

Aim of the Strategy

One of the Welsh Language Board's main objectives is to increase opportunities to use the Welsh language. As a part of this, the Board believes that increasing use of the language in the voluntary sector is an all important element of meeting this aim. This objective ties in with the Assembly Governments desire to increase bilingualism in the sector.

This aim is particularly important when bearing in mind the increasing importance that is being placed on the voluntary sector with regards to providing public services, with key emphasis on working in partnership.

The purpose of this strategy is to outline how the Welsh Language Board aims to undertake this task. This strategy will explain how we aim to contribute to the growth in the use of the Welsh language in the voluntary sector, visually and verbally, by voluntary bodies, volunteers, members and supporters. We set out a number of targets for the Board with regards to influencing the sector and offering support.

Implementation Methods

As we put this strategy into practice the Board will utilise five main methods of implementation, which are:

- **1. Promoting the Advantages of Using the Language** - to demonstrate to voluntary bodies that there are great advantages to using the Welsh language and that they have a vital role to play in the future of the language.
- **2. Offering Help and Co-operation** - we will work with our partners to develop the help available and the activities which are already taking place to encourage the sector's bilingual provision.
- **3. Develop and Support New Ventures** - to work with the sector to develop and facilitate new ventures in the voluntary sector through the medium of Welsh.
- **4. Emphasise the Statutory Duty** - to inform those voluntary bodies providing services on behalf of public bodies of their duties under the Welsh Language Act and remind public bodies of the need to consider the Welsh language as part of third party contracts.
- **5. Overview of the Language within the Sector** - monitoring developments and linguistic increases within the sector along with other developments that will effect language provision in the sector.

Cynnwys

Mae Adran A yn gosod cefndir i'r strategaeth gan esbonio pa strategaethau a pholisiau fydd yn effeithio arni, pwy yw ein partneriaid, a ble yr ydym yn dymuno ffocysu ein gwaith.

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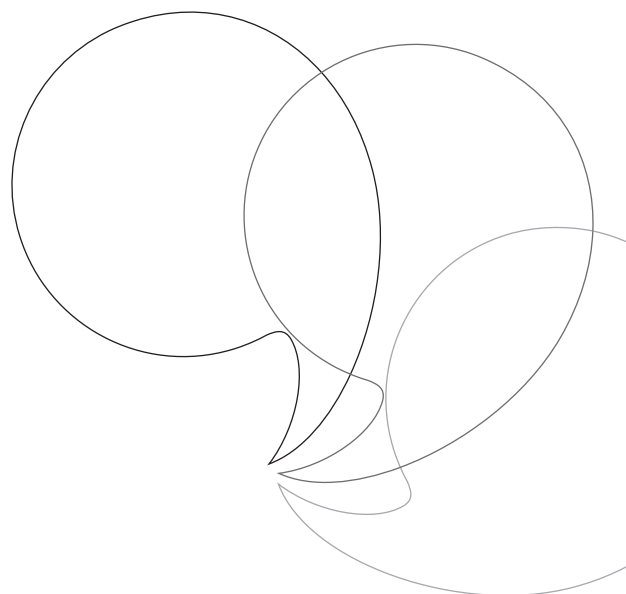
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Adran A

Cefndir

1. Dyfodol y Gymraeg a Iaith Pawb

Mae gan y strategaeth sector gwirfoddol gyfraniad pwysig i'w wneud o ran cyfrannu tuag at dargedau **Iaith Pawb**.

Mae *Iaith Pawb*¹ yn nodi:

'...nid oes gennym amheuaeth na fydd iechyd a datblygiad egniol yr iaith Gymraeg o dan fygythiad difrifol os yw'n peidio â bod yn iaith sydd â phresenoldeb cryf yn y gymuned'.

O'r pum prif nod a osodir yn Iaith Pawb, mae dau'n berthnasol iawn i'r strategaeth hon:

Erbyn 2011:

- bod y lleihad yn nifer y cymunedau lle mae'r Gymraeg yn cael ei siarad gan dros 70% o'r boblogaeth yn cael ei atal;
- ei bod yn bosibl i gyrff cyhoeddus, preifat a gwirfoddol ddarparu mwy o wasanaethau, trwy gyfrwng y Gymraeg.

2. Cefndir y Sector

Ceir oddeutu 30,000 o fudiadau gwirfoddol a chymunedol yng Nghymru yn 2006 yn ôl CGGC. Mae gan sawl un o'r mudiadau yma draddodiad hir o gefnogi a hyrwyddo'r iaith Gymraeg. Yn wir, mae nifer o gyrff sy'n bodoli'n bennaf er lles y Gymraeg. Mae'r Bwrdd yn cydnabod cyfraniad y sector tuag at gynnal yr iaith ar lefel genedlaethol a chymunedol.

Mae'r sector yn cynnwys amrediad eang o gyrff. Y diffiniad o gyrff gwirfoddol a ddefnyddir gan Llywodraeth y Cynulliad yn eu Cynllun y Sector Gwirfoddol yw:

Cyrff (heblaw awdurdodau lleol neu gyrff cyhoeddus eraill) y mae ei gweithgareddau:

- yn cael eu cyflawni at ddibenion heblaw gwneud elw,
- ac sydd o fudd uniongyrchol neu anuniongyrchol i Gymru gyfan neu unrhyw ran ohoni (p'un a ydynt o fudd hefyd i unrhyw ardal arall neu beidio)

At bwrpas y ddogfen hon, ystyriwn fod y canlynol yn rhan o'r sector gwirfoddol: cyrff gwirfoddol a'i gwirfoddolwyr, grwpiau hunan gymorth, cwmnïau cydweithredol, mentrau cymunedol, sefydliadau crefyddol, a chyrff a mudiadau eraill nad ydynt yn gweithredu er mwyn gwneud elw, ac sy'n dod a budd i gymunedau â phobl Cymru. Yn achos y strategaeth hon byddwn hefyd am gydweithio gyda cyrff cynrychiadol megis undebau llafur.

¹ Iaith Pawb - Cynllun Gweithredu Cenedlaethol Llywodraeth Cynulliad Cymru ar gyfer Cymru Ddwieithog (Llywodraeth Cynulliad Cymru, 2003)

Section A

Background

1. The future of the Welsh Language and *laith Pawb*

The Voluntary sector strategy will have an important contribution to make towards achieving the ***laith Pawb*** targets.

*laith Pawb*¹ notes:

“we have no doubt that the health and energetic development of the Welsh language will be under serious threat if it ceases to be a language that has a strong presence in the community.”

Of the five aims set down in laith Pawb there are two which are very relevant to this strategy:

By 2011:

- to halt the reduction in the number of communities where Welsh is spoken by over 70% of the population;
- that it is possible for public, private and voluntary bodies to provide more services, through the medium of Welsh.

2. The Background of the Sector

There are approximately 30,000 (WCVA statistics 2006) voluntary and community organisations in Wales. A number of these organisations have a long tradition of supporting and promoting the Welsh language. In fact a number of voluntary bodies exist with the main objective of encouraging the language. The Board recognises the voluntary sectors contribution towards supporting the language on a national and community level.

The sector includes a wide range of bodies. The definition of voluntary bodies used by the Assembly in the Voluntary Sector Scheme is:

Bodies (with the exception of local authorities or other public bodies) with their activities:

- being carried out for purposes other than generating profit
- which are of direct or indirect benefit to the whole of Wales or any part of it (whether they are of benefit to any other area or not)

For the purposes of this document, we consider that the following are part of the voluntary sector: Voluntary organisations and their volunteers, self help groups, co-operative companies, community ventures, religious institutions, and other bodies and organisations that do not operate for the purpose of profit, and which bring benefit to the communities and people of Wales. As part of this strategy will also work with representative bodies and Trade Unions.

¹ *laith Pawb* is the Welsh Assembly Government's National Action Plan for a Bilingual Wales. (Welsh Assembly Government: 2003)

Dros y blynyddoedd diwethaf, mae nifer o fudiadau gwirfoddol, cenedlaethol a lleol wedi mynd ati i ddarparu gwasanaethau dwyieithog mewn modd creadigol a brwdfrydig, a hynny y tu hwnt i ofynion Deddf yr Iaith Gymraeg 1993. Maent wedi gwneud hyn o'u gwirfodd. Hyd at Rhagfyr 2007, mae'r Bwrdd wedi cymeradwyo 58 o Gynlluniau Iaith Gymraeg gan gyrff gwirfoddol. Mae'r cynlluniau hyn yn dweud sut y bwriedir mynd ati i ddarparu a datblygu gwasanaethau dwyieithog gan y sefydliad. Mae'r cyrff hyn yn cydnabod bod cynnig gwasanaeth yn newis iaith y defnyddiwr yn rhan annatod o arfer da ac o gyfle cyfartal.

Bydd y strategaeth hon yn ystyried sut y gellir cynnal y gwaith gwerthfawr hwn, a rhannu arfer da ymysg grwpiau a sefydliadau eraill sydd eto i gyrraedd yr un safon. Rydym yn ymwybodol bod datblygu gwasanaethau dwyieithog yn gallu achosi cynnydd bychan mewn costau, ond rydym yn awyddus i annog cyrff i gynllunio'n ofalus a dilyn canllawiau arfer da er mwyn lleihau costau uniongyrchol ychwanegol. Mae'r adborth rydym wedi ei dderbyn gan gyrff sydd eisoes yn darparu'n ddwyieithog yn awgrymu bod gwerth darparu'n ddwyieithog yn fwy na'r costau ychwanegol, ac mae'r cyrff yn ei weld fel rhan annatod o ddarparu gwasanaethau o safon.

Ar yr un pryd ag annog cyrff i ddilyn canllawiau ac arfer da, mae'r Bwrdd hefyd wedi cynnig swm sylweddol o arian dros y blynyddoedd i gyrff sydd yn ceisio hyrwyddo'r iaith Gymraeg ac mae nifer helaeth ohonynt yn gyrff gwirfoddol. Yn ystod blwyddyn ariannol 2005-06, dosbarthwyd dros £4.1m o arian grant gan y Bwrdd i gyrff a sefydliadau gwirfoddol.

3. Strategaeth Sector Gwirfoddol Llywodraeth y Cynulliad

Rhoddyd ymrwymiad gan Llywodraeth Cynlluniad Cymru ym 1998 i weithio gyda'r sector gwirfoddol yng Nghymru. Datblygwyd y Cynllun Sector Gwirfoddol i'r perwyl hwn.

Adolygwyd Cynllun Sector Gwirfoddol y Cynulliad gan Gomisiwn Annibynnol yn 2003/04 a adroddwyd fod y cynllun addas i ddiben ond argymhellwyd bod angen Cynllun Gweithredu Strategol. Dan bwynt 4.22 o'r cynllun yma mae'r Cynulliad yn gwneud y datganiad yma:

"Credwn fod gan y trydydd sector rôl arbennig o bwysig i gefnogi'r defnydd o'r iaith ar lefel gymunedol. Lle mae sefydliadau trydydd sector yn cyflwyno gwasanaethau cyhoeddus mae'n debygol y bydd Deddf yr Iaith Gymraeg yn gymwys, ond hyd yn oed pan nad yw darparu gwasanaethau dwyieithog yn ofyniad statudol mae llawer o sefydliadau trydydd sector yn gwneud ymrwymiad cryf drwy fabwysiadu Cynlluniau Iaith Gymraeg, ac rydym yn dymuno annog yr ymagwedd hon drwy weithio'n strategol gyda'r sector a Bwrdd yr Iaith Gymraeg."
Lansiodd Llywodraeth Cynulliad Cymru y strategaeth yma yn mis Tachwedd 2007.

Yn ogystal â hynny, byddwn am sicrhau bod unrhyw arian a ddaw i'r sector drwy gronfeydd strwythurol Ewrop, neu drwy ffynonellau'r Loteri, hefyd yn cael ei gynnig yn unol â'n canllawiau ar ddyfarnu grantiau.

Bydd disgwyl i Gynllun Iaith Gymraeg Llywodraeth y Cynulliad fynd i'r afael â'r agenda moderneiddio mewn amgylchiadau lle y bydd y sector gwirfoddol yn gweithredu fel darparwyr mewn partneriaeth â'r sector cyhoeddus.

Over the last few years, one of the things which has given the Board satisfaction is the creative and enthusiastic way in which some voluntary bodies both nationally and locally have set about providing bilingual services, outside the requirements of the Welsh Language Act. They have done this of their own volition. By December 2007, the Board has approved 58 Welsh Language Schemes by voluntary organisations, schemes that outline how each body hopes to deliver and develop bilingual services. They acknowledge that offering service in the chosen language of the user is an integral part of good practice and of equal opportunity.

This strategy will consider how this valuable work can be maintained and how the good practice among these groups can be shared with other groups which are yet to achieve the same aim. We are aware that developing bilingual services can cause a small increase in costs, but we are eager to encourage bodies to plan carefully and follow good practice guidelines so that they can minimise direct extra costs. The feedback we have received from bodies that are already delivering bilingually suggests that the benefits outweigh the extra costs, and they see this as an integral part of providing a quality service.

Along with encouraging bodies to follow the good practice guidelines, over the years the Board has offered a significant amount of funding to voluntary bodies that promote the Welsh language. During the 2005-06 financial year, over £4.1m in grant funds were distributed by the Welsh Language Board to voluntary organisations and bodies.

3. The Welsh Assembly Government's Voluntary Sector Strategy

In 1998, the Welsh Assembly Government made a commitment to work with the voluntary sector in Wales and to develop the sector through the Assembly's Voluntary Sector Scheme.

The Assembly's Voluntary Sector Strategy was reviewed by an Independent Commission in 2003/04, it was reported that the strategy was fit for purpose but was recommended that a Strategic Action Plan be drawn up. Under the point 4.22 of this plan the Assembly have included the following statement:

"We believe that the third sector has an especially important role to play in supporting use of the language at a community level. Where third sector organisations are delivering public services it is likely that the Welsh Language Act will apply, but even where the provision of bilingual services is not a statutory requirement many third sector organisations are making a strong commitment through the adoption of Welsh Language Schemes, and we wish to encourage this approach by working strategically with the sector and the Welsh Language Board."

The Welsh Assembly Government launched this strategy in November 2007.

As well as this, we will aim to ensure that the guidelines for grant allocations are adhered to by funding streams such as the European structural funds and Lottery sources.

We will expect the Assembly Government's Welsh Language Scheme to come to terms with the modernisation agenda under circumstances whereby the voluntary sector is delivering as a provider in partnership with the public sector.

4. Deddfwriaeth

Yn sgil Deddf yr Iaith Gymraeg, mae gofyn i gyrff cyhoeddus baratoi cynlluniau iaith sy'n nodi sut y byddant yn gweithredu egwyddor cydraddoldeb y ddwy iaith i'r graddau y mae hynny yn *'briodol o dan yr amgylchiadau ac yn rhesymol ymarferol'* (5.2)

Nid yw cyrff gwirfoddol yn cwmpo'n uniongyrchol o dan y Ddeddf ond fel y nodwyd yn barod, mae llawer eisoes yn cydnabod bod cynnig gwasanaeth yn newis iaith y defnyddiwr yn rhan annatod o arfer da ac o gyfle cyfartal.

Serch hynny, gall rhai mudiadau gwirfoddol gael eu heffeithio gan y Ddeddf. Er enghraifft os yw mudiad gwirfoddol yn darparu gwasanaethau i'r cyhoedd ar ran corff cyhoeddus, bydd disgwyl iddo weithredu'r rhannau perthnasol o Gynllun Iaith y corff cyhoeddus hwnnw. Yn y cyd-destun hwnnw, dylai cyrff cyhoeddus sydd â chynlluniau iaith Cymraeg fynnu bod eu cyflenwyr o'r sector gwirfoddol yn darparu yn unol â'u Cynlluniau Iaith.

5. Cydweithio â phartneriaid

Mae'r strategaeth hon yn adlewyrchu'r ystod o bartneriaethau ac amcanion sydd gan y Bwrdd.

Mae'n bwysig felly bod y strategaeth yn cael ei lunio mewn partneriaeth â'r sector gwirfoddol, a'i bod yn cefnogi unrhyw ddatblygiadau gwaith sy'n bodoli eisoes yn y sector.

Dyma'r prif grwpiau yr anelwyd y strategaeth atynt am sylwadau a chymorth, ac am gydweithrediad wrth ei weithredu:

5.1 Cyrff 'Ymbarél'

Mae gan y sector strwythur sefydlog sydd yn cynnig arian neu'n cynrychioli cyrff gwirfoddol yng Nghymru gan gynnwys y Cynulliad, Cynghorau Lleol, Ymddiriedolaethau lechyd, cyrff sy'n cynnig gwasanaethau cymorth a chyrff sy'n cynrychioli'r sector megis y Cyngor Gweithredu Gwirfoddol Cymru a'r Cynghorau Gwirfoddol Sirol. Y cyrff hyn sy'n dyrannu grantiau neu'n prynu a chomisynu gwasanaethau gan y sector ac arnynt hwy mae dyletswydd i sicrhau eu bod yn gweithredu yn unol â'u Cynlluniau Iaith lle bo'r rheini'n bodoli.

5.2 Cyrff Gwirfoddol, eu gwirfoddolwyr, rheolwyr a llywodraethwyr

Er mwyn sicrhau llwyddiant y strategaeth bydd eisiau perchnogaeth, cefnogaeth a mewnbwn gan gyrff gwirfoddol. Wrth gydnabod cyfraniad cyrff yn y sector, mae'r strategaeth hon hefyd yn gosod her arnynt i ddylanwadu ar y ddarpariaeth sydd ar gael yng Nghymru.

5.3 Defnyddwyr

Mae ystod eang o ddefnyddwyr y gwasanaethau a ddarperir gan y sector gwirfoddol. Yn aml iawn, mae defnyddwyr gwasanaethau a ddarperir gan gyrff gwirfoddol mewn sefyllfaoedd bregus. Cred y Bwrdd bod cynnig gwasanaethau i bobl yn eu dewis iaith yn rhan annatod o gynnig gwasanaeth a gofal o safon uchel, hoffem felly ddarganfod eu disgwyliadau ac anghenion wrth ymgynghori a gweithredu'r strategaeth hon. Hoffwn weithio gyda'r Cyngor Defnyddwyr a CAB i'r pwrpas yma.

4. Legislation

As a result of the Welsh Language Act 1993 public bodies have set about preparing language schemes which note how they will implement the principle of equality between the two languages to the extent that it is '*appropriate under the circumstances and reasonably practicable*' (5.2)

Voluntary bodies do not fall directly under the Welsh Language Act but as was noted previously, many already acknowledge that offering a service in the chosen language of the user is an integral part of good practice and of equal opportunity.

However, some voluntary organisations can be affected by the Act. For example, if a voluntary organisation provides services to the public on behalf of a public body, it will be expected to operate relevant sections of the public body's Welsh Language Scheme. In that context, public bodies which have Welsh Language Schemes should insist that their suppliers from the voluntary sector, who are working on their behalf, should reach the standard set down in their Scheme and monitor this on a regular basis.

5. Co-operation with partners

It is important that this strategy reflects the range of partnerships and strategic objectives we have as a body.

It was vitally important that this strategy was formulated in partnership with the voluntary sector, and that it supports any work already ongoing in the sector.

Here are the main groups towards which the strategy is aimed at for input and help, and for co-operation in implementation:

5.1 'Umbrella' Bodies

The sector has an established structure in Wales of offering funding, representation and support including the Assembly, Local Councils, Healthcare Trusts and the Wales Council for Voluntary Action which is the body that coordinates and facilitates the work of the sector. It is these bodies that either allocate grants or purchase or commission services from the voluntary sector in line with their Welsh language schemes where these are in place.

5.2 Voluntary Bodies and Organisations, their volunteers, managers and governors

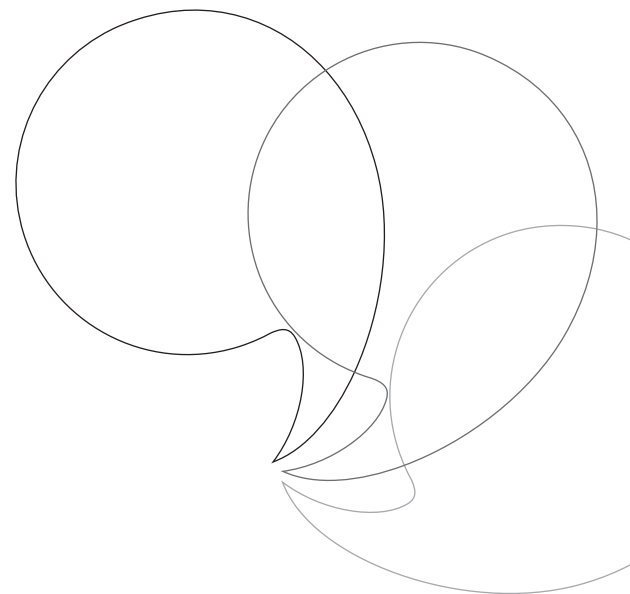
In order to ensure the success of the strategy, ownership, support and input will be needed from voluntary bodies. In acknowledging the contribution and input of the sector's bodies, this strategy also challenges the bodies as it is they who have the greatest influence upon the direction of their bodies in providing services in Wales.

5.3 Users

There is a wide range of users of services provided by the voluntary sector. Very often the users of services provided by voluntary bodies are in vulnerable situations. The Board believes that offering services to people in the language of their choice is an integral part of offering a service and care of a high standard; we wish to try to find out their expectations and needs as we consult on this strategy and implement it. We would like to work with the Consumer Council and CAB to this effect.

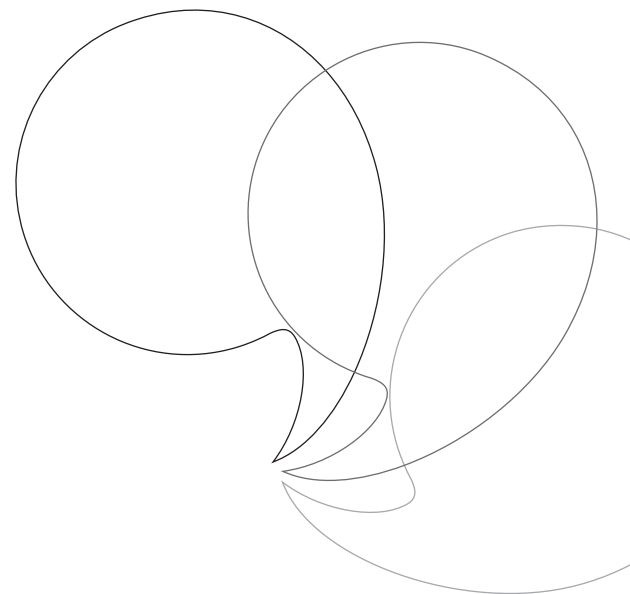
6. Menter arall perthnasol: Clymblaid Cydraddoldeb a Hawliau Dynol

Ym mis Gorffennaf 2004, gyda chymorth Bwrdd yr Iaith, sefydlwyd Clymblaid Cydraddoldeb a Hawliau Dynol i'r Sector Gwirfoddol yng Nghymru. Rydym yn cydnabod y gwaith pwysig y mae'r sector yn ei wneud yng nghyd-destun prif-ffrydio cydraddoldeb yng Nghymru. Mae'r Glymblaid yn cyfrannu at drafodaethau'n ymwneud â sefydlu'r Comisiwn dros Gydraddoldeb a Hawliau Dynol, ond mae hefyd yn trafod materion eraill megis nawdd, meithrin gallu, cysylltiadau gyda chyrff statudol, dylanwadu ar agenda hawliau cyfartal y Llywodraeth, a monitro deddfwriaeth.



6. Other related initiatives: Equalities and Human Rights Coalition

The Equalities and Human Rights Coalition for the Voluntary Sector in Wales was formed in July 2004. The Board recognises the important work that the voluntary sector does in the context of mainstreaming equalities in Wales. The Coalition contributes to discussions associated with establishing the Commission for Equalities and Human Rights but also tackles wider issues such as funding, developing skills, contacts with statutory bodies, monitoring legislation and influencing the Government's equal opportunities agenda.



Adran B

Cynllun Gweithredu i'r Bwrdd

Pwy?

1. Blaenoriaethau strategol

Mae'r Bwrdd yn awyddus i helpu unrhyw gorff gwirfoddol sy'n awyddus i ddatblygu gwasanaethau Cymraeg. Serch hynny, gan fod y sector mor eang, bydd angen i'n cynlluniau flaenoriaethu cyrff. Nodwn ein blaenoriaethau o ran grwpiau targed allweddol isod. Byddwn yn esbonio dan bwyntiau 3 i 6 sut y byddwn yn mynd ati i weithio gyda'r grwpiau hyn i ddatblygu darpariaeth ddwyieithog.

1.1 Cyrff sy'n gweithio ar lefel gymunedol gyda chyswllt agos â'r cyhoedd.

Mae'r cyhoedd, fel defnyddwyr gwasanaethau, yn ganolog i waith y Bwrdd. Mae'r cyrff sy'n gweithio ar lefel gymunedol yn amlwg yn cael dylanwad mawr ar yr unigolyn a gymuned Cymraeg eu hiaith. Dylent, felly, fod yn flaenoriaeth.

1.2 Cyrff mawr amlwg sydd â phroffil uchel yng Nghymru.

Mae gan rai cyrff gwirfoddol broffil uchel yng Nghymru. Pe bai'r Gymraeg i'w gweld yn fwy amlwg fel rhan o waith y cyrff hynny, byddai eraill yn gweld gwerth defnyddio'r iaith. Mae llawer o'r cyrff hyn yn cael eu harwain o du allan i Gymru. Cred y Bwrdd y gallai targedu'r cyrff hyn osod esiampl i gyrff eraill.

1.3 Cyrff sy'n gweithredu mewn ardaloedd traddodiadol Gymraeg.

Mae gan y sector gwirfoddol gyfraniad pwysig i'w wneud o ran cynnal cymunedau a darparu gweithgareddau a gwasanaethau lleol. Mae atal dirywiad yr iaith yn y cadarnleoedd yn flaenoriaeth uchel yn *Iaith Pawb* ac yng Nghynllun Strategol y Bwrdd.

1.4 Cyrff sy'n darparu gwasanaethau gofal ac iechyd.

Mae llawer o gyrff gwirfoddol yn darparu gwasanaethau gofal, lles ac iechyd. Gall y cyrff hyn gael effaith sylweddol ar fywydau unigolion a theuluoedd. Cred y Bwrdd bod parchu dewis iaith cleifion a defnyddwyr gwasanaethau o'r fath yn rhan annatod o'u gofal a'u lles. Wrth flaenoriaethu'r cyrff hyn, byddwn am ystyried y pedwar grŵp mwyaf bregus o ran anghenion ieithyddol²:

- pobl sydd ag anableddau dysgu
- plant ifanc
- pobl sydd ag afiechyd meddwl
- pobl hŷn

²Ymchwil gan Cyngor Defnyddwyr Cymru: 'Y Gymraeg yn y Gwasanaeth Iechyd' (Misell 2000)

Section B

Action Plan for the Board

Who?

1. Strategic Priorities

The Board is keen to help any voluntary body that are enthusiastic about developing Welsh language services. However, as the sector is so large and diverse, the strategic plans will need to prioritise specific groups. We note our priorities as regards key target groups below. We will explain under points 3 to 6 how we will set about working with the groups of bodies below to develop bilingual provision.

1.1 Bodies that work on a community level that have close contact with the public.

The public, as service users, are central to the Board's work, bodies that work on a community level clearly have a major influence on the individual and Welsh speaking communities as a whole, and therefore they should be a priority.

1.2 Large, prominent bodies which have a high profile in Wales.

Some voluntary bodies have a very high profile in Wales. If the Welsh language were seen more prominently with those bodies, then others would see the advantages of using the language more prominently. Many of these bodies have headquarters based outside Wales. The Board believes that prioritising these bodies can set an example for other bodies.

1.3 Bodies operating in traditionally Welsh speaking areas.

The voluntary sector has an important contribution to make as regards maintaining communities and providing local activities and services. Halting the decline of the language in its heartlands is a high priority in *laith Pawb* and in the Board's Strategic plan.

1.4 Bodies which provide care and health services.

There are many voluntary bodies providing care, welfare and health services. Those bodies can have a huge effect on the lives of individuals and families. The Board believes that respecting the chosen language of such patients and service users is a vital part of their care and welfare. In prioritising such bodies, we will consider the four most vulnerable groups with regards to linguistic requirements²:

- Young children
- People with learning disabilities
- People with mental illness
- Older people

² Research by the Welsh Consumer Council: 'Welsh in the Health Service' (Misell 2000)

1.5 Cyrff sy'n derbyn cyllid cyhoeddus sylweddol.

Mae rhai cyrff yn derbyn cyllid cyhoeddus sylweddol at bwrpas darparu gwasanaethau i'r cyhoedd yng Nghymru. Cred y Bwrdd y dylai'r cyrff hyn weithredu'n unol ag egwyddorion Deddf yr Iaith Gymraeg.

1.6 Cyrff sy'n comisiynu, rheoleiddio ac ariannu gwasanaethau gan gyrff gwirfoddol.

Mae gan gyrff sy'n comisiynu neu ariannu cyrff gwirfoddol ddylanwad mawr ar waith y cyrff hynny. Trwy eu cynlluniau iaith a'u systemau dyrannu grantiau, mae modd iddynt ddylanwadu'n fawr ar arferion y sector, a gwneud y Gymraeg yn fwy amlwg. Byddwn yn disgwyl i gyrff weithredu Canllawiau Dyrannu Grantiau'r Bwrdd. Ond yn ychwanegol, cred y Bwrdd bod angen i'r cyrff gynyddu eu gwaith y tu hwnt i bolisi ysgrifenedig neu amod grant, er mwyn llwyddo i ddylanwadu'n ddigonol.

Beth?

2. Defnyddio'r Gymraeg yn y Sector

Cred y Bwrdd bod ystod eang o gyfleoedd i ddefnyddio'r iaith o fewn y sector gwirfoddol, ac y dylid ystyried y meysydd canlynol fel ein prif feysydd wrth weithio gyda'r blaenoriaethau strategol:

2.1 Delio â'r cyhoedd

Trefnu gwasanaethau a gweithgareddau
Cysylltiadau Amhersonol (e.e. Arwyddion, Pecynnu, Hysbysebion Print)
Cysylltiadau Personol (e.e. Llythyrau, Anfonebau a Thalebau, Ymgyrchoedd Codi Arian)
Gwasanaethau Amhersonol (e.e. Hysbysebion Radio a Theledu, Systemau Ffôn Peirianyddol)
Gwasanaethau Personol (e.e. gwasanaethau cwsmeriaid, wyneb-yn-wyneb, dros y ffôn neu drwy e-bost)

2.2 Wyneb cyhoeddus

Delwedd Gorfforaethol (Arwyddion, Papur Pennawd, Pamffledi, Logos, ac Enwau Prosiectau)
Ymgyrchoedd Dwyieithog (codi arian ac ymwybyddiaeth, hysbysebu gwasanaethau dwyieithog)
Cyrff i weithredu safonau meddalwedd y Bwrdd, yn enwedig o safbwynt eu gwefannau.

2.3 Cyflwyno'r gwasanaeth

Denu gwirfoddolwyr sy'n siarad Cymraeg
Materion Statudol (e.e. darparu gwasanaethau ar ran eraill)
Recriwtio sgiliau perthnasol (staff, ymddiriedolwyr, a gwirfoddolwyr)
Hyfforddi a datblygu staff (sgiliau ac ymwybyddiaeth ieithyddol)
Monitro cynnydd

1.5 Bodies that receive substantial public funds.

Some bodies receive a substantial amount of public money towards delivering services to the public in Wales. The Board believes that these bodies should deliver in accordance with the principles of the Welsh Language Act.

1.6 Bodies which commission, monitor and finance services from voluntary bodies.

Bodies which commission or finance voluntary bodies have a huge influence on the provision they commission and fund. Through their language schemes and their grant allocation systems it is possible to have a significant influence on practice in the sector and increase the status of the language. We will expect these bodies to deliver the Board's Guidelines for Grant Allocations. Having said this, the Board believes that in order to succeed in effectively influencing the sector more is required from these bodies than written policies and grant conditions.

What?**2. Using the Welsh language in the Sector**

The Board believes that there is a wide range of opportunities to use the language within the voluntary sector and that the following areas should be considered as our main fields when working with the strategic priorities:

2.1 Dealing with the public.

Organising services and activities

Impersonal Contacts (e.g. Signs, packaging, Advertising Print)

Personal Contacts (e.g. Letters, Invoices and Receipts, Fundraising Campaigns)

Impersonal Services (e.g. Radio and Television Advertisements, Mechanical Telephone Systems)

Personal Services (e.g. customer services, face-to-face, over the phone or by e-mail)

2.2 Public face.

Corporate image (Signs, Headed Paper, Pamphlets, Logos and Project Names)

Bilingual Campaigns (fundraising and awareness, advertising bilingual services)

Encouraging bodies to operate the Board's software standards; in particular with regard to their websites

2.3 Delivering the service.

Attracting Welsh speaking volunteers

Statutory Matters (e.g. provision of services on behalf of others)

Recruitment of relevant skills (staff, governors and volunteers)

Training (language skills and awareness)

Monitoring progress

2.4 Gweinyddu'n Ddwyeithog.

Annog defnydd o'r pecyn Ymwybyddiaeth Iaith a baratowyd gan Bwrdd yr Iaith Gymraeg a Llywodraeth Cynulliad Cymru yn ogystal ag adnoddau a chyrsgiau eraill sydd ar gael.

Cynllunio'n ariannol wrth ddarparu'n ddwyieithog

Trefniadau mewnol i annog staff i weithio'n ddwyieithog

Cofnodion a Dogfennau Rheoli

Materion cyllid (e.e. Cyfrifon, Talebion, Ffurflenni Cyllid)

Materion adnoddau dynol (e.e. Cyfweiliadau, Contractau, Datblygu a Hyfforddi Staff, Mewnrwyd a Chysylltiadau Staff)

Materion Technoleg Gwybodaeth (e.e. Meddalwedd)

Sut ac erbyn pryd?

3. Amserlen Paratoi Cynlluniau Newydd, Ddiwygio a Monitro

Cred y Bwrdd bod mabwysiadu cynlluniau neu bolisiau iaith gwirfoddol yn ddull gwerthfawr wrth gynllunio a datblygu gwasanaethau dwyieithog. Yn ystod y 90au bu'r Bwrdd yn ariannu prosiect datblygu iaith wedi ei leoli yng Nghyngor Gweithredu Gwirfoddol Cymru. Un o ddeilliannau'r prosiect hwn oedd cyhoeddi O'n Gwirfodd, sef canllawiau arferion da ar gyfer datblygu defnyddio'r Gymraeg a chynlluniau iaith yn y sector gwirfoddol. Gyda chydweithrediad y CGGC, mae'r canllawiau hyn bellach wedi eu haillansio ar ffurf CD ROM.

Byddwn yn annog cyrff i ddilyn canllawiau 'O'n Gwirfodd' wrth iddynt baratoi cynlluniau iaith, mewn cydweithrediad â'r Bwrdd. Rydym yn awyddus i greu perthynas agos gyda chyrff gwirfoddol ac i fesur cynnydd a llwyddiant. Byddwn yn pennu targedau penodol i ni'n hunain bob mis Ebrill. Mewn cydweithrediad â Estyn Llaw, rhagwelwn y byddwn am gymeradwyo 20 o gynlluniau iaith gwirfoddol newydd a diwygiedig yn ystod y flwyddyn gyntaf. Byddwn yn ailasesu'r targed ar gyfer y flwyddyn olynol.

3.1 Cynlluniau Newydd.

Er mwyn canolbwyntio ar ein blaenoriaethau strategol (gweler 1 uchod), ac fel rhan o dargedau blynyddol y strategaeth hon, byddwn yn paratoi rhestr o gyrff sydd wedi ymrwymo i baratoi cynlluniau iaith gwirfoddol. Yn sgil llwyddiant y strategaeth yn ei blwyddyn gyntaf byddwn yn penderfynu os oes angen Cynllun Iaith Safonol i hwyluso'r broses o gynhyrchu cynlluniau. (gweler 6.1)

3.2 Diwygio Cynlluniau a Pholisiau Iaith a Monitro.

Byddwn yn anelu at yr un targedau â'r sector cyhoeddus, sef bod disgwyliad ar pob corff i ddiwygio ar ôl o leiaf pedair blynedd. Byddwn yn anelu at gael adroddiad cynnydd blynyddol gan bob corff. Bydd maint yr adroddiad hwn yn adlewyrchu natur a maint y corff sy'n adrodd, a byddwn yn cyhoeddi canllawiau iddynt er mwyn gwneud hyn.

2.4 Bilingual Administration.

Encourage the use of the language awareness pack that has been prepared by the Welsh Language Board and the Welsh Assembly Government along with other resources and courses that are available.

Financial planning whilst delivering bilingual services

Internal systems to encourage staff to work bilingually

Minutes and Management Documents

Finance Matters (e.g. Accounts, Receipts, Financial Forms)

Human Resources Matters (e.g. interviews, Contracts, Staff Development and Training, Intranet and Staff Contacts)

Information Technology matters (e.g. Software)

How and by when?

3. Timetable for the Preparation, Amendment and Monitoring of new Schemes

The Board believes that adopting voluntary language schemes and policies is a valuable method in planning and developing bilingual services. During the 1990s the Welsh Language Board financed a language development project located in the WCVA. One of the results of that project was the publication entitled 'As Good as our Words'; namely the good practice guidelines for developing use of the Welsh language and language schemes in the voluntary sector. With the co-operation of WCVA, these guidelines have now been re-launched in CD ROM format.

We will encourage bodies to follow the guidelines in 'O'n Gwirfodd' as they prepare their language schemes in co-operation with the Board. We are eager to develop a close working relationship with voluntary bodies to measure developments and success. We will set specific targets for ourselves to accord with this strategy every April. In co-operation with Estyn Llaw we foresee that we will approve 20 new and amended voluntary language schemes during the first year. We will reassess the target for the following year.

3.1 New Schemes.

In order to focus on our strategic priorities (see 1 above) and as part of the annual targets of this strategy, we will prepare a list of bodies that have committed themselves to preparing voluntary language schemes. As a result of the success of the strategy in its first year, we will decide on whether a standard language scheme is needed to help facilitate the process of preparing language schemes (see 6.1)

3.2 Amending Language Schemes or Policies and Monitoring.

We will aim towards the same targets as the public sector, namely that there is an expectation on all bodies to amend after at least four years. We will aim to have a progress report annually from each body. The size of this report will reflect the nature and size of the reporting body and we will publish guidelines for them in order to do this.

Wrth bennu'r targedau hyn, oherwydd natur amrywiol y sector mae'n bwysig cydnabod nad yw pob mudiad yn dymuno, nac mewn sefyllfa i greu Cynllun Iaith ac efallai bydd datblygu Polisi Iaith sydd yn llai ymrwymol yn fwy addas. Serch hynny, byddwn am ddatblygu perthynas agos â'r gyrff hyn fel y gallwn eu cynghori o ran cynyddu'r defnyddio'r Gymraeg.

4. Datblygu prosiectau cyfredol y Bwrdd

Ar hyn o bryd mae'r sector gwirfoddol yn manteisio'n helaeth ar rai o wasanaethau'r Bwrdd. Yn ogystal â phrosiectau newydd, byddwn yn ystyried sut rydym am ddatblygu ein prosiectau cyfredol sydd wedi'u hanelu naill ai'n rhannol neu'n gyfangwbl at y sector gwirfoddol. Ein ffon mesur ymhob achos fydd ceisio mesur traweffaith pob prosiect ar ddefnyddio'r Gymraeg: lle bo cynnydd a llwyddiant, gallwn ystyried ceisio ehangu'r prosiect a'i ymestyn i feysydd newydd yn y sector.

Byddwn yn defnyddio gwefan y Bwrdd fel man cychwyn i gyrff er mwyn cynnig syniadau ar sut i ddarparu'n ddwyieithog, cysylltiadau at wefannau perthnasol, cyfeirio at wasanaethau a grantiau sydd ar gael (fel y rhai isod), a chanllawiau defnyddiol. Byddwn yn cynnig dolenni at dudalennau a gwefannau eraill sydd o fudd i gyrff gwirfoddol. Bydd pob Cynllun Iaith gwirfoddol sydd wedi ei gymeradwyo yn cael ei roi ar wefan y Bwrdd.

4.1 'Iaith Gwaith'

Cynulleidfa: Rheolwyr, Staff, Gwirfoddolwyr, Cwsmeriaid
Defnydd: Cysylltiadau Personol, Hysbysebu Dewis Iaith
Neges: Ansawdd, Cymorth

Mae Iaith Gwaith yn gynllun sydd wedi ei weithredu gan y Bwrdd ers rhai blynyddoedd. Drwy annog staff a gwirfoddolwyr i wisgo bathodyn, ac i gyrff hysbysebu'r cynllun i'w defnyddwyr a'u cefnogwyr mae gyrff yn cyfleu neges allweddol, sef bod dewis iaith ar gael, a hynny'n annog defnyddwyr gwasanaethau i ddefnyddio'r iaith wrth ddelio â hwy. Ail-lansiwyd y cynllun yn ystod 2005 gyda delwedd newydd a chyfoes, gan gynnwys, am y tro cyntaf, fathodyn sy'n arwydd fod rhywun yn dysgu'r Gymraeg. Mae'r bathodynau'n cael eu dosbarthu am ddim, ac mae'r Bwrdd yn marchnata'r brand Iaith Gwaith. Mae'r cynllun yn berthnasol i'r sectorau cyhoeddus a phreifat yn ogystal â'r sector gwirfoddol, a gwneir defnydd sylweddol ohono gan ein cysylltiadau presennol.

Mae'r Bwrdd am gwblhau gwerthusiad o'r cynllun erbyn Rhagfyr 2007 fel rhan o gynllun ymchwil y Bwrdd, a byddwn am gymryd pob cyfle i sicrhau bod anghenion y sector gwirfoddol yn cael sylw priodol wrth gyflwyno unrhyw addasiadau i'r cynllun. Byddwn yn sicrhau bod y slogan 'Siarad Cymraeg yn y gwaith' yn berthnasol i'r sector a bod y sector yn deall bod 'y gwaith' yn cwmpasu sefydliadau neu gyrff sector gwirfoddol. Byddwn hefyd yn ystyried (yn dilyn y gwerthusiad) ymgyrch neu ddigwyddiad pwrpasol i farchnata'r cynllun i'r sector.

In publishing these guidelines, it is important to acknowledge that not all organisations wish to prepare a language scheme, nor are in a position to prepare a scheme, in such cases it may be more appropriate to prepare a Language Policy which involves less commitment. Despite this we will aim to build a close relationship with these bodies in order to assist them in increasing delivery of Welsh language services.

4. Developing the Board's current projects

At present, the voluntary sector takes extensive advantage of some of the Board's services. As well as new projects, we will consider how we are going to develop our current projects which are aimed either partly or entirely towards the voluntary sector. Our yardstick in all cases will be to try to measure the impact of each project on use of the Welsh language; where there is progress and success, we can consider trying to extend the project and expand it to new fields in the sector.

We will take advantage of electronic communication through our website as a starting point for bodies in order to offer ideas on how to provide bilingually, links to relevant websites, referral to services and grants that are available (like those below) and useful guidelines. We will provide links to other pages and websites that are of benefit to voluntary bodies. All voluntary language schemes approved will be loaded onto the Board's website.

4.1 'Iaith Gwaith'

Audience: Managers, Staff, Volunteers, Customers

Use: Personal Contacts, Advertise Language Choice

Message: Quality, Help

Iaith Gwaith is a scheme that has been operated by the Board for some years. By encouraging staff and volunteers to wear a badge, and bodies to advertise the scheme to their users and supporters, bodies convey a key message, namely that there is a choice of language available which encourages users to use the language when dealing with them. The scheme was re-launched during 2005 with a new and contemporary image, including, for the first time, a badge which signifies that someone is learning Welsh. The badges are distributed free and the Board markets the Iaith Gwaith brand. The scheme is relevant to the public and private sectors as well as the voluntary sector, and substantial use is made of it by our current contacts.

The Board intends to complete an evaluation of the scheme by the end of December 2007 as part of the Board's research scheme, and we will want to take every opportunity to ensure that the needs of the voluntary sector are addressed as we introduce any changes to the scheme. We will ensure that the 'Siarad Cymraeg yn y gwaith' (Speak Welsh in the Workplace) slogan is relevant to the sector and that the sector understands that the 'work' or 'workplace' includes voluntary sector bodies. We will also consider a special campaign or event to market the scheme to the sector.

4.2 Grant Hyrwyddo

Cynulleidfa: Rheolwyr, Staff, Gwirfoddolwyr, Defnyddwyr

Defnydd: Cysylltiadau Personol, Hysbysebu Dewis Iaith

Neges: Ansawdd, Cymorth

Mae'r Bwrdd ar hyn o bryd yn dosbarthu £30,000 y flwyddyn i gyrff gwirfoddol a phreifat (wedi ei weinyddu trwy contract gan Cyngor Sir Caerfyrddin) er mwyn rhoi cymorth ariannol iddynt ddatblygu arwyddion, ffurflenni a gwefannau dwyieithog. Mae swm y grantiau unigol rhwng £100 a £500. Yn Ionawr 2007 newidiwyd enw'r cynllun o 'Grant Busnes' i 'Grant Hyrwyddo', teimlwn fod hwn yn enw mwy addas. Byddwn yn ystyried dulliau effeithiol o farchnata'r cynllun hwn i'r sector gwirfoddol.

4.3 Gwobrau Dylunio Dwyieithog

Cynulleidfa: Pob math o gyrff

Defnydd: Cysylltiadau Amheronol,

Neges: Ansawdd, Mantais

Mae'r cynllun hwn wedi rhedeg ers nifer o flynyddoedd, ac mae'r diddordeb ynddo'n cynyddu'n gyson. Mae'r diwydiant dylunio yn un allweddol, am ei fod yn gyfrifol am ran helaeth o gynnyrch hysbysebu, hyrwyddo a gwybodaeth ymhob cyfrwng o bwys. Yn ogystal â mabwysiadu negeseuon mantais ac ansawdd i'w cwmnïau eu hunain, mae dylunwyr yn medru dylanwadu ar eu cleientiaid. Fel yn y diwydiant cyfieithu, mae cynnydd yn y defnydd o'r Gymraeg yn hwb i lwyddiant cwmnïau dylunio Cymraeg a dwyieithog. Yn ogystal â chreu categori arbennig ar gyfer y sector gwirfoddol, byddwn yn sicrhau bod y gwobrau'n cael eu hysbysebu'n effeithiol ymhlith y sector .

4.4 Llinell Gyswllt â'r Gymraeg

Cynulleidfa: Rheolwyr, staff a gwirfoddolwyr

Defnydd: Cyffredinol

Neges: Cymorth ac Ansawdd

Pwrpas y cynllun yw darparu gwasanaeth ffôn, ffacs ac e-bost sy'n cynnig gwybodaeth am y Gymraeg a Chymru, gan gynnwys cyfieithiadau byrion, a chynnig gwybodaeth am gyfieithu. Mae'r Llinell yn arf marchnata cryf i'r Bwrdd yn ei genhadaeth; mae hefyd yn darparu cymorth i fusnesau ac eraill i weithredu drwy gyfrwng y Gymraeg. Byddwn yn annog gyrff gwirfoddol i gymryd mantais o'r llinell gyswllt a byddwn yn gofyn am adborth gan y darparwyr â'r defnyddwyr ar effeithlonrwydd y gwasanaeth ar gyfer y sector gwirfoddol. **(Chwefror 2008).**

4.2 Promotion Grant

Audience: Managers, Staff, Volunteers, Users

Use: Personal Contacts, Advertise Language Choice

Message: Quality, Help

The Board currently distributes £30,000 per year to bodies from the voluntary and private sector (administered through contract by Carmarthenshire County Council) in order to give them financial help in developing bilingual signs, forms and websites. The sum of the individual grants is between £100 and £500. In January 2007 the name of the scheme was changed from 'Business Grant' to 'Promotion Grant', which we feel is a more appropriate name. Consideration should be given to providing effective ways of marketing this valuable scheme to the voluntary sector.

4.3 Bilingual Design Awards

Audience: All kinds of bodies

Use: Impersonal Contacts

Message: Quality, Advantage

This scheme has been running for a number of years, and the interest in it is increasing constantly. The design industry is a vital one, as it is responsible for the majority of advertising produce, promotional material and information in all media of importance. As well as adopting the messages of advantage and quality for their own companies, designers can influence their clients. As in the translation industry, an increase in the use of Welsh is a boost to the success of Welsh and bilingual design companies. As well as creating a special category for the voluntary sector, we shall ensure that the awards are advertised effectively amongst voluntary sector bodies.

4.4 Linkline to Welsh

Audience: Managers, staff and volunteers

Use: General

Message: Support and Quality

The purpose of the scheme is to provide a telephone, fax and e-mail service which offers information about the Welsh language and Wales, including short translations, and offering information about translation. The Linkline is a strong marketing tool for the Board in its mission; it also provides help for businesses and others to operate through the medium of Welsh. We shall encourage voluntary bodies to take advantage of the Linkline and will ask for feedback from the providers and users on the effectiveness of the service for the voluntary sector. **(February 2008).**

5. Prosiectau a chynlluniau cyfredol y Bwrdd gyda'r sector gwirfoddol

5.1 Estyn Llaw

Sefydlwyd Cynllun Estyn Llaw yn 2000 er mwyn cefnogi mudiadau gwirfoddol a chymunedol i ddatblygu dwyieithrwydd ac er mwyn hybu gwirfoddoli ymysg siaradwyr Cymraeg. Noddir y Cynllun gan gyrff cyhoeddus a derbynnir grant gan Lywodraeth Cynulliad Cymru trwy Fwrdd yr Iaith Gymraeg. Fe'i rheolir gan Iaith Cyf. Yn mis Tachwedd 2006 cwblhawyd arolwg o'r cynllun gan gwmni Wavehill. Nododd yr adroddiad lwyddiannau Estyn Llaw o ran godi ymwybyddiaeth ymysg cyrff a mudiadau gwirfoddol y gorllewin a'r canolbarth. Mae'r adroddiad llawn ar gael ar wefan y Bwrdd. Yn dilyn argymhellion yr adroddiad byddwn yn gweithio'n agos gydag Estyn Llaw i sicrhau cynnydd pellach.

5.2 Cronfa Datblygu Estyn Llaw

Nod y cronfa yma yw i ysgogi a hwyluso mudiadau trydydd sector i weithredu mentrau newydd blaengar er mwyn datblygu arferion da mewn dwyieithrwydd, deuddiwyllianedd a'r defnydd o'r iaith Gymraeg. Credwn, oherwydd ei waith canmoladwy a'i hygrededd yn y maes, mai Estyn Llaw yw'r cerbyd mwyaf addas a phriodol i weithredu'r Gronfa Ddatblygu hon. Bydd £21,525 ar gael i'r Gronfa er mwyn rhan-gyllido prosiectau arloesol a blaengar o fewn y sector rhwng Medi 2007 a diwedd Mawrth 2008. Cynllun Estyn Llaw bydd yn gweinyddu'r gronfa ar ran Bwrdd yr Iaith Gymraeg. Bydd yn amodol ar i'r mudiadau dethol gydnabod cefnogaeth Bwrdd yr Iaith Gymraeg.

5.3 Cyfieithu yn y Gymuned

Mae cyfieithu yn y gymuned yn faes a ddatblygodd yn helaeth dros y blynyddoedd diwethaf gyda nifer o Fentrau Iaith a chyrff eraill yn denu cyllid o wahanol ffynonellau er mwyn cynnig gwasanaethau cyfieithu ar y pryd a chyfieithu ysgrifenedig yn aml ar gost is na'r cyffredin. Mae'r anghenion a'r cyfleoedd sydd ar gael i'r maes yn amrywio'n fawr o ardal i ardal. Er hynny, mae'r ddarpariaeth sydd ar gael, a'r modd y'i hariennir yn aml yn anghyson ac, o ganlyniad, nid oes sicrwydd y bydd y gwasanaeth a gynigir o safon, nac ychwaith ei fod yn diwallu'r angen na'r gofyn sy'n bodoli amdano. Dylid sicrhau nad yw cyfieithu yn y gymuned yn datblygu ar wahân i weddill y proffesiwn cyfieithu a bod hyfforddiant digonol ar gael i'r rhai hynny sy'n ymwneud â'r maes ar lefel gwirfoddol.

Yn ystod Awst 2006 lansiodd y Bwrdd Strategaeth Genedlaethol ar gyfer Datblygu'r Proffesiwn Cyfieithu Cymraeg/Saesneg ac un o amcanion y strategaeth yw parhau i gydweithio â Chyngor Gweithredu Gwirfoddol Cymru, Cymdeithas Cyfieithwyr Cymru, y Mentrau Iaith, cyrff cyllido'r sector cyhoeddus a chyrff eraill sy'n bodoli yn y maes i ddatblygu fframwaith ariannu a hyfforddi cyfieithwyr ar gyfer y sector gwirfoddol.

5. The Board's current projects and schemes with the voluntary sector

5.1 Estyn Llaw

The Estyn Llaw scheme was established in 2000 in order to support voluntary and community organisations in developing bilingualism and in order to promote volunteering among Welsh speakers. The Scheme is sponsored by public bodies and a grant is received from the Welsh Assembly Government through the Welsh Language Board. It is managed by Iaithe Cyf. In November 2006 a review of this project was completed by Wavehill Consulting. The report praised Estyn Llaw for their work especially in raising awareness amongst voluntary organisations in West and Mid Wales. The full report is available on the Board's website. Following on from the report we will be working closely with Estyn Llaw to facilitate further growth.

5.2 Estyn Llaw Development Fund

The aim of this fund is to encourage and support third sector bodies to deliver progressive new ventures in order to develop good practice in bilingualism, biculturalism and use of the Welsh language. We believe that owing to the excellent work achieved by Estyn Llaw and their credibility in the field that they are the best vehicle to deliver this Development Fund. £21,525 will be available for the fund in order to part fund innovative and ground breaking projects in the sector between September 2007 and March 2008. Estyn Llaw Project will be administering the fund on behalf of the Welsh Language Board. It will be conditional for the chosen organisations to recognise the support of the Welsh Language Board.

5.3 Translation in the Community

Translation in the community is a field that has developed extensively over the last few years, with a number of Mentrau Iaithe and other bodies attracting funding from various sources in order to offer simultaneous translation and written translation services often at a lower than usual cost. The needs and opportunities available to the field vary greatly from area to area. Despite this, the provision available, and the manner in which it is funded is often inconsistent and as a result, there is no certainty that the service offered is of good standard, or that it meets the need or the demand that exists for it. It should be ensured that translation in the community does not develop separately to the remainder of the translation profession and that adequate training is available for those people who are involved with the field on a voluntary level.

During August 2006 the Board launched a National Strategy for Developing the Welsh/English Translation profession and one of the objectives of the strategy is to continue to work with the Welsh Council for Voluntary Action, Cymdeithas Cyfieithwyr Cymru, y Mentrau Iaithe, public sector funding bodies and other bodies in the field to develop a framework for funding and training translators for the voluntary sector.

5.4 Mentrau Iaith

Mae sawl mudiad wedi chwarae rhan bwysig i adfywio'r Gymraeg yn ein cymunedau. Datblygiad pwysig yn y cyswllt hwn oedd cychwyn a thwf y Mentrau Iaith yn y 1990au cynnar.

Yn dilyn llwyddiant y Mentrau cynnar, daeth grwpiau o wirfoddolwyr ynghyd i gyflwyno ceisiadau grant i sefydlu Mentrau mewn ardaloedd eraill o Gymru. Yn ystod y cyfnod cynnar hwn, daeth yn amlwg fod y Mentrau yn datblygu gan adlewyrchu anghenion ac amgylchiadau lleol ac felly'n amrywio'n fawr rhwng ei gilydd o ran gweithgareddau a strwythur. Datblygodd y Mentrau rychwant amrywiol o weithgareddau i hyrwyddo'r Gymraeg ar lefel gymunedol, gan gynnwys gweithio'n agos gyda'r sector gwirfoddol a chyhoeddus, datblygu prosiectau i dargedu'r sector preifat, a darparu gweithgareddau cymdeithasol ar gyfer plant, pobl ifanc, dysgwyr, a siaradwyr Cymraeg o bob oedran.

Erbyn hyn, mae 25 o Fentrau Iaith yn weithredol ymron i bob rhan o Gymru gydag 11 o Gynlluniau Gweithredu Iaith yn gweithredu mewn ardaloedd penodol.

Mae Iaith Pawb yn cydnabod bod datblygu'r iaith Gymraeg ar lefel gymunedol yn greiddiol i ddyfodol y Gymraeg. Un o'r pum targed allweddol ar gyfer 2011 yw sicrhau fod '*y lleihad yn nifer y cymunedau lle mae'r Gymraeg yn cael ei siarad gan dros 70% o'r boblogaeth yn cael ei atal*'. Mae cyfraniad gwaith y Mentrau Iaith a'r Cynlluniau Gweithredu Iaith yn gwbl greiddiol i sicrhau fod y targed uchod yn cael ei gyrraedd. Trwy'r bartneriaeth gadarn sydd eisoes wedi'i sefydlu rhwng y Bwrdd a'r Mentrau, byddwn yn parhau i gydweithio'n agos iawn â'r Mentrau ledled Cymru i ddatblygu prosiectau er mwyn gweithredu'r strategaeth hon ar y lefel gymunedol.

6. Datblygu Prosiectau Newydd

Wrth i'r strategaeth ddatblygu, byddwn am gryfhau'r cymorth sydd ar gael er mwyn hwyluso datblygiadau a rhannu arfer da yn fwy effeithiol. Byddwn am weithio'n greadigol gyda'n partneriaid i annog cynnydd parhaol. Dyma rai o'r cynlluniau y byddwn yn ystyried eu datblygu yn ystod ail flwyddyn y strategaeth (**dechrau Chwefror 2008**).

6.1 Cynlluniau Iaith Safonol

Bydd y Bwrdd yn ystyried creu Cynllun Iaith Safonol ar gyfer y sector ar ffurf templed y gallai gael ei deilwra at anghenion cyrff gwahanol. Gallai hyn wneud y broses o fabwysiadu a chymeradwyo cynlluniau iaith yn llawer haws i gyrff gwirfoddol. Serch hynny, os mabwysiadir dull o'r fath, byddwn am sicrhau nad yw'r broses werthfawr o drafod wrth baratoi Cynllun Iaith yn cael ei golli.

Mae gan y Bwrdd brofiad eisoes o greu cynlluniau iaith safonol wedi eu teilwra ar gyfer sectorau gwahanol megis Cymdeithasau Tai, Cynghorau Iechyd Cymuned a Byrddau Iechyd Lleol.

Byddwn yn mesur yr angen am dempled yn y flwyddyn gyntaf (**Chwefror 08**) gan anelu, os oes angen, at greu'r templed yn yr ail flwyddyn sef 2008.

5.4 Mentrau Iaith

Several organisations have played an important part with their efforts to revive the Welsh language within our communities. An important development in this context was the launch and rise of the Mentrau Iaith (Language Initiatives) in the early 90's.

Following the success of the initial Mentrau, groups of volunteers came together to present applications for grants to set up Mentrau in other areas of Wales. During this early period, it became clear that the Mentrau were developing and reflecting the local needs and situation and there was therefore great variation between them in terms of actions and structure. The Mentrau developed a variety of activities to promote Welsh on a community level, including working closely with the voluntary and public sector, developing projects to target the private sector, and providing social activities for children, young people, learners, and Welsh-speakers of all ages.

There are now 25 Mentrau Iaith active in almost the whole of Wales, with 11 Language Action Plans in certain areas.

Iaith Pawb acknowledges that developing the Welsh language on a community level is fundamental to the future of the Welsh language. One of the five key targets for 2011 is to ensure 'a halt in the decrease in the number of communities where Welsh is spoken by over 70% of the population'. The contribution of the Mentrau Iaith and the Language Action Plans is fundamental to ensure that the above target is reached. By means of the solid partnership which has already been formed between the Board and the Mentrau, we shall continue to work very closely with the Mentrau across Wales to develop projects in order to implement this strategy at community level.

6. Developing new projects

As the strategy takes hold, we will want to strengthen the help available in order to facilitate developments and share good practice more effectively. We will want to seek additional resources and work creatively with our partners to encourage continuous progress. Here are a few of the schemes we have in mind to evaluate their potential for the second year of the strategy (**beginning of February 2008**).

6.1 Standard Language Schemes

The Board will consider creating a standard language scheme for the sector in the form of a template which can be tailored to the needs of the different organisations. This could simplify the process of adopting and approving language schemes for voluntary bodies. Having said this, if a method such as this is adopted we will want to ensure that the valuable discussion process of developing a Welsh language scheme is not lost

The Board already has experience of creating standard language schemes tailored for the different sectors such as Housing Associations, Community Health Councils and Local Health Boards.

We will measure the need for a template during the first year (**February 08**) and aim, if necessary, to create the template during the second year, namely 2008.

6.2 Marc Ymrwymiad Sector Gwirfoddol

Er mwyn hwyluso a hyrwyddo gweithrediad cynlluniau iaith yn y sector byddwn yn ystyried pennu marc ymrwymiad i'r Gymraeg ar gyfer y sector. Gallai creu 'marc ymrwymiad' fod yn fodd defnyddiol i gyrff ddatgan i'r cyhoedd eu hymroddiad tuag at yr iaith a thuag at gynnig gwasanaethau dwyieithog. Byddwn yn gwerthuso'r angen am farc ymrwymiad ar ôl blwyddyn gyntaf gweithrediad y strategaeth hon **(Mai 08)**.

6.3 Marchnata Gwasanaethau

Mae'r Bwrdd yn bwriadu cynnal ymgyrch farchnata er mwyn annog siaradwyr Cymraeg i wneud defnydd llawnach o'r gwasanaethau Cymraeg a gynigir iddynt gan gyrff cyhoeddus sy'n gweithredu'n unol â'u cynlluniau iaith. Byddwn am ystyried ymestyn y cynllun marchnata er mwyn annog y cyhoedd i ymateb yn yr un modd wrth i gyrff gwirfoddol gynnig gwasanaethau cyfrwng Cymraeg. **(Yn digwydd)**

6.4 Cyfathrebu Gyda'r Sector

Er mwyn hwyluso arfer da yn y sector mae angen i ni gyfathrebu yn effeithiol yr ystod o wybodaeth sydd ar gael i helpu cyrff i wella darpariaeth ddwyieithog. Credwn y modd gorau i wneud hyn yw trwy'r dulliau o gyfathrebu sydd yn bodoli yn barod, megis e-cylchlythyron Cyngor Gweithredu Gwirfoddol Cymru fel Newyddion Gwirfoddoli a Newyddion Nawdd. Byddwn yn anelu at gynnwys o leiaf 2 erthygl pob blwyddyn **(Blynyddol)**.

7. Cynllun Gweithredu Strategol Llywodraeth Cynulliad Cymru ar gyfer Cynllun y Sector Gwirfoddol

Fel y cyfeiriwyd ato yn Adran A pwynt 3. cafodd y Bwrdd y cyfle i weithio gyda'r Cynulliad yn ystod cyfnod drafftio'r cynllun gweithredu a chytunwyd bod angen:

“Cryfhau cefnogaeth y trydydd sector ar gyfer y defnydd o'r Gymraeg fel iaith gymunedol drwy gydweithio strategol rhwng y sector, Llywodraeth y Cynulliad a Bwrdd yr Iaith Gymraeg”

Cytunwyd i gynnwys y dangosyddion/allbynnau dilynol:

- 1) Cytuno ar Gytundeb rhwng BIG, Llywodraeth Cynulliad Cymru a'r trydydd sector.
- 2) Tystiolaeth o effaith ieithyddol y cytundeb hwn a Strategaeth Sector Gwirfoddol BIG.”³

Byddwn yn gweithio'n agos gyda'r Cynulliad a phartneriaid allweddol eraill megis y Mentrau Iaith i gytuno ar y Gytundeb yma erbyn Ebrill 2008.

8. Monitro a Gwerthuso

Byddwn yn monitro a gwerthuso'r strategaeth trwy baratoi adroddiad blynyddol ar ein llwyddiant ar y cynllun gweithredu. Fel rhan o'r adroddiad hwn byddwn yn gwerthuso pa mor llwyddiannus yr ydym wedi bod o ran cyrraedd ein targedau a byddwn yn edrych ar effeithlonrwydd y cynlluniau sydd yn eu lle i ddatblygu darpariaeth ddwyieithog. Yn sgil y gwerthusiad, byddwn yn mesur yr angen i ddatblygu cynlluniau yn y modd y manylir arno yn adran 6. o'r Cynllun Weithredu.

³ Y trydydd dimensiwn - Cynllun Gweithredu Strategol ar gyfer Cynllun y Sector Gwirfoddol Llywodraeth Cynulliad Cymru (Tachwedd 2007)

6.2 Voluntary Sector Commitment Mark

In order to facilitate operation of language schemes in the sector we will consider developing a commitment mark for the sector and the Welsh language. Creating such a 'commitment mark' can be useful method for organisations to state their commitment to the language and towards providing bilingual services. We will evaluate the need for a commitment mark after implementation of the first year of this strategy **(May 08)**.

6.3 Marketing Services

The Board is conducting a marketing campaign in order to encourage Welsh speakers to make more use of Welsh language services which are provided by public bodies which are implementing their language schemes accordingly. We will consider expanding the marketing scheme in order to encourage the public to respond in the same way as voluntary bodies provide Welsh medium services. **(Ongoing)**

6.4 Communicating with the Sector

In order to encourage good practice in the sector we need to communicate in an effective way the range of information that is available to bodies to improve bilingual provision. We believe that the best way to do this is through the communication methods that already exist, such as the e-newsletters provided by the Wales Council for Voluntary Action namely Voluntary News and Funding News. We will aim to include at least 2 articles each year. **(Annually)**

7. Welsh Assembly Government's Strategic Action Plan for the Voluntary Sector Scheme

As was noted in Section A point 3. the Board were given the opportunity to work with the Assembly during the drafting stages of the Strategic Action Plan and it was agreed that we needed to:

"Strengthen the third sector's support for the use of Welsh as a community language through strategic collaboration between the sector, the Assembly Government and the Welsh Language Board."

It was agreed that the following indicators/outputs be included:

- "1) Agreement of a Compact between the WLB, the Welsh Assembly Government and the third sector.
- 2) Evidence of the linguistic impact of this compact and the WLB's Voluntary Sector Strategy."³

We will work closely with the Assembly and other key partners such as the Mentrau Iaith to agree on this Compact by April 2008.

8. Monitoring and Evaluation

We will monitor and evaluate the strategy by preparing an annual report on our success against the action plan. As part of this report we will evaluate how successful we have been in achieving our targets for language schemes and will look to see how effective the schemes that are in place have been as regards to developing bilingual services. As a result of this evaluation, we will measure the need to develop schemes in the manner detailed in point 6. of the Action Plan.

³ The Third Dimension' A Strategic Action Plan for the Welsh Assembly Government's Voluntary Sector Scheme (November 2007)

Byddwn hefyd yn paratoi adroddiad llawn ar lwyddiant y strategaeth ar ôl tair blynedd.

Byddwn yn ymgynghori'n rheolaidd â'n partneriaid yn y sector gwirfoddol. Trwy'r ymgynghori hwn, ein gobaith yw darganfod beth yw barn y sector ar effeithlonrwydd y strategaeth a sut i'w gwella.

Bydd prosiectau a grantiau'r Bwrdd a ddyrennir i'r sector gwirfoddol yn ddarostyngedig i gynllun ymchwil y Bwrdd ac i'n trefn monitro grantiau.

Amserlen y Cynllun Gweithredu

Bydd y targedau isod yn cael ei hadolygu'n flynyddol.

Dulliau Weithredu:

1. *Hyrwyddo Manteision Defnyddio'r Iaith,*
2. *Cynnig Cymorth a Chydweithio,*
3. *Datblygu a Chefnogi Mentrau Newydd,*
4. *Pwysleisio'r Dyletswydd Statudol,*

Prosiect	Dull Weithredu	Targed	Cyfrifoldeb Arweiniol, Contractwyr neu Partneriaid
2.4 Hyfforddiant Ymwybyddiaeth iaith	1 a 2	Annog defnydd o'r pecyn ymwybyddiaeth gan Bwrdd yr Iaith Gymraeg a Llywodraeth Cynulliad Cymru yn ogystal ag adnoddau a chysiau eraill sydd ar gael. Dosbarthu o leiaf 50 o becynnau'r Bwrdd i gyrff gwirfoddol trwy gydol y flwyddyn. (Ebrill 2008)	Uned Iechyd a Sector Gwirfoddol a phartneriaid allweddol yn y maes
3.1 Cynlluniau iaith Newydd a Ddiwygiedig	1, 2 a 3 (gyda rhai cyrff)	Byddwn yn ceisio cymeradwyo o leiaf 20 cynllun iaith erbyn Ebrill 2008	Uned Iechyd a'r Sector Gwirfoddol
3.2 Adroddiadau Monitro	1, 2 a 3 (gyda rhai cyrff)	Byddwn yn ymateb i 30 adroddiad blynyddol ar weithrediad cynlluniau iaith cyrff sector gwirfoddol erbyn Ebrill 2008 .	Uned Iechyd a'r Sector Gwirfoddol
4.1 Iaith Gwaith	2 a 3	Yn dilyn Adroddiad Gwerthuso'r Bwrdd (Rhagfyr 2007) Byddwn yn paratoi rhestr flaenoriaeth a dod i gyswllt efo'r cyrff hynny nad ydym wedi cael cyswllt hyd yma. (erbyn Mehefin 2008).	Uned Sector Preifat ac Uned Iechyd a'r Sector Gwirfoddol

We shall also prepare a full report on the success of the strategy after three years.

We will consult regularly with our partners in the voluntary sector. Through this consultation, our hope will be to discover the opinion of the sector on the effectiveness of the strategy and how it could be improved.

The Board's projects and grants allocated to the voluntary sector will be subject to the Board's research project and our grants monitoring procedure.

Action Plan Timetable

The following targets will be reviewed annually.

Implementation Methods:

1. Promoting the advantages of using the language,
2. Offering help and co-operation,
3. Develop and support new ventures,
4. Emphasise the statutory duty,

Project	Implementation methods	Target	Lead Responsibility, Contractors and Partners
2.4 Language Awareness Training	1 & 2	Encourage use of the language awareness pack that was prepared by the Welsh Language Board and the Welsh Assembly Government along with other appropriate resources and courses. Distribute at least 50 of the Board's packs to voluntary bodies throughout the year. (April 2008)	
3.1 New and Amended Language Schemes	1, 2 & 3 (with some organisations)	We will attempt to approve at least 20 language schemes by April 2008	Health and Voluntary Sector Unit
3.2 Monitoring Reports	1, 2 & 3 (with some organisations)	We will respond to at least 30 annual reports on the delivery of Welsh language schemes by Voluntary sector bodies by April 2008 .	Health and Voluntary Sector Unit
4.1 Iaith Gwaith	2 & 3	Following the Board's Evaluation Report (December 2007) we will prepare a priority list and make contact with these bodies that we have not as yet made contact with. (by June 2008) .	Private Sector Unit and Health and Voluntary Sector Unit

4.2 Grant Hyrwyddo	2 a 3	Derbyn adroddiad ar y nifer o gyrff gwirfoddol sydd wedi ceisio am, ac wedi derbyn grant (Ebrill pob blwyddyn) . Parhau i hyrwyddo'r gronfa a sicrhau bod y gyfradd o gyrff gwirfoddol sydd wedi derbyn grant yn o leiaf 50% o'r cyfanswm.	Uned Sector Preifat a Chontractwr (Cyngor Sir Gâr)
4.3 Gwobrau Dylunio Dwyieithog	1 a 2	Sicrhau bod y gwobrau yn addas i'r sector gwirfoddol a chyflwyno categori sector gwirfoddol (Medi pob blwyddyn) . Sicrhau bod y cynllun yn cael ei farchnata a'i hybu yn y sector gwirfoddol trwy e-bostio cysylltiadau a chyfathrebu trwy rwydweithiau megis CGGC (Mai pob blwyddyn) .	Uned Marchnata
4.4 Llinell Gyswllt â'r Gymraeg	2 a 3	Marchnata trwy'r gwefan ar dudalen ' <i>cyngor i gyrff gwirfoddol</i> ' (Chwefror 2008) . Holi defnyddwyr yn y sector gwirfoddol am adborth a gofyn am adroddiad blynyddol gan y darparwr (Chwefror 2008) .	Uned Cynllunio Corpws a'r Contractwr (Menter Môn)
5.1 Priosect Estyn Llaw	1, 2 a 3	Pennu targedau yn sgil yr arolwg traweffaith ar brosiect Estyn Llaw (Wedi cytuno) .	Uned Iechyd a'r Sector Gwirfoddol a Iaith Cyf. (Estyn Llaw)
5.3 Cyfieithu yn y Gymuned	1 a 2	Byddwn yn cydweithio â Chyngor Gweithredu Gwirfoddol Cymru a Chymdeithas Cyfieithwyr Cymru yn ogystal â chyrff eraill i lunio fframwaith ariannu a hyfforddi cyfieithwyr (Erbyn Mawrth 2008) .	Uned Cynllunio Corpws, CGGC CCC.
5.4 Mentrau Iaith	2 a 3	Byddwn yn sicrhau bod y Mentrau ledled Cymru yn cynnal cyfarfod chwarterol gyda'r cyngorau gwirfoddol sirol perthnasol er mwyn adnabod ffurf o gydweithio a datblygu prosiectau ar y cyd (Blynyddol) .	Uned Datblygu Cymunedol a Mentrau Iaith
6.1 Cynlluniau Iaith Safonol	1, 2, 3 a 4	Byddwn yn gwerthuso'r angen am gynllun iaith safonol ar ddiwedd blwyddyn 1 (Chwefror 2008) yn sgil disgwyliad cyrraedd targedau cynlluniau iaith.	Uned Iechyd a'r Sector Gwirfoddol

4.2 Promotion Grant	2 & 3	Receive the report on the number of Voluntary bodies that have bid for and received a grant (April each year) . Continue to promote the fund and ensure that the percentage of voluntary bodies receiving the grants amounts to at least 50% of the total.	Private Sector Unit and Contractors (Carmarthenshire County Council)
4.3 Bilingual Design Awards	1 & 2	Ensure that the structure of the awards is appropriate to the voluntary sector and introduce a voluntary sector strategy (September each year) . Ensure that the initiative is marketed and promoted within the voluntary sector through e-mailing contacts and communicating through networks such as the WCVA (May of each year) .	Marketing Unit
4.4 Linkline to Welsh	2 & 3	Marketing through the website on the ' <i>advice for Voluntary organisations</i> ' page. (February 2008) . Ask service users in the Voluntary sector for feedback and ask for an annual report from the providers (February 2008)	Corpus Planning Unit and the Contractor (Menter Môn)
5.1 Estyn Llaw project	1, 2 & 3	Set targets in light of the review on the impact of the Estyn Llaw project (Already agreed) .	Health and Voluntary Sector Unit and Iaith Cyf. (Estyn Llaw)
5.3 Translation in the Community	1 & 2	We shall work together with the Welsh Council for Voluntary Action and The Association of Welsh Translators and Interpreters as well as other organisations to establish a financial and training framework for translators (by March 2008) .	Corpus Planning Unit, WCVA and AWTI
5.4 Mentrau Iaith	2 & 3	We will ensure that the Mentrau across Wales hold quarterly meetings with the related county voluntary councils in order to recognise ways to cooperate and develop collaborative projects. (Annually) .	Community Development Unit and Mentrau Iaith
6.1 Standard Language Schemes	1, 2, 3 & 4	We will evaluate the need for a standard language scheme at the end of year 1 (February 2008) in light of meeting the targets for new and revised language schemes.	Health and Voluntary Sector Unit

6.2 Marc Ymrwymiad Sector Gwirfoddol	1, 2 a 3	Byddwn yn gwerthuso'r angen am farc ar ddiwedd blwyddyn 1 yn sgil yr adroddiad y strategaeth ac adborth gan hapddalwyr (Mai 2008) .	Uned lechyd a'r Sector Gwirfoddol
6.3 Marchnata Gwasanaethau	1 a 2	Byddwn yn adnabod sefydliad partner o'r sector gwirfoddol i ymuno a'r partneriaid sector cyhoeddus yn yr ymgyrch marchnata gwasanaethau Cymraeg. (Yn digwydd) .	Tîm Gweithredu Strategol
6.4 Cyfathrebu gyda'r sector	1 a 2	Cyfathrebu gyda'r sector trwy cylchlythyron sefydlog. Cynnwys 2 erthygl pob blwyddyn. (Blynyddol) .	Uned lechyd a Gwirfoddol a CGGC
7. Cynllun Gweithredu Strategol Llywodraeth Cynulliad Cymru	2 a 4	Cryfhau cefnogaeth y trydydd sector ar gyfer y defnydd o'r Gymraeg fel iaith gymunedol drwy gydweithio strategol rhwng y sector. Cytuno ar Gytundeb rhwng Bwrdd yr Iaith Gymraeg, Llywodraeth Cynulliad Cymru a'r trydydd sector Ebrill 2008 .	Llywodraeth Cynulliad Cymru, Bwrdd yr Iaith Gymraeg a'r Trydydd Sector
8. Monitro a Gwerthuso		Paratoi adroddiad blynyddol ar ein llwyddiant ar y cynllun gweithredu. Yn sgil y gwerthusiad, byddwn yn mesur yr angen i ddatblygu cynlluniau yn y modd y manylir arno yn adran 6 o'r Cynllun Weithredu.	Uned lechyd a sector Gwirfoddol

6.2 Voluntary Sector Commitment Mark	1, 2 & 3	We will evaluate the need for a mark at the end of year 1 in light of the report on the success of this strategy and feedback from stakeholders (May 2008) .	Health and Voluntary Sector Unit
6.3 Marketing Services	1 & 2	We will recognise a partner organisation from the voluntary sector to join with private sector partners in the campaign to market Welsh language services. (Ongoing) .	Strategic Operations Team
6.4 Communicating with the sector	1 & 2	Communication with the sector through existing newsletters. Include 2 articles each year. (Annually) .	Health and Voluntary Sector Unit and WCVA
7. Welsh Assembly Government Strategic Action Plan	2 & 4	Strengthen the third sector's support for the use of Welsh as a community language through strategic collaboration between the sector. Agree on the Compact between the Assembly Government, the Welsh Language Board and the Third Sector by April 2008	Welsh Language Board, the Welsh Assembly Government and the Third Sector
8. Monitor and Evaluate		Prepare an annual report on our success in delivering the action plan. Following the evaluation, we will measure the need to develop projects as noted in section 6 of the Action Plan.	Health and Voluntary Sector Unit

