



Dechreuwch bob
sgwrs yn Gymraeg

Welsh Language Standards Annual Report 2024-25



HEDDLU DE CYMRU
SOUTH WALES POLICE



Comisiynydd yr Heddlu a Throseddau De Cymru
South Wales Police and Crime Commissioner



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Introduction | Foreword

I am proud of the sustained progress made by South Wales Police (SWP) and of the continuing work being undertaken to improve the quality and availability of services through the medium of Welsh. I want SWP to lead by example and to continue to explore ways in which we can increase opportunities to see, hear and use the language when conducting our business.

The National Eisteddfod held in Pontypridd in August 2024 was a highlight for me and the force. It was a pleasure to provide a bilingual policing service, and to engage with our stakeholders and communities through the medium of Welsh. I also took this opportunity to set out my aspirations for Welsh Language provision in support of the Cymraeg 2050 initiative.

In the SWP Delivery Plan for 2025-2028, our vision is to provide an outstanding police service which is accessible, reliable and trusted by our communities. The Welsh language and ensuring that we are supporting individuals who wish to work, live and engage with us through the medium of Welsh will remain integral to this.

As well as implementing the requirements of the Standards, the continued focus for SWP during this reporting period has been to invest in the improvement of the bilingual services offered by the force.

I truly hope this report highlights our continued commitment to implementing the Welsh Language Standards. I would also like to take this opportunity to thank those who have continued to support us and look forward to reporting on our continued Welsh Language journey in future years.

Chief Constable Jeremy Vaughan





Executive Summary

The SWP Welsh language standards annual report forms a part of the self-regulative work completed by the force. It sets out information on how the force has promoted and facilitated opportunities to use the Welsh Language and to ensure that the Welsh language is treated no less favourably than the English language.

The report highlights key activities and events and outlines the sustained progress made by SWP between 1st April 2024 – 31st March 2025 against the ten identified Welsh language actions set for 24/25.

A real highlight in 24/25 was our attendance at the National Eisteddfod in Pontypridd in August 2024, with other notable events including the Iaith 'Welsh Language Rights Day'.

Actions highlighted within this report will inform our continued efforts into 25/26 and beyond.



Background / Context

The **Welsh Language (Wales) Measure 2011** (WLWM) was passed by the National Assembly for Wales in December 2010 and received royal ascent in February 2011.

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

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

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

South Wales Police received their Compliance Notice from the **Welsh Language Commissioner** on 30/09/2016, outlining the Welsh language standards with which SWP must comply. The Welsh Language Standards are broken down into four categories: Service delivery, Policy making, Operational and Supplementary.

The standards set out South Wales Police's responsibilities in terms of providing bilingual services, and in ensuring the Welsh language is not treated less favourably than the English language.

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

[Welsh Language | South Wales Police \(south-wales.police.uk\)](#)



Welsh for everyone; regardless of role, rank, personal or professional background we strongly believe that it is vital for everyone training to join, working for or in association with South Wales Police to understand the Welsh language standards. In 2024/25 a continuing key priority for the force has been to ensure that everyone has access to the appropriate opportunities, support and training to raise Welsh language awareness, understanding and compliance.

Welsh 2050; as a force we recognise the importance of our role in providing opportunities for individuals to develop their Welsh language skills within the public sector in Wales and we aim to support the Welsh Government target of reaching 1 million Welsh speakers in Wales by 2050. We acknowledge the Welsh language data and findings, which have shown that the number of Welsh speakers aged 3 and over in Wales and more specifically within the force area are increasing and we recognise that this remains a key consideration for the force when planning at a strategic level.



Accountability

SWP has two dedicated Welsh Language staff members.

Welsh Language Policy Lead (WLPL) who is responsible implementing the Standards and who acts as the main point of contact for Welsh Language compliance and strategy in South Wales Police.

Welsh Language Trainer (WLT) who is responsible for delivering our internal Welsh Learning Offer.

SWP has have a total of **242** (Level 4 & 5) Welsh speaking staff, officers, specials and volunteers who support us to provide a bilingual policing service.

To ensure that the Welsh language remains a key consideration, South Wales Police also have:

Welsh Language Strategic Board (WLSB): This is the strategic forum at which overarching strategies, policies and practices are considered as well as other language initiatives. The WLSB is chaired by a director and supported by the WLPL. The Board meets quarterly, with membership made up of strategic management level representatives from departments across the force.

Welsh Language Tactical Board (WLTB): This is chaired by the WLPL and supports the work of the WLSB by addressing the detailed practical work being undertaken to support the Welsh Language strategy and dealing with specific issues. In 2024, departmental Welsh Language Lead(s) were nominated across the force to attend these meetings, disseminate information and action organisation changes. The WLTB meets every 4-6 weeks and is responsible for implementing policy and practice to promote and improve Welsh Language compliance.

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

Annual Report: The WLPL is responsible for generating the Welsh language annual report. The WLPL works closely with heads of department across the force to gather data and information which is used to inform the report. This report is reviewed by senior management, presented at Senior Officer meetings and signed off by the Chief Constable before being published.

Getting in contact: If you would like to get in contact to discuss the Welsh language standards, Welsh language report or the Welsh language generally you can do so by visiting the Welsh Language Page on the SWP website.

[Welsh Language | South Wales Police](#)



Matters arising during the reporting period

The reporting period 1st April 2024 – 31st March 2025 was another busy year for the force. Please see key Welsh language highlights from the reporting year below:

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

Welsh Language Visibility: Further opportunities to see, hear and use the language were explored. This included encouraging translanguaging and chairing our Welsh Language Strategic Board meeting through the medium of Welsh. This supports the work undertaken to raise awareness, increase understanding and to normalise the use of the Welsh language, whilst supporting our staff and officers to provide a considered internal and external service.

Advanced Welsh Language Course: In May 2024 a new Advanced Welsh Language course was introduced. This is designed to consolidate knowledge gained during Level 4 and 5 training courses, and to provide additional support to those who wish to utilise their Welsh language skills within their roles within SWP.

Welsh Language Trainers: In 2024 the force appointed Welsh-speaking trainers who have joined the Learning and Development (L&D) team.

Welsh Language Awareness and Understanding: The forces WLPL and WLT have continued to deliver training to staff and officers on the Welsh language standards and requirements.

National Eisteddfod - SWP had a stand and provided a policing service at the National Eisteddfod held in Pontypridd between 3-10 August 2024. It was a real pleasure for the force to be able to attend the largest and oldest celebration of Welsh culture, music and poetry. This was also an opportunity to provide a bilingual service and actively engage with our local communities.



Welsh Learner Awards: The Welsh Learner Awards took place in September 2024. This year all Level 4 & 5 learners received recognition for their commitments to learning.

Shwmae Su'mae Day: Celebrated on 15 October 2024. This day was promoted via our internal and external communication platforms:



Mae **Diwrnod Shwmae Sumae**, a sefydlwyd yn 2013, yn ddatiliad o'r Gymraeg sy'n rhoi cyfle i ni hybu'r iaith ac annog pawb i ddefnyddio eu Cymraeg.

Mae'r Gymraeg yn un o drysorau Cymru. Mae'n rhan o'r hyn sy'n ein diffinio fel pobl ac fel cenedl. Byddwch yn rhan o uchelgais miliwn o siaradwyr Cymraeg erbyn 2050

Founded in 2013, **Shwmae Sumae Day** is a celebration of the Welsh language which provides an opportunity for us to promote the language and encourage everyone to use their Welsh.

The Welsh language is one of the treasures of Wales. It is part of what defines us as people and as a nation. Be a part of the million Welsh speakers ambition by 2050.





Welsh Language Rights Day: Celebrated on 7 December 2024.

This day was promoted via our internal and external communications platforms and provided an opportunity to raise awareness of the Welsh Language standards - highlighting individuals' rights to live, work and study in Welsh including the promotion of our internal 'learn Welsh' opportunities:

Diwrnod Hawliau'r Gymraeg

Beth yw Diwrnod Hawliau'r Gymraeg a phryd mae ef?

7 Rhagfyr 2024

Mae **Diwrnod Hawliau'r Gymraeg** yn gyfle i godi ymwybyddiaeth o hawliau'r cyhoedd i ddefnyddio'r iaith Gymraeg.

Gwnaeth Mesur y Gymraeg (Cymru) 2011 foderneiddio'r fframwaith cyfreithiol sy'n ymwneud â defnyddio'r Gymraeg wrth ddarparu gwasanaethau cyhoeddus yng Nghymru.

O 2016 ymlaen, mae'n ofynnol i ni wneud y canlynol

- **Trin y Gymraeg a'r Saesneg yn gyfartal**
- **Darparu gwasanaeth plismona dwyieithog sy'n galluogi unigolion i ymgysylltu â ni drwy gyfrwng y Gymraeg**

Rydym am gynyddu'r cyfleoedd i weld, clywed a defnyddio'r Gymraeg, gan gefnogi unigolion i fyw, gweithio, astudio ac ymgysylltu â ni yn Gymraeg.

Sut allwch chi hyrwyddo Diwrnod Hawliau'r Gymraeg

- **Codi ymwybyddiaeth o hawliau'r Gymraeg gyda'ch cydweithwyr, teulu a ffrindiau**
- **Hyrwyddo ein gwasanaethau dwyieithog**
- **Defnyddio eich Cymraeg**
- **Mynychu ein digwyddiad Cymraeg: Mae Gen i Haw!**

Cyflwynir gan IAITH

Oydd Gwener 6 Rhagfyr

Pencadlys Heddlu De Cymru
10-11 | Ystafell Ddarlithio

Pencadlys Heddlu Gwent
1-2pm | Ywen

Casnewydd
3-4pm | Tim Gwent

Welsh Language Rights Day

When and what is Welsh Language Rights Day?

7 December 2024

Welsh Language Rights Day is an opportunity to raise awareness of everyone's rights to use the Welsh language.

The Welsh Language (Wales) Measure 2011 modernised the legal framework regarding the use of the Welsh language in the delivery of public services in Wales.

Since 2016, we are required to

- **treat the Welsh and English languages equally**
- **provide a bilingual policing service which enables individuals to engage with us through the medium of Welsh.**

We want to increase the opportunities to see, hear and use the Welsh language, supporting individuals to live, work, study and engage with us in Welsh.

How you can promote Welsh Language Rights Day?

- **Raise awareness of Welsh language rights with your colleagues, family and friends.**
- **Promote our bilingual services.**
- **Use your Welsh.**
- **Attend our Welsh: MaeGeniHawl event.**

Delivered by IAITH

Friday 6 Decemb

South Wales HQ | 10-11

Lecture Theatre

Gwent HQ | 1-2pm

Ywen

Newport | 3-4pm

Team Gwent

laith (Train the Trainer): In January 2025 the WLPL attended a 'Train the Trainer – Four-day Welsh Language Awareness' course with laith. This was a beneficial and informative learning opportunity which has helped to inform the WLPL's delivery plans.



Welsh Language Translators: In February 2025, a business case was approved for the appointment of two dedicated Welsh language translator posts within SWP. These posts were advertised in early 2025-26.

St Davids Day – Celebrated nationally on 1st March 2025. This date was promoted via our internal and external communications platforms. Staff and officers were encouraged to “Do the little things” and celebrate the day by:

- Learning a few Welsh words or phrases and visiting the Learn Welsh website to explore the full range of free online courses available.
- Discovering the Welsh language opportunities in their local area by visiting the Mentrau Iaith Cymru website.
- Watching a Welsh television programme.
- Joining their colleagues for a coffee and a chat...and a Welsh cake or two

National Work: We continued to explore ways in which to share best practice and develop national approaches to developing the Welsh language offer for the Police forces in Wales. This remains a key priority for the National Welsh working group. Translation networks were also established in early 2024.



General Arrangements

The force has a WLPL who has been in place since December 2023 is responsible for promoting and facilitating the Welsh language in SWP. The WLPL informs and leads on actions taken in relation to the Welsh Language standards in the following standards groups:

Service Delivery

Standards 1-7 relating to written correspondence

Standards 8 – 22 relating to telephone correspondence

Standards 24 – 34 relating to meetings, interviews and events

Standards 35 – 48B relating to forms, documents and display materials

Standards 49 – 56 relating to website and social media

Standards 58 – 67 relating to signs and displays

Standards 73 – 77 relating to tenders

Standards 78 – 80 relating to promotion of services and corporate identity

Standard 81 relating to educational courses open to the public

Policy Making

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

Operational

Standards 95 – 133A relating to internal use of Welsh policies and employees

Standard 134 – 138 relating to new and vacant posts

Standards 139 – 142 relating to signs and announcements

Standards 143 – 151 relating to record keeping

Supplementary

Standards 151 – 171 supplementary standards.

Based on action 3 set at the start of the 2024-25 financial year, an internal compliance checking process has been undertaken to review the force's compliance against the Welsh language standards. This audit began in December 2024 and will continue into 25-26 and beyond. In March 2025, our internal audit providers were also commissioned to complete an internal audit on the Welsh Language provision in the force.



Service Delivery Standards

Staffing arrangements



As previously mentioned in section three, SWP has two dedicated Welsh Language staff members:

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

Welsh Language Trainer (WLT) who is responsible for delivering our internal Learn Welsh offer.

This enhancement of our internal Welsh structure has proved important in enabling us to share and disseminate Welsh language updates and to action changes as / when necessary, across the force.

In addition to the aforementioned staff members, the force also has the following Welsh language roles:

Departmental Welsh Language Leads (DWLL) who are a group of nominated staff, representing every department across the force. The DWLL attend the forces Welsh Language Tactical Board meetings.

Welsh Language Champions (WLC) who are a group of dedicated Welsh speakers and learners who attend the forces Welsh Learners and Speakers Network. They promote and support the Welsh language.

SWP also has a total of 242 Welsh speaking officers and staff who support the force to provide a bilingual policing service.



Technical systems

Internal; all internal information / systems available to staff are accessible via our staff intranet pages called 'Bob'. The platform includes a dedicated Welsh Language Standards page which contains information regarding the Standards including guidance and support.

In addition, a new Welsh language learning page has been developed. The page includes details of Welsh language courses, access to bespoke podcasts, audio pronunciation assistance, and a host of other materials to assist colleagues who are interested in learning or improving their Welsh language skills. Both pages are updated on a regular basis as appropriate.

As well as these two dedicated pages, content celebrating and marking events and activity related to the Welsh language continues to be published on our News section. This content included our activity at the National Eisteddfod in Pontypridd, St Davids Day, Welsh Language Standards Day, Welsh language music day, as well as content celebrating the achievements of our Welsh learners.

Our intranet is currently undergoing an upgrade which should allow other functionality.

We remain committed to working towards the development of quality bilingual systems and content that enable staff to work do their work in the language of their choice.

External: The force continues to work with several third-party providers who offer national policing service support and platforms (including our non-emergency line 101). Staff, supported by the WLPL, continue to explore ways in which South Wales Police can ensure that the Welsh language option is a key consideration for third-party providers, thus enabling us to continue our journey to offer a bilingual policing service.

The forces Corporate Communications team delivers a 24/7 news service, internal communications, strategic campaigns (internal and external), digital communications, graphic design, multi-media, and events.

South Wales Police continues to work with partner agencies and organisations (e.g. The Home Office, Action Fraud, National Crime Agency etc.) to deliver national campaigns. We also work closely with other Welsh Police Forces to promote that Welsh language content is developed as part of these campaigns.



During 2024/25 South Wales Police extended the force's bilingual corporate online presence and our bilingual corporate social media accounts. This included the launch of new Welsh-language TikTok and Instagram accounts in November 2024.

	Facebook	X	TikTok	Instagram	Total
Followers/Liked	1,689 (+341)	1,016 (-70)	56 (+56)	111 (+111)	2,872 (+438)
Public comments	81 (-365)	205 (-345)	5 (+5)	30 (+30)	321 (-675)
Total posts	1,192 (-52)	295 (-543)	n/a	n/a	1,487 (-595)
Reach	56,896 (+29,212)				

Social media and digital data captured shows that there has been an increase in the number of followers and messages received on all Welsh language social media channels during the last 12 months (apart from the X platform). This decrease on X corresponds to a decrease in the number of followers on our English language account.



Policy Making Standards

SWP have a dedicated Policy Unit which sits within the Corporate Services department. They oversee Policies and Procedures, and staff in this unit keep records of correspondence in relation to all Policies and Equality Impact Assessment(s) (EIAs) formulated, revised, reviewed, and published internally by the force.

SWP employees can access Policy and EIA Guidance, templates, and key points of contact details on our staff intranet pages (under Guidance: Policies and Procedures). Staff intranet pages are updated regularly to ensure that staff have the most up to date information and guidance possible.

In addition to the Policy Unit team, SWP has a dedicated Consultation Group who are responsible for advising and supporting the force in ensuring that Policies and EIAs are comprehensive and consider all key priority areas, including the Welsh Language Standards. This Consultation Group is comprised of 23 members of staff who have expertise in a wide variety of areas including the Welsh Language. They advise and support staff when formulating, revising, and reviewing policies and EIAs.

Staff responsible for Policies and EIAs are welcomed and encouraged to work closely with members of the Consultation Group, and to attend advisory and consultative meetings (as / when needed) during the Policy process.

SWP also actively engage with external organisations and partners to ensure that the force receives the most up to date information to inform our internal policies, procedures, and practices.

Welsh Language Standards information is shared at our Welsh Language Strategic Board, Welsh Language Tactical Board and Welsh Learners and Speakers Network meetings to ensure that key information regarding compliance and policies are disseminated.

The forces Equality, Diversity and Inclusion (EDI) team have been actively involved with the forces Policies and EIA process for several years. In 2024, the forces EDI co-ordinator (dedicated to Policy & Partnership) continued to review existing policies – with this work including the revisiting and revamping of our current EIA template.



The dedicated WLPL helps to inform our Policies and Practices in relation to the Welsh Language standards. Through the WLPL (and our EDI team) we continue to ensure that our responsibility to comply with the Welsh Language Standards is included in the monitoring and review of all new policies and procedures. The Welsh Language forms part of our overarching equality impact assessments (EIA) process. This includes a number of targeted questions to identify and/or assess any impact on our handling of the Welsh language. The EIA process also sets out how the policy is intended to mitigate negative impact(s) identified (if any) and/or to provide opportunities to use the language, as well as any amendments or changes required. In addition, there is also a monitoring process to ensure that such issues are addressed.

In early 2025, the WLPL began working with the Welsh Language Commissioner as a member of an advisory panel involved in the consultation and development of standardised 'Internal use of the Welsh Language policy' templates. This work will continue to inform the development of the SWP policies and procedures into 2025-26 and beyond.

If you would like to find out more about the SWP Policies you can contact the forces Policy Unit via the SWP website [Policies and Procedures | South Wales Police \(south-wales.police.uk\)](#)



Operational Standards

SWP has a Welsh language skills policy which aims to provide guidance to officers and staff on how to achieve and maintain the requisite level of Welsh language skill for their role. The policy provides a practical framework in which managers and staff can implement the aims and aspirations of the Welsh Language Measure (Wales) 2011 and the relevant Welsh Language Standards.

SWP is committed to maintaining and reinforcing that the ability to speak Welsh is a recognised skill alongside other policing skills. SWP is committed to:

- Satisfying the Welsh language legislative requirement to provide a bilingual service to staff and its communities.
- Offer a language choice and linguistic courtesy on a routine basis to everyone contacting the force.
- Improve and maintain the level and frequency of Welsh language dialogue and upskilling opportunities for internal staff and officers.

The Welsh Language Standards place specific duties on SWP to offer and facilitate a Welsh language choice to the public and staff. There is also a requirement for the force to offer and provide Welsh language training to staff and officers to develop their Welsh language skills.

Attention has accordingly been given to enhancing the bilingual capability of the workforce and ensuring that SWP personnel demonstrate and apply Welsh linguistic courtesy as a minimum in their day to-day, with the aim of:

- Improving the quality of the policing service.
- Maintaining professional standards e.g. effective communication.
- Satisfying the language needs of the service user.
- Conforming to legal requirements.
- Ensuring that the Welsh and English language have equal status.
- Assisting SWP in becoming a bilingual organisation.
- Delivering SWP's and the Police and Crime Commissioner's key priorities

Based on action 6 set at the beginning of the financial year an internal and external review of the current SWP Welsh Language Skills Policy has taken place. Work on updating our Welsh Language Policies will continue into 2025-26, with the WLPL participating on the Welsh Language Commissioner's advisory panel, aimed at developing best practice on Welsh language policy guidelines and templates.



Complaints

Between 1 April 2024 – 31 March 2025 SWP received three complaints via the WLC. The SWP WLPL led on investigating and responding on the complaints received. This included short, medium and longer term actions to rectify concerns raised, thus focused heavily on staff awareness and understanding training.

Complaints can be submitted directly to the force via the Thanks and Complaints section on the SWP website. [Complaints | South Wales Police \(south-wales.police.uk\)](#)



Employee Welsh Language Skills

SWP employs over 6,000 individuals in a variety of staff and officer roles.

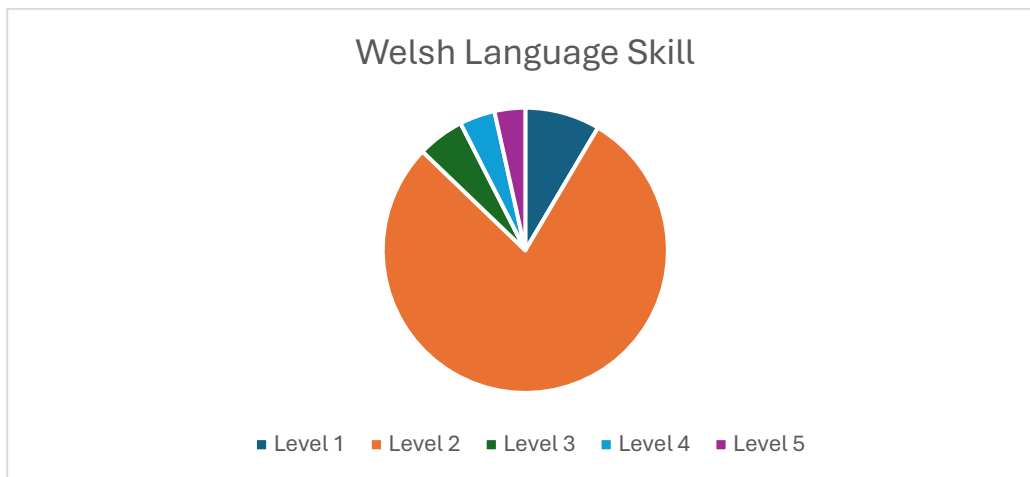
Recruiting and appointing employees with Welsh language skills to fill our police staff and officer roles continues to prove challenging. During 2025-26, we plan to continue to explore ways in which we attract individuals with Welsh language skills to apply and join the force.

As recruiting staff with Welsh language skills is proving a challenge nationally, we have also continued to explore ways in which we can develop our internal learning offer to support staff to develop their skills / learn Welsh.

A total of 88% of our employees have Welsh language skills level 1-5.

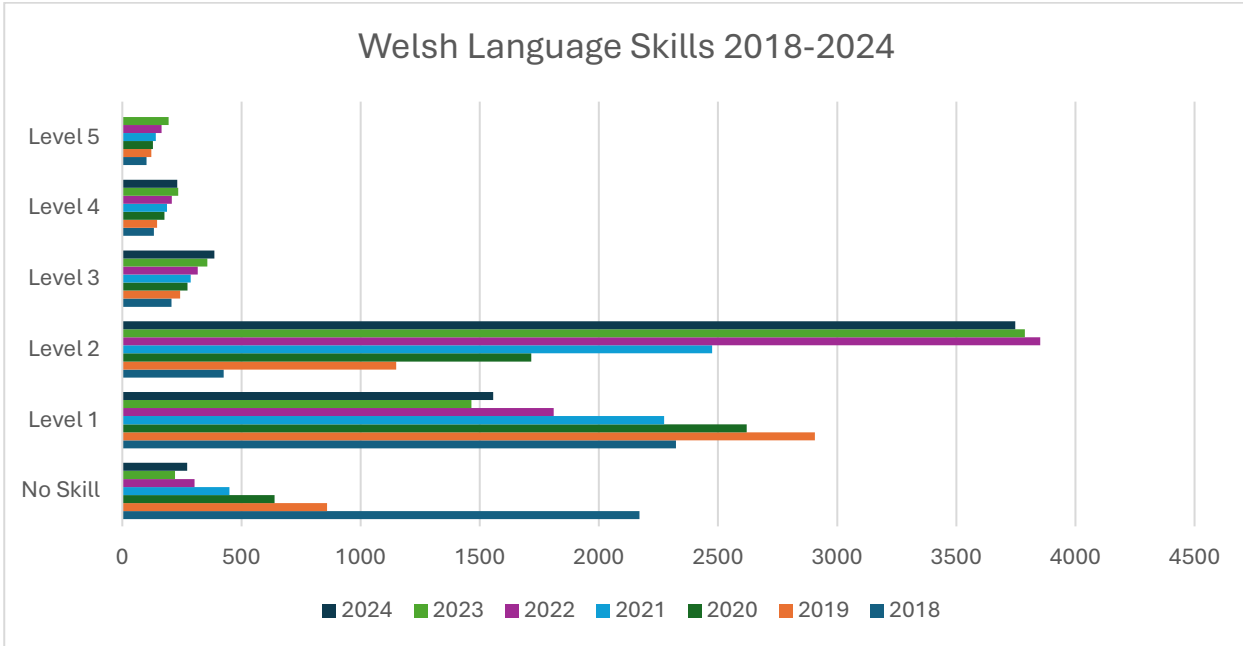
Employee Welsh language skills data is closely monitored and updated regularly by the forces Human Resource (HR) and Learning and Development (L&D) teams. This is a standing agenda item for the Welsh Language Strategic Board.

The employee Welsh language skills data captured / recorded between 1st April 2024 – 31st March 2025 is detailed in the table below:





Since the implementation of the Welsh Language standards, and our increased offer in terms of internal Welsh language learning, the number of employees with No / Level 1 Welsh Language skills has decreased by 2265 reflecting an increase (by 3725) in the number of employees with Level 2 – 5 Welsh language skills. This is illustrated in the chart below.



Despite the ongoing data collection and proactive work undertaken by the HR & L&D teams, we continue to have a small number of employees who have not stated / achieved a Welsh language skill. This continues to be an area of focus in 2025/26.



Training

General

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

Internal

SWP have a dedicated Learning and Development (L&D) department.

Whether a person is starting out on their policing career, a senior leader looking for further development or anywhere in between, L&D aims to meet these employees' educational and training needs. L&D are committed to the provision of effective learning and development opportunities that enable all members of the workforce to enhance their knowledge and skills and in doing so to improve the service we provide.

All staff are required to complete a Level 1 & 2 'Learn Welsh' package via our online College Learn platform. SWP also has a dedicated Welsh Language Trainer (WLT) who is responsible for delivering Welsh Language Level 3 – 5 training via classroom learning. The WLT is also available to offer guidance and support to staff who wish to learn Welsh. See details on the number of staff who signed up to complete Level 3 - 5 Welsh language training in 24/25 below:

1 st April 2024 – 31 st March 2025	
Learn Welsh	Number of staff
Level 2 – 3 Bridging	29
Level 3	32
Level 4 & 5	22

In 2024-25, the WLT introduced an advanced course for those who had completed the Level 4&5 training and wished to continue on their Welsh language journey. A total of 21 staff signed up to the Advanced Welsh Language course in 2024-25.



In addition to the L&D offer, the WLPL has developed a Welsh language standards awareness and understanding package which is being delivered to all Police Staff, Student Officers, Specials and Transfers.

In response to our action to look at the national approaches to Welsh Language training adopted by the Welsh forces, we have had several meetings with the other Welsh forces and with The National Centre for Learning Welsh to identify best practice and explore opportunities to further develop our internal offer.

New and vacant posts

The forces WLPL has worked closely with colleagues in Human Resource (HR) in the last 12 months to offer advice and support in relation to the Welsh language requirements for new and vacant posts.

The HR department have a page on the staff intranet which all staff can access. This sets out relevant information, guidelines and 'point of contact' details relating to planning, recruitment and selection process(es), posting job adverts, evaluating the performance of employees, organising resumes and job applications, scheduling interviews, assisting in interview processes and ensuring that relevant checks are undertaken.

SWP staff responsible for creating new and vacant posts are required to work with HR to complete an internal process - this requires staff to carry out a comprehensive assessment of the requirements for new and vacant posts. Welsh Language remains a key consideration in this process, and the process supports staff to identify Welsh language desirable and / or essential roles (including the relevant Welsh language skills level for a post).

In addition to this, in 2023/2024 we set an action to 'provide briefings / support to staff responsible for creating new and vacant posts to ensure that they understand the Welsh Language standards in relation to the recruitment'.

To increase awareness and understanding, the WLPL delivered 'Welsh Language Standards: New and vacant post training' to the HR team on 01.08.24. Members of the HR team were also invited to and attended the WLC Promoting Compliance: Skills Assessment and Recruitment Session on 4.2.25.



The table below illustrates the number of Welsh language essential posts advertised between 1st April 2024 – 31st March 2025.

Essential Posts (job title and number of vacancies)	Dept	Date Advertised	Employee (staff or officer)	No of Applications	Welsh skill Level Required	Level of incumbent and number of successful applicant(s)
Welsh Speaking Receptionist x1	Estates & Facilities	31.03.25	Staff	7	4	TBC
Station Enquiry Officer x 6	PSC	08.07.24	Staff	59	3	6

The table below shows the number of Welsh essential posts (Level 3,4 and 5) in SWP at the end of the 2024/25 reporting period.

Welsh level	Officer	Staff	Total
Welsh Level 3	146	65	211
Welsh Level 4	3	5	8
Welsh Level 5	0	23	23
Total	149	93	242

We set an action at the start of the financial year to: **Explore alternative recruitment events, platforms and opportunities to increase the number of applications received from individuals with Welsh language skills.**

We are therefore pleased to report at the end of the financial year that the number of Welsh speaking officers in essential posts has increased from 131 in 23-24 to 149 in 24-25; with the number of staff in essential posts rising from 82 in 23-24 to 93 in 24-25.



Conclusions and recommendations / actions

We are pleased to report on our continued Welsh language journey and on the sustained progress made by SWP in 2024/25.

We recognise our need to continually review our Welsh language offer to do our utmost to provide a bilingual policing service.

The following three actions will inform our Welsh language journey into 2025/26 and beyond.

Action 1: Ensure compliance with the Welsh language standards and support the provision of a bilingual public service, with the aim of enabling our communities to engage with us in both Welsh and English.

Action 2: Improve the range of Welsh language services offered to support the equal treatment of Welsh and English, enhancing accessibility and fostering a bilingual environment within South Wales Police.

Action 3: Implement measures as appropriate intended to increase the number of Welsh speakers or learners within South Wales Police with the aim of enhancing our service offer, reflecting linguistic diversity, promoting bilingualism, aligning with the Welsh Governments Cymraeg 2050 strategy, improving accessibility and fostering integration.