeg in our creative programme, our workshops and our communications**
  - Research and develop YP creative activity yn Gymraeg at Peak's stiwdio, embedding flexible, creative exploration of bilingualism across both sites
  - Increase Welsh language resources for participants, artists, staff
- 3. Meithrin llais dwyieithog hylifol a chreadigol drwy ein defnydd o ieithoedd ar draws deunydd cyfathrebu Peak, gan gynnwys ebyst, sianeli cyfryngau cymdeithasol, arwyddbyst, a'r wefan / Increase the use of Welsh in Peak's communications, including email, social media channels, signage and the website**
  - Maintain the highest levels of creative translation, consistent with our ethos and values, nuanced and appropriate to the artforms
  - Maintain bilingual content across our communication channels, through an open, experimental and radical approach to bilingualism, including blending Welsh words into English language text where appropriate

**4. Cryfhau rôl y Gymraeg o fewn rheolaeth a llywodraethiant Peak / strengthen the role of Cymraeg in Peak's governance and management**

- Embed W/L reporting into quarterly board agendas and monitoring
- Undertake annual audit of Peak's use of Cymraeg and competencies, and an annual review of Peak's communications yn Gymraeg
- Support staff and trustees to increase their knowledge and use of Cymraeg

Action	Measure/Activity	Timescale	Responsibility	Milestone/Performance indicator	Monitoring
<p><b>Ensure that Welsh language is central to Peak's creative programme</b></p> <p>Pegwn continues as a forum where artists develop, extend, use and celebrate Cymraeg in Peak's programme</p> <p>Commission original writing content yn Gymraeg</p>	<p>Support continuation of Pegwn, providing fees for time, travel and preparation (where appropriate)</p> <p>At least one commission per season</p>	<p>Hydref 2022 Gwanwyn 2023</p> <p>Hydref 2022 Gwanwyn 2023</p>	<p>Deputy Director working with Casgleb Associates</p>	<p>Digwyddiad Cymraeg Events included in Autumn 2022 and Spring 2023 programme</p> <p>At least one W / L written commission per season</p>	<p><i>Audit June 2023</i></p> <p><i>Quarterly board updates via staff ops report</i></p>
<p><b>Increase opportunities for local young people to use Cymraeg in our creative programme</b></p> <p>Research and develop YP creative activity yn Gymraeg at Peak's stiwdio, embedding flexible, creative exploration of bilingualism across both sites</p> <p>Increase Welsh language resources for participants / artists / staff</p>	<p>Deliver at least one Cymraeg event/activity in Stiwdio or Reading room that enable flexible, imaginative use of language, including one targeted at YP who are siaradwyr Cymraeg</p> <p>Create resources for Siaradwyr and Dysgwyr Cymraeg</p>	<p>Hydref 2022 Gwanwyn 2023 Haf 2023</p> <p>Ongoing</p>	<p>Stiwdio Associate working with deputy Director</p> <p>Casgleb Associate</p>	<p>At least one workshop per term is delivered using both English and Cymraeg + one workshop per term yn Gymraeg for siaradwyr Gymraeg</p> <p>3 new books or publications for Reading Room; 1 event (such as a reading group or creative Welsh lesson)</p>	<p>Quarterly ops reports</p> <p>Audit 2023</p>
<p><b>Strengthen and extend the use of Cymraeg across Peak's written comms incl social media channels, signage and website</b></p> <p>Maintain the highest levels of translation Maintain / update bilingual content for emails, social media, website and signage</p>	<p>Planning provided for translators, staff, designers and others involved in the design and production of Peak projects</p> <p>Continue development of agile communications blending Welsh words into English text Plan further content yn Gymraeg and translations for Peak website</p> <p>Maintain bilingual signage, print materials, email footers etc</p> <p>Ensure that size, quality, legibility and prominence of WL text respects the</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Deputy Director and siaradwyr-/cymraeg artist / collaborators</p>	<p>At least one W / L written commission per season – to be disseminated across website, twitter, Instagram</p> <p>annual review by Platform collaborators</p> <p>Review and update of Peak website</p> <p>Annual external review</p>	<p><i>Quarterly board operations report</i></p> <p><i>Audit / Review July 2023</i></p>

Action	Measure/Activity	Timescale	Responsibility	Milestone/Performance indicator	Monitoring
	principle of equality; use Cymraeg / Welsh place names				
<p><b>Strengthen role of Welsh language within Peak's management and governance</b></p> <p>Embed W/L reporting into day-to-day work of organisation, quarterly board agendas and monitoring</p> <p>Peak audit of Welsh language use and competencies, and an annual review of Peak's W/L communications</p> <p>Support professional development for staff and collaborators who are dysgwyr Cymraeg</p>	<p>Peak annually appoints a trustee as W/L champion; W/L is included in quarterly equalities monitoring</p> <p>Audit of W/L use and review of W/L comms</p> <p>Provide at least 1 creative Welsh activity targeted at staff professional development needs</p>	<p>Hydref 2022 AGM</p> <p>Gorfennaf 2023</p> <p>Gaeaf 2023</p>	<p>Executive Director with Peak staff team</p> <p>Executive Director with siaradwyr-cymraeg freelance</p> <p>Executive Director</p>	<p>Reappoint eiriolwr Cymraeg at AGM (November 2023)</p> <p>Audit takes place; report to Board at Q1 meeting 2021 / 22 (September 2023)</p> <p>Ditto</p>	<p>AGM</p> <p><i>Annual report in Autumn 2023</i></p>

## **Audit of Cymraeg - developments around Welsh language in 2021/22:**

Review undertaken by Dylan Huw, Casgleb Associate

### **General reflections on 2021 actions:**

1. Increase Welsh language programming - **Definitely achieved, although concentrated on Platform 2 programme**
2. Increase and support the number of Welsh-speaking collaborators that we work with - **Definitely achieved, although not across entire programme**
3. Strengthen and extend the use of Cymraeg across Peak's written comms incl social media channels, signage and website - **Definitely achieved; work to be done on evaluation/collating feedback**
4. Strengthen and extend the use of Welsh in oral communication - **Somewhat achieved by having more Welsh-speaking staff but more work to be done**
5. Strengthen role of Welsh language within Peak's management and governance - **Work to be done**

### **Highlights**

- Peak's commitment to playfully bilingual external communications (including emphasis on tools for new speakers) has become a key part of its public identity, making Peak an arts organisation visibly engaging with the complexities of working in bilingual contexts in unique ways.
- Casgleb has made imaginative engagement with language/multilingual spaces a central part of Peak's programme, enabling us to form/strengthen relationships with a diverse range of Welsh-speaking collaborators. This has been hugely valuable seeding for longer-term work with artists in Welsh and exploring bi/multilingualism, and for using Platform 2 as a kind of hub for experimentation around language.
- Surpassed target to **work with min of 5 new siaradwyr Cymraeg in 2021/22 through Platform or Pegwn or creative programme**, as well as target of **25 names on our register of Welsh-speaking collaborators**.
- We have much more clarity in how we speak about Pegwn, how it's structured and what it's for, than we did a year ago.
- We've been afforded (thanks to the prominence of Cymraeg in the Casgleb programme and increase of Welsh-speaking staff and collaborators) new kinds of opportunities for sharing Peak's work with Welsh-language audiences, e.g. Y Lle Celf event at the National Eisteddfod, interview about Casgleb on Radio Cymru.
- Established a generative collaboration/conversation with Nico, a translation and language services company; developing ways of thinking about day-to-day translation more sensitively and collaboratively.
- There have been opportunities across many parts of Peak's programme to disseminate Pegwn research and Peak's wider explorations of using Cymraeg/bilingualism differently, e.g. Platform Haf mentoring sessions, Criw Celf workshop, Platform 2 sharing events.

### **Not so successful**

- Haven't met target to **deliver at least one Cymraeg event/activity in Peak's studio per term or per strand**; more work to be done on embedding Welsh-language work/exploration at yr Hen Ysgol (pottery, Criw Celf).
- Haven't been able to attract increased volume of Welsh-speaking applicants to open calls, particularly young Welsh speakers. Possible misalignment of Peak's key purpose of providing opportunities for young people living locally and its exploratory work around language?
- Possible sense that clear communication hasn't been maintained between staff/collaborators and Peak's trustees re: developing exploration of working across and between languages.

### **Areas for development in 2022/3:**

1. Facilitate more Cymraeg-led and fluidly bi/multilingual spaces for young people specifically
2. Target more Welsh-speakers to open calls for staff, board and young people opportunities (partnership working?)

3. Create resilient structures for communicating language-based work across different sections of Peak
4. Further develop Pegwn to include commissioned work, sustained collaborator relationships and more impact beyond closed groups of artists
5. Share learning from research/testing of playfully bilingual communications and experiments with multilingual artistic spaces across arts sector and beyond

**Questions for Peak staff:**

- In your own work with Peak, what are some challenges you run into when it comes to the role of language in the organisation's work?
- Have you received any feedback (whether anecdotal or more formal) about Peak's use of Cymraeg and bilingualism in its comms and programming?
- What structures could Peak put in place to increase cohesion of understanding and delivery of Welsh-language/creatively bilingual work: across different strands of its programme and between freelancers/staff/trustees?
- What kinds of exciting opportunities could Peak create for young people living locally around creative use of language and multilingual spaces?

**Welsh-speaking practitioners Peak has worked with in 2021-2:**

Esyllt Angharad Lewis (communications, *walking backwards*, Pegwn)

Gwenllian Davenport (Studio Associate)

Dylan Huw (Casgleb)

Owen Griffiths (Casgleb)

Kirsti Bohata (*walking backwards*)

Cerys Scorey (invigilator programme, Plattfform Haf)

Ronnie Angel Pope (invigilator programme)

Nia Morais (*uluations*, Pegwn)

Elan Grug Muse (*uluations*)

Paul Eastwood (Criw Celf)

Eiri Angharad (TfW workshops, translation)

Osian Gwyn (TfW workshops, translation)

Rowan O'Neill (Pegwn)

Llinos Anwyl (Pegwn)

Bob Evans (Pegwn)

Gwenllian Spink (Pegwn, Plattfform Haf)

Frank Olding (Pegwn)

Dylan Huw, August 2022