



13.3.2019

At sylw'r Arolygaeth Gynllunio,

Parthed : Proses Gynllunio Gorsaf Bŵer Wylfa Newydd, Ynys Môn

Byddwch yn ymwybodol fod partneriaid sy'n rhan o Fforwm Iaith Ynys Môn wedi llunio Datganiad o Dir Cyffredin gyda Pŵer Niwclear Horizon. Mae'r partneriaid hynny yn cynnwys, Menter Iaith Môn, Menter Môn, Medrwn Môn, Urdd Gobaith Cymru, Ffermwyr Ifanc Ynys Môn, Unllais, Canolfan Dysgu Cymraeg Gogledd Orllewin ac Mudiad Meithrin. Mae paragraff 2.1.3 o'r Datganiad o Dir Cyffredin yn cyfeirio at sefydlu'r bartneriaeth hon er mwyn gallu ymateb a llunio'r Datganiad gyda'r Datblygwr, yn ogystal â paragraff 2.1.4 sy'n manylu ar benderfyniad Cymdeithas yr Iaith a Cyngor Sir Ynys Môn i beidio â chyfrannu i'r broses hon;

Mae Fforwm Iaith Môn yn cynnwys cynrychiolwyr o fudiadau eraill, ond nid yw'r rhain wedi cyfrannu at y Datganiad hwn. Mae Cymdeithas yr Iaith wedi dweud nad yw'n dymuno cyfrannu at y Datganiad Tir Cyffredin gyda Horizon, felly nid yw'r Datganiad hwn yn cynrychioli safbwyntiau Cymdeithas yr Iaith. Mae Cyngor Sir Ynys Môn yn cael ei gynrychioli ar Fforwm Iaith Môn hefyd, ond mae wedi dewis peidio â chyfrannu at y Datganiad Tir Cyffredin hwn, gan fod Horizon wedi datblygu Datganiad ar wahân â'r Cyngor.¹

Cyflwynir y llythyr hwn ar ran y partneriaid hynny sydd wedi bod ynghlwm â'r broses, gan adnabod sawl pryder ynghylch ag ymdriniaeth y broses tuag at y Gymraeg.

Wele isod, sylwadau'r partneriaid;

1. Hoffwn ddiolch i'r Arolygaeth am dynnu sylw'r Datblygwyr tuag at y Fforwm fel corff sy'n cynrychioli'r Gymraeg yn ystod y Cyfarfod Rhagweiniol ar yr 22ain o Hydref, a hynny er diben llunio Datganiad o Dir Cyffredin.

Rydym yn ddiolchgar i Joanna Dowling, ar ran yr Arolygaeth, am amlygu'r ffaith y bu i'r Arolygaeth eisoes dynnu sylw'r Datblygwr tuag at gyrrff perthnasol fel y Fforwm Iaith, Menter Iaith Môn a Chymdeithas yr Iaith ond bod yr awgrymiadau hynny wedi eu methu gan y Datblygwr². Cydnabodd y Datblygwr fod y cyrff hyn, ac yn enwedig y Fforwm Iaith a Chymdeithas yr Iaith, wedi cael eu hepgor o'r rhestr o ganlyniad i bryderon ynglŷn â ph'un a ellid cytuno ar Ddatganiadau Tir Cyffredin o fewn y raddfa amser a roddwyd gan y Panel.

¹ Datganiad o Dir Cyffredin : FFIM + PNH [https://infrastructure.planninginspectorate.gov.uk/wp-content/ipc/uploads/projects/EN010007/EN010007-003041-27%20Statement%20of%20Common%20Ground%20between%20Horizon%20Nuclear%20Power%20Wylfa%20Limited%20and%20Fforwm%20Iaith%20M%20C3%B4n%20\(FfIM\)%20\(Welsh%20Translation\).pdf](https://infrastructure.planninginspectorate.gov.uk/wp-content/ipc/uploads/projects/EN010007/EN010007-003041-27%20Statement%20of%20Common%20Ground%20between%20Horizon%20Nuclear%20Power%20Wylfa%20Limited%20and%20Fforwm%20Iaith%20M%20C3%B4n%20(FfIM)%20(Welsh%20Translation).pdf)

² Nodyn o'r Cyfarfod Rhagweiniol : <https://infrastructure.planninginspectorate.gov.uk/wp-content/ipc/uploads/projects/EN010007/EN010007-002251->

Teimla'r Fforwm mai ein penderfyniad ni fel partneriad y Fforwm ddylai hyn fod, a dylai'r gwahoddiad i fod yn rhan o'r broses wedi ein cyrraedd ymhell o flaen amser er mwyn sicrhau chwarae teg i'r Gymraeg, fel maes thematig, yn union fel unrhyw faes thematig arall ble roedd gofyn am Ddatganiad o Dir Cyffredin. Gyda mwy o amser a manylion rhagflaen, tybiwn y byddai modd canfod mwy o Dir Cyffredin rhyngom.

Yn syml, mae'n bryder na ystyriwyd y Fforwm laith, fel fforwm o arbenigwyr ieithyddol lleol yn y lle cyntaf, ac mae drwy annog gan yr Arolygaeth yn unig daeth cyfle i ffurfio'r Datganiad o Dir Cyffredin gyda'r partneriaid.

2. Sylwer na chafodd trwch y testun a luniwyd drwy drafodaeth a gwaith hirfaith gan bartneriaid Fforwm laith Ynys Môn ei gynnwys yn rhan o ddrafft cyntaf y Datganiad o Dir Cyffredin. Amlygir y pwyntiau a'r manylion a fethir (mwy na hanner y testun) mewn dogfen ar wahân i'r llythyr hwn (atodiad). Mae'r hyn gafodd ei anwybyddu wedi ei uwchleuo yn felyn, ac amlygir hefyd yn y coch ble mae Horizon wedi camddehongli pwynt gan y Fforwm. Yn amlwg, mae potensial fan hyn, i Ddatblygwyr gamarwain yr Arolygaeth os nad yw'r cyfieithiad yn cael ei gyfieithu'n llythrennol, ond yn hytrach, cael ei gyfleu gyda phwyntiau dethol sy'n gadarnhaol, ac anwybyddu'r pwyntiau mwy beirniadol. Mae'n bryder hefyd fod yr holl ymchwil a thystiolaeth ysgolheigaidd a ddefnyddiwyd i gefnogi ein safbwyntiau wedi eu hanwybyddu, a drwy graffu yn unig, mewn amserlen dynn, canfuwyd hyn.
3. Er mwyn gallu rhoi sylwadau cymwys fel rhan o'r broses, teimlwn fel partneriaid y Fforwm nad oedd y wybodaeth gyfredol ar gael i ni. Sylwch yn y Datganiad o Dir Cyffredin fod y Datblygwr yn cyfeirio'n aml at fersiwn diweddaraf y Cytundeb 106, ond doedd y ddogfen hon ddim ar gael i ni nes oedd hi'n ddogfen gyhoeddus, a hynny wedi i ni gyflwyno'n sylwadau. Teimlad partneriaid y Fforwm yw dylid rhannu'r dogfennau addas gyda ni fel rhan o'r broses, er budd y Fforwm, y Datblygwr a'r Gymraeg. Gofynnwn i'r Arolygaeth am gadarnhâd ynghylch cyfrifoldeb rhannu'r dogfennau.
4. Mae'n bryder mai yn y Saesneg yn unig oedd ymateb y Datblygwyr i ymatebion cychwynnol y Fforwm. Deallwn fod hyn oherwydd diffyg amser, ond o gael y cynllunio, megis pwynt 1 yn gywir, byddai modd goresgyn hyn.
5. Hoffwn dynnu eich sylw at y ffaith nad yw gwefan yr Arolygaeth Gynllunio yn gweithio yn effeithiol yn ddwyieithog, er enghraifft, wrth chwilio am 'Cymraeg' fel term ar y wefan Gymraeg. Byddai hyn wedi bod o gymorth wrth chwilio am y dogfennau perthnasol gan fod 'Cymraeg' fel term yn golygu'r iaith yn unig, ond 'Welsh' yn hytrach yn golygu llawer mwy na'r Gymraeg fel iaith, Welsh Government yn un enghraifft. Mewn egwyddor, dylai'r un drefn chwilio ddigidol 'search', fod yn weithredol yn y Gymraeg, ag yw yn y Saesneg. Mae dogfen wedi atodi yn amlygu'r diffyg.

I gloi, mae'r hyn sydd wedi ei amlygu gennym yn peri gofid am hawliau ieithyddol siaradwyr Cymraeg yn y broses gynllunio. Mae yma gwestiynau sydd o bwys strategol a hoffwn rannu eich ymatebion i'r pryderon hyn gyda'n partneriaid, er diben cynllunio ieithyddol cenedlaethol. Drwy hyn bydd modd i ni gydweithio i sicrhau cyfundrefn gynllunio deg, effeithiol ac amserol;

- ar ran ymateb yn ddwyieithog i'r broses

- ac i gynnwys ystyriaeth o effaith Datblygiad arfaethedig ar yr Iaith Gymraeg, a'r camau lliniaru priodol drwy lunio Datganiad o Dir Cyffredin.

Ifor Gruffydd

Cadeirydd Interim Fforwm Iaith Ynys Môn ar ran y mudiadau

Menter Iaith Môn, Menter Môn, Medrwn Môn, Urdd Gobaith Cymru, Ffermwyr Ifanc Ynys Môn, Unllais, Canolfan Dysgu Gymraeg Gogledd Orllewin ac Mudiad Meithrin.

Dogfen yn cyfuno sylwadau Fforwm Iaith Môn a chyflwyniad yr ymgynghorwyr/Horizon o sylwadau FfIM. Sylwer fod testun a luniwyd drwy drafodaeth a gwaith cyfuno hirfaith gan FfIM ddim yn ymddangos yn y testun mae Horizon yn defnyddio i gyflwyno safbwyntiau'r Fforwm. Amlygir y pwyntiau a'r manylion a fethir (mwy na hanner y testun) gyda uwcholeuo **melyn**. Amlygir hefyd yn y **coch** ble mae Horizon yn camddehongli pwynt gan y Fforwm, ac yn y **gwyrdd** mae ychwanegiad gennym i gyfleu ystyr yn well.

Mae cwestiynau mawr felly am y broses. Mewn ymgynghoriad am effaith a champau lliniaru'r datblygiad ar yr iaith Gymraeg, wrth ymateb yn y Gymraeg gwneir cam â'r Fforwm Iaith a'i haelodau gan na fu i'w sylwadau ystyrlon gael eu cynrychioli yn gywir yn y cyfieithiad/crynodeb ynghlwm. I ddangos cyfle cyfartal roedd angen i HNP un ai ymateb yn y Gymraeg neu gyfieithu dogfen y Fforwm Iaith yn ei gyfanrwydd i'r Saesneg er mwyn cael ystyriaeth deg i safbwyntiau'r Fforwm. Mae'r broses a'r diffygion hyn yn amlygu amarch y broses gynllunio at yr iaith Gymraeg a difrifoldeb ein hymgais fel Fforwm i sicrhau bydd cyfle cyfartal i siaradwyr Cymraeg a'u cynrychiolwyr ar yr ynys.

This document combines the Welsh language forum, Fforwm Iaith Mon, and the consultant's/HNP's presentation of the forum's response. Note that points raised by FfIM, which were formulated through lengthy meetings and consensus documentation, do not appear in the text HNP is presenting of FfIM's standpoint. The points missing (more than half the text) is indicated with **yellow** highlight. Points which seem to have been misinterpreted by HNP are highlighted in **red** with additions in **green** to clarify meaning.

There are therefore significant concerns about the process. Even in a consultation to do with the effect and mitigation measures of the development on the Welsh language, by responding in Welsh Fforwm Iaith Mon and its members have been dealt with unfairly, as their view were not accurately represented in the following translation/synopsis. To show equity to Welsh, HNP should have either responded to the document in Welsh or provided an accurate and complete translation in English, so that all Fforwm Iaith Mon's points could be fairly considered. This process and its shortfalls as highlighted the disrespect in the planning process to the Welsh language and the serious need for Fforwm Iaith Mon to secure equal opportunities for Welsh speakers and their representatives on this island.

Datganiad o Dir Cyffredin rhwng Fforwm Iaith Ynys Môn a Pŵer Niwclear Horizon

Cyflwynir y sylwadau hyn ar ran partneriaid Fforwm Iaith Ynys Môn sy'n cynnwys:

Menter Iaith Môn, Menter Môn, Medrwn Môn, Urdd Ynys Môn, Clwb Ffermwyr Ifanc Môn, Unllais, Canolfan Dysgu Cymraeg Gogledd Orllewin a Mudiad Meithrin

Nid yw'r sylwadau hyn yn adlewyrchu barn **Cymdeithas yr Iaith Gymraeg**. Mae'r Gymdeithas wedi penderfynu peidio â rhoi mewnbwn i'r broses hon. Mae datganiad y Gymdeithas dros beidio cyfrannu i'r Datganiad o Dir Cyffredin yn atodiad i'r ddogfen hon ¹. Ni ddylai PNH ddatgan fod y Datganiad o Dir Cyffredin hwn yn ddatganiad o dir cyffredin gyda Cymdeithas yr Iaith Gymraeg.

Mae Fforwm Iaith Ynys Môn yn croesawu'r cyfle i gyflwyno sylwadau gerbron Pŵer Niwclear Horizon er mwyn llunio Datganiad o Dir Cyffredin gyda phartneriaid ieithyddol yr Ynys. Gweler isod, gyflwyno sylwadau gerbron 24 o fesurau lluniaru sy'n rhan o Strategaeth Gwella a Lliniaru yng nghyswllt yr Iaith Gymraeg a'i Diwylliant PNH sy'n cael ei gefnogi gan ymchwil ac astudiaethau, yn ogystal â datganiad cyffredinol gan y Fforwm.

Datganiad Cyffredinol:

1. Mae'r partneriaid uchod wedi ymrwymo i Strategaeth Iaith Ynys Môn² o gynyddu canran o siaradwyr Cymraeg Môn i 60.1% erbyn Cyfrifiad 2021. Gan ddechrau o sefyllfa o 57% o siaradwyr Cymraeg yng nghyfrifiad 2011, a strategaeth lywodraethol a sirol parhaus wedi ei gyplysu â buddsoddiad ariannol cyson er mwyn cyrraedd y targed o 60.1%, rhaid i unrhyw fesur lliniaru gydfynd ag ymrwymadau'r Fforwm i gyflawni'r targedau hyn.

Yn sgil effaith datblygiad Wylfa Newydd, mae'r her o gynyddu'r canran hwn heibio 2021 yn dwysáu. Fel man cychwyn, fodd bynnag, targed elfennol unrhyw raglen o fesurau lliniaru effaith iaith gan ddatblygwyr yw sicrhau fod Môn yn cyrraedd y targed o 60.1% o siaradwyr Cymraeg. Ni theimlwn fod y mesurau isod yn adlewyrchu targedau ieithyddol Ynys Môn.

2. Nodwn hefyd fod PNH bellach yn chwilio am fuddsoddiad arian cyhoeddus Llywodraeth Prydain ar gyfer y cynllun er mwyn cyflenwi anghenion ynni'r Deyrnas Gyfunol, ac ni ddylai cynllun a wireddir yn rhannol drwy gefnogaeth ariannol y DG fod yn tanseilio blynyddoedd helaeth o fuddsoddiad yn y Gymraeg gan Lywodraeth Cymru drwy Menter Môn, Menter Iaith Môn, Mudiad Meithrin, y Ganolfan Dysgu Cymraeg, Medrwn Môn, yr Urdd, Clwb Ffermwyr Ifanc ac Unllais.
3. Teimlad cryf ac unfrydol aelodau'r Fforwm oedd fod y **Disgrifiad o'r Mesur** mewn perthynas â'r 24 mesur lliniaru yn gyfres o ddatganiadau dyheadol. Tra y croesawyd yr egwyddor a nodwyd mewn rhai achosion, roedd barn glir ymysg yr aelodau fod angen llawer iawn mwy o fanylder na'r hyn a gynigiwyd a bod angen **Strategaeth fesuradwy** (SMART), sydd wedi ei meintioli o ran effaith, amser ac adnoddau, a bod targedau clir wedi'u nodi.

¹ [Datganiad Cymdeithas yr Iaith](#)

² <https://www.ynysmon.gov.uk/Journals/g/b/n/Strategaeth-Iaith-Gymraeg-2016-2021.pdf>

4. Ochr yn ochr â hyn, teimlwyd nad yw'r dogfennau a gyhoeddwyd mewn cysylltiad â'r Asesiad o'r Effaith ar yr Iaith Gymraeg yn cynnig data digon manwl, o bell ffordd, ar yr effaith ar gymunedau Ynys Môn e.e. ni cheir dadansoddiad o effaith mewnfudo plant oed ysgol, neu'r effaith ar gymunedau lle mae'r Gymraeg yn cael ei siarad gan > 70% a >50% o'r boblogaeth. Heb hyn, mae'n amhosibl cyflwyno a gweithredu camau lliniaru ystyrllon ac effeithiol. Barn y Fforwm oedd y dylid cyflwyno data meintiol mewn 'scenarios' gwahanol e.e. 'scenario' waethaf, canolog a gorau. Mae angen cynnwys dadansoddiad gwyddonol o'r fath yn flynyddol yn ystod y cyfnod adeiladu, ac yn ystod y cyfnod pan fyddai'r orsaf yn weithredol. Yn allweddol hefyd, nid yw'r mesurau yn mesur effaith y camau lliniaru, ac fel rhan o strategaeth byddai'n rhaid adolygu hyn yn rheolaidd.
5. Mae nifer o'r mesurau yn ymwneud â materion staffio. Mynegwyd barn glir gan aelodau'r Fforwm fod angen i PNH Iunio **Strategaeth Sgiliau Iaith** gynhwysfawr a fydd yn manylu'n briodol ar yr holl faterion hyn mewn ffordd strategol a mesuradwy.
6. Er mwyn cyflawni'r gwaith strategol hwn sydd yn cynnwys gwaith monitro, craffu a gweithredu ar lefel gymunedol aml-haenog ac eang, yn ein barn ni bydd yn angenrheidiol sicrhau adnoddau dynol digonol. Nid yw'r mesurau, fel y'i cyflwynwyd, yn cynnig hynny.
7. Er mwyn cyflawni'r awgrymiadau hyn, mae'r Fforwm yn awgrymu'n gryf bod arbenigedd cynllunwyr **Iaith** yn cael ei sicrhau i gynorthwyo gyda'r gwaith. Aneglur hefyd yw'r sefyllfa sy'n wynebu mudiadau bach yr Ynys yng ngoleuni'r lliniaru. Oes camau lliniaru tu hwnt i gytundeb 106? Ac os nad oes, beth fyddai'r broses ymgeisio ar gyfer buddsoddiad i fudiadau llai fydd yn cael eu heffeithio yn sylweddol o ddatblygiad Wylfa Newydd? Fydd Horizon yn gallu buddsoddi tu hwnt i gytundeb 106 – pan mae'n ymwneud â lliniaru Iaith?
8. Mae'r Fforwm yn cydnabod fod rhai effeithiau cadarnhaol i'w hadnabod hefyd, ond heb ymrwymadau pendant gall danseilio a gwrthwneud gwaith a buddsoddiadau Mentrau, elusennau a mudiadau ym Môn dros y degawdau.

Gyda hyn yn ystyriaeth ganolog i'r drafodaeth, manylwyd ar yr hyn a ganlyn.

Camau Lliniaru	Sylwadau Fforwm Iaith Strategol Môn	
<p>1. Bydd Horizon yn penodi Cydlynnydd Iaith Gymraeg a'i Diwylliant i ganolbwyntio ar ddatblygu a gweithredu mesurau gwella a lliniaru yng nghyswllt yr iaith Gymraeg a'i diwylliant yn ystod camau adeiladu a gweithredu Prosiect DCO Wylfa Newydd.</p>	<p>1. Mae'r Fforwm yn croesawu'r swydd – ond nid oes yma ddigon o eglurdeb:</p> <p>2. Strategaeth a thargedau: Ni fedrwn ymateb yn llawn i'r Strategaeth gan fod diffyg manylion, geiriau amwys a diffyg ymroddiad pendant i raglen / terfynau amser. Beth yw'r targedau mesuradwy sydd i'w chyflawni gan y Cydlynnydd?</p> <p>3. Swydd ddisgrifiad: Nid oes swydd ddisgrifiad i esbonio'r agweddau o gyfrifoldeb mewnol, allanol, cydbwysedd a gwrthrychedd, cydberthynas ag ieithoedd eraill.</p> <p>i. Mewnol: Beth fydd statws a dylanwad y swyddog yma? Sut mae'n disgyn o fewn strwythur y cwmni?</p> <p>ii. Allanol: Beth yw dylanwad yr unigolyn ar y Grŵp Llywio? Beth yw dylanwad yr unigolyn ar y ddogfen gyfreithiol 106? Beth fyddai dylanwad yr unigolyn ar wariant y 106 pan fydd hwnnw wedi ei drosglwyddo i ddwylo CSYM? Beth yw rôl yr unigolyn hwn yn y grŵp rheoli - y grŵp sy'n monitro'r Polisi Iaith?</p> <p>iii. Cydbwysedd: Gan gofio mai cyflogai'r datblygwr fydd y swydd-ddeilydd, beth fydd y cydbwysedd o ran cyflawni anghenion y cyflogwr a chynrychioli anghenion ieithyddol y gymuned? A oes pellter rhwng y swydd a Horizon a sut fydd hyn yn cael ei reoli? A all y swyddog weithio fel 'comisiynydd' er mwyn sicrhau fod y Gymraeg yn cael chwarae teg?</p> <p>iv. Cydberthynas ag ieithoedd eraill: Yn ogystal deallwn bydd nifer o weithwyr a'u teuluoedd heb Gymraeg na Saesneg iaith gyntaf, felly a fydd swyddog arall i sicrhau ateb anghenion cyfathrebu gweithwyr heb y Gymraeg a'r Saesneg? A bydd cydnabyddiaeth i flaenoriaethu cymathu mewn gymuned Gymraeg neu a'i y Saesneg yn unig fydd y flaenoriaeth i'r cyflogwyr yn y sefyllfaoedd hyn?</p> <p>4. Capasiti. A fydd y cydlynnydd yn arwain tîm o staff? Nid yw'n bosib i un swyddog lliniaru maint a sylwedd effaith y datblygiad ar yr iaith Gymraeg. Nid yw'n realistig fod yr un swyddog hefyd yn cynllunio a chynnal y 9,000 o weithwyr i gymathu yn ein cymunedau Cymraeg. Nid yw un swyddog yn cynnig capasiti i fonitro a chefnogi effaith mewnfudo hyd at 9000 o weithwyr, yn enwedig o ystyried canrannau (B.4.22 WLIA Technegol) sy'n dadwneud blynyddoedd o fuddsoddiad amser ac ariannol gan fudiadau sy'n aelodau o Fforwm Iaith Ynys Môn.</p> <p>5. Mae Fforwm Strategol Iaith Ynys Môn yn ateb i Strategaeth Iaith Gymraeg Ynys Môn, "Ein gweledigaeth ar gyfer Cyfrifiad 2021 yw gweld cynnydd yn y nifer sy'n siarad y Gymraeg a bod y ganran yn codi i o leiaf 60.1% fel ag yr oedd yn 2001. O gydweithio</p>	<p>1. Fforwm Iaith Môn welcome the appointment of a WLCC.</p> <p>2. There is insufficient detail and firm commitments to a programme of work and timeframe within the WLCMES in order to enable Fforwm Iaith Môn to fully respond to its content as a strategy and in relation to targets.</p> <p>3. There is no job description to explain the internal and external responsibilities of the WLCC and the relationship with other languages.</p> <p>4. There is concern about the capacity of the WLCC to be able to mitigate the effects of the Wylfa Newydd DCO Project on the Welsh language.</p> <p>5. Due to the effects of the Wylfa Newydd DCO Project on the percentage of Welsh speakers, there is a need for a strategy, structure and targets based on mitigating effects on the percentage of Welsh speakers in order to be able to monitor the effectiveness of the WLCC as a mitigation measure.</p> <p>6. There is a need for greater evidence to identify the extent and substance of the WLCC's job and to measure the effectiveness of the measure.</p>

	<p>a chymryd camau ymarferol, y mae hynny'n gyraeddadwy.”³ Erys targed y Fforwm o gynyddu canran siaradwyr Cymraeg ond yn sgil effaith datblygiad Wylfa Newydd, mae graddfa'r dasg yn enfawr, gan fod asesiad y cwmni ei hun yn dangos (B.4.22 WLIA Technegol):</p> <ol style="list-style-type: none"> gostyngiad o 17.2 pwynt canran yng Ngogledd Ynys Môn; gostyngiad o 2.0 pwynt canran yng Ngorllewin Ynys Môn; gostyngiad o 1.5 pwynt canran yn Ne Ynys Môn; gostyngiad o 0.5 pwynt canran yn Nhir Mawr Menai <p>O ganlyniad rhaid cael strategaeth, strwythur a thargedau yn seiliedig ar liniaru effaith ar y canrannau siaradwyr er mwyn gweld effeithlonrwydd swydd fel mesur lliniaru, ac yn fwyaf arbennig, staff i wireddu hyn.</p> <p>6. Y casgliad felly yw bod angen llawer mwy o dystiolaeth i adnabod swmp a sylwedd y swydd, ac i bwysu a mesur effeithlonrwydd y swydd ac adnabyddiaeth o fylchau na all y swydd yma ei lenwi, gydag esboniad o sut fydd y datblygwr yn cyflawni'r swyddogaethau ychwanegol hyn.</p>	
<p>2. Bydd Horizon yn asesu'r sgiliau iaith Gymraeg sy'n ofynnol ar gyfer swyddi wrth ddatblygu proffiliau swyddi adeiladu a gweithredu.</p> <p>Bydd yr asesiad hwn yn seiliedig ar fframwaith cymwyseddau ac adnoddau asesu sgiliau iaith Gymraeg a fydd yn cael eu datblygu gan Horizon.</p> <p>Bydd lefel y sgiliau iaith Gymraeg sydd eu hangen ar gyfer pob swydd yn cael eu cofnodi fel rhan o'r broses recriwtio ac yn cael</p>	<ol style="list-style-type: none"> Croesawu'r 'Fframwaith Cymwyseddau ac Adnoddau Asesu Sgiliau Iaith Gymraeg' a chroesawir y dymuniad am 'gymorth allanol posib' i wireddu. Nid oes dystiolaeth fod yna Strategaeth Sgiliau Iaith mewn lle. Barn y Fforwm yw y dylid rhagosod (fel default) pob swydd yn ddwyieithog. O wneud hyn mae modd wedyn adnabod swyddi o arbenigedd rhyngwladol ble na fydd y Gymraeg yn hanfodol/dymunol o ran recriwtio. Byddai hyn yn un ffordd ymarferol o adleisio cefnogaeth ysgrifenedig PNH i'r Gymraeg. O ran canran sylweddol y swyddi, o gael dwyieithrwydd yn hanfodol neu ddymunol mae modd sicrhau gweithlu sydd yn gwerthfawrogi ac yn barod i ddefnyddio eu sgiliau Cymraeg yn y gweithlu neu i ddysgu/godi hyder yn eu defnydd o'r Gymraeg. Cyfeiriwn at arfer dda cyflogwyr mawr lleol megis Heddlu Gogledd Cymru, Prifysgol Bangor, Bwrdd Iechyd Betsi Cadwaladr, a CSYM ar gyfer arbenigedd yn y maes. A fyddwch yn mabwysiadu lefelau galwedigaethol megis CSYM / HGC o sgiliau Cymraeg, a all amrywio o siarad, darllen, ysgrifennu, hyder a rhuglder? Fel arall pwy fydd eich ymgynghorwyr ar lefelu sgiliau iaith? Pa bryd fydd y Fframwaith a'r Adnoddau Asesu ar gael er mwyn cyflwyno sylwadau? Pa arbenigedd allanol fydd PNH yn derbyn ar hwn? Mae'r Fforwm yn disgwyl bydd ymgynghoriad ac arweiniad swyddogol gyda Comisiynydd y Gymraeg ynglŷn ag arfer dda?⁴ 	<ol style="list-style-type: none"> Welcome the development of a Welsh language skills competency framework and assessment tool and welcome the desire for external assistance to realise this. No evidence that there is a Welsh language skills strategy in place. Consider that all job posts (by default) should be bilingual. By ensuring that the majority of jobs would require bilingualism as essential or desirable, it would be possible to ensure a workforce which appreciate and use their Welsh language skills in the workplace, or to learn/improve their confidence to use the Welsh language. Reference to good practice by other large local employers such as North Wales Police, Bangor University, Betsi Cadwaladr University Health Board and IACC. (Fforwm 9) There is a danger that the Welsh language would be down-graded if the labour sector are the only ones which hear the Welsh language in the workplace,

³ <https://www.ynysmon.gov.uk/Journals/q/b/n/Strategaeth-Iaith-Gymraeg-2016-2021.pdf>

⁴ [http://www.comisiynyddygydraeg.cymru/Cymraeg/Rhestr%20Cyhoeddiadau/20160308%20%20GC%20%20Cyngor%20Recriwtio%20-%20CYMRAEG%20\(T\).pdf](http://www.comisiynyddygydraeg.cymru/Cymraeg/Rhestr%20Cyhoeddiadau/20160308%20%20GC%20%20Cyngor%20Recriwtio%20-%20CYMRAEG%20(T).pdf)

<p>eu cynnwys ym mhroffil y swydd.</p>	<p>5. Beth fydd mewnbwn a dylanwad y Grŵp Llywio Asesiad Iaith?</p> <p>6. Bydd yr un safonau iaith sydd yn ofynnol yn ystod y cam adeiladu yn cael eu gosod yn ystod y cam gweithredu? A beth fydd rôl y Ganolfan Dysgu Cymraeg Cenedlaethol i ymgynghori ac i ddarparu hyfforddiant? Oes modd cadarnhau'r trefniadau yma?</p> <p>7. Ymddengys fod angen arweiniad ar sut i lunio Strategaeth Sgiliau Iaith ar PNH gan nad oes unrhyw dystiolaeth o strategaeth a chynllun hyfforddi strwythuredig ar hyn o bryd: "Ar hyn o bryd nid ydym yn cynnig darpariaeth benodol i gynorthwyo staff i wella'u sgiliau iaith Gymraeg. Fodd bynnag, rydym yn ehangu at gynnwys sgiliau iaith Gymraeg yn ein prosesau rheoli a hyfforddi staff yn y dyfodol." (Pwynt 6.2 : Polisi Iaith Gymraeg PNH)</p> <p>8. Gofynnwn am gadarnhad y bydd PNH yn parhau i hysbysebu pob swydd yn ddwyieithog (boed yng Nghymru neu du allan i Gymru), dogfennaeth ymgeisio pob swydd yn ddwyieithog, a chyfle ymgeisio a chyfweld yn y Gymraeg heb anfantais.</p> <p>9. Mae'r Fforwm yn adnabod y peryg i israddio'r iaith os mai dim ond yn y sector llafur llaw y clywir y Gymraeg yn y gweithle, heb i'r iaith gael ei chlywed yn feunyddiol gan beirianwyr a rheolwyr mwy arbenigol. Sut fyddwch yn sicrhau fod uwch-reolwyr dwyieithog Cymraeg/Saesneg yn ymdrin â geirfa dechnolegol yn y ddwy iaith a gosod esiampl drwy godi statws yr iaith yn y gweithle drwy ei siarad yn broffesiynol? Mae manteision i PNH fod â rheolwyr sy'n gallu'r Gymraeg – 'Speakers cannot express themselves adequately in one language, so switch to the other to make good the deficiency. ..This tends to happen when the speaker is upset, tired, or otherwise distracted...Switching to a language is very common as a means of expressing solidarity with a social group...and a degree of rapport is established.' (tud.414, 2006) + "If we know we are being overheard by our seniors we may well alter the way we speak." (tud 325,2006) ⁵</p> <p>10. Sut bydd y pwyslais ar recriwtio staff dwyieithog yn cael ei drosglwyddo i'r isgontractwyr? Ac i'w isgontractwyr hwy? A fydd egwyddorion defnydd y Gymraeg yn eglur yn y Cod Ymddygiad Gweithlu a'r Polisi Iaith y bydd yr isgontractwyr yn ymrwymo ag ef?</p>	<p>without the Welsh language being recognised by more specialist engineers and managers.</p> <p>4. (Fforwm 10) Request confirmation of how Horizon's Welsh language requirements in relation to jobs and the workplace will be required by sub-contractors.</p>
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⁵ How Language Works, David Crystal 2006

<p>3. Bydd Horizon yn sicrhau bod aelod o staff sy'n siarad Cymraeg ar y paneli cyfweled ar gyfer swyddi lle mae gofyn i'r ymgeiswyr feddu ar sgiliau iaith Gymraeg fel bod modd asesu sgiliau iaith yr ymgeisydd yn iawn.</p>	<ol style="list-style-type: none"> 1. Gweler 2. Nid oes Strategaeth Sgiliau Iaith i graffu arno ond disgwylir bydd y mwyafrif o'r swyddi yn gofyn am sgiliau dwyieithrwydd hanfodol neu ddymunol. 2. Dylai staff recriwtio PNH fod yn ddwyieithog er mwyn medru ymwneud â'r gweithlu cyfan, ac os oes aelod o banel penodi yn ddi-Gymraeg yna dylid cael cyfieithydd proffesiynol i gyfieithu atebion Cymraeg yr ymgeisydd i'r aelod o'r panel. 3. Heb ffafiaeth nag anfantais, o ran cyfle cyfartal dylid cyfathrebu yn eglur fod gan yr ymgeisydd hawi i gael cyfweled yn y Gymraeg, gydag un cwestiwn yn Saesneg i asesu sgiliau cyfathrebu Saesneg. Mae'r agwedd yma'n arbennig o bwysig gan y gwelwn eich prentisiaid ifanc yn arweinwyr y diwydiant i'r dyfodol felly mae cynnal eu sgiliau dwyieithog trwy gydol eu cyflogaeth yn bwysig iawn. Amlygir yr angen am hyn yn adroddiad 'Iaith, Gwaith a Gwasanaethau Dwyieithog – Adroddiad Gweithgor yr Iaith Gymraeg a Llywodraeth Leol', 2016. Amlygir diffyg dilyniant presennol rhwng gwahanol gyfnodau addysg a'r byd gwaith sy'n golygu fod y sawl sydd wedi cael addysg gyfrwng Gymraeg neu sydd wedi dysgu Cymraeg yn yr ysgol yn colli eu sgiliau yn aml. Mae gan Llywodraeth Cymru ac Awdurdodau Lleol gyfrifoldeb i sicrhau nad yw hynny'n digwydd, er lles datblygiad personol yr unigolion ac er lles economi Cymru. I gynorthwyo normaleiddio defnyddio'r Gymraeg ac i sicrhau bod sgiliau iaith Cymraeg yn cael eu gwerthfawrogi gan gyflogwyr, mae angen creu amgylchedd y mae staff a'r cyhoedd yn teimlo'n fwy hyderus a diogel ynddo wrth roi cynnig ar eu sgiliau iaith Gymraeg a sicrhau bod sgiliau iaith Cymraeg yn cael eu gwerthfawrogi gan gyflogwyr. 4. Dylai pob swydd, boed yn arbenigol neu beidio, gael ei hysbysebu mewn cyhoeddiadau yng Nghymru. 5. Dylai'r hysbysebion fod yn ddwyieithog gan gyfeirio at y ffaith bydd asesiad yn y ddwy iaith yn y cyfweled. 6. Dylai'r testun yn mhempeld disgrifiad unrhyw un o swyddi PNH gynnwys cyfeiriad at bwysigrwydd y Gymraeg yn y man gwaith a'r gymuned. Gan gyfeirio hefyd at y cyfle i ddsygu Cymraeg yn y gweithle lle bo'r iaith heb fod yn hanfodol ar gyfer y swydd. 7. Unwaith eto gofynnwn am gadarnhad pa drefn lefelau sgiliau iaith bydd PNH yn ei ddefnyddio, megis trefn CSYM? 8. Nodwn fod Horizon yn disgwyl buddsoddiad gan y llywodraeth felly pwysleisw'n yr angen i gynnig cyfle cyfartal i Gymry Cymraeg ac i gynnwys ymgynghoriad a derbyn arbenigedd y Ganolfan Gymraeg Genedlaethol a Comisiynydd y Gymraeg wrth sefydlu'r Strategaeth Sgiliau Iaith. 	<ol style="list-style-type: none"> 1. There is no Welsh language skills and competencies framework however, Fforwm Iaith Môn expect the majority of jobs to require bilingualism as essential or desirable. 2. Horizon's recruitment staff should be bilingual in order to accommodate the whole workforce. If a member of the interview panel cannot speak Welsh, professional translators should be engaged. 3. In order to provide an equal opportunity, it should be communicated clearly that a candidate has the right to be interviewed in Welsh, with one English question to assess English communication skills. 4. (Ff 4, 5, 6) All jobs, whether they are specialist or not, should be advertised in publications in Wales and all jobs should be advertised bilingually, together with reference to confirm that there will be an assessment on both languages in the interview. Reference should be made in all job adverts to the importance of Welsh in the workplace and the community. 5. (Ff 9) Request confirmation of how Horizon's Welsh language requirements in relation to jobs and the workplace will be required by sub-contractors.
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	<p>Canolfan Dysgu Cymraeg Cenedlaethol – Canolfan sydd yn manteisio ar arbenigedd staff profiadol ac arweiniol yn genedlaethol wedi datblygu rhaglen strwythuredig ac effeithiol ar gyfer dysgwyr Cymraeg sy'n oedolion. Mae angen cynllun sy'n adnabod y cyrsiau priodol a'r dilyniant o Gymraeg i Ddechreuwy, Darganfod Cymru a'r Gymraeg, i lefel Dechreuwy i fusnes, i rieni, gan arwain at gyrsiau uwch. Hefyd bydd yn fuddiol i adnabod y pwyslais ar gyfathrebu neu ddefnyddio technoleg wybodaeth yn y Gymraeg, Ymwybyddiaeth Iaith, gweithio'n ddwyieithog, meithrin hyder, a defnyddio Cymraeg yn y Gweithle.</p> <p>Yn ogystal â thargedau Cymraeg 2050 Llywodraeth Cymru a strategaeth 'Iaith Fyw Iaith Byw' 2012 - 2017 cyn hynny, mae'r Ganolfan Dysgu Cymraeg ynghyd ag aelodau eraill Fforwm Iaith Ynys Môn yn gweithredu ar sail polisiau a strategaethau cenedlaethol y Gymraeg megis Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015, Strategaeth Symud Cymru Ymlaen 2016-2021, Mesur y Gymraeg (Cymru) 2011.</p> <p>9. Gofynnwn hefyd am esboniad o sut fydd PNH yn trosglwyddo'r gofynion ieithyddol i'w is-gontractwyr ac i is-gontractwyr y rhain. Pwysleisiwn ei fod yn hanfodol i'r is-gontractwyr gael staff a all ymdrin â'r cyhoedd yn ein cymunedau yn ddwyieithog.</p>	
<p>4. Bydd Horizon yn parhau i ddsbarthu gwybodaeth am gyfleoedd gyrfa yn yr Orsaf Bŵer i bobl ifanc a chymunedau lleol yn rheolaidd, gan gynnwys 'Mapiau Llwybrau Gyrfa' Wylfa Newydd a Phroffiliau Swyddi dwyieithog. Bydd Horizon yn datblygu gweithgareddau ac adnoddau model rôl er mwyn hybu ymwybyddiaeth o gyfleoedd gyrfa yn y gymuned.</p> <p>Bydd cyflenwyr lleol a staff Horizon sy'n siarad Cymraeg (gan gynnwys dysgwyr) yn ymwneud â hyn ac yn arwain ar hyn.</p>	<p>1. Mae'r Fforwm yn croesawu'r defnydd o siaradwyr Cymraeg a dysgwyr fel modelau rôl i bobl ifanc.</p> <p>2. Mae darparu adnoddau cwbl ddwyieithog, gan gynnwys dogfennau technegol gall yr ymgeisydd ei dd/defnyddio i gyfeirio at derminoleg safonol Cymraeg, i'w groesawu. I nifer o ddisgyblion, gall mai'r cyswllt hyn gyda PNH fydd y cyffyrddiad cyntaf gyda'r diwydiant peirianeg/gwyddonol. Pwysleisiwn felly'r angen i'ch tîm fedru darparu cyflwyniad yn y Gymraeg ble mae'r Gymraeg yn iaith addysg y disgyblion, yn unol ag anghenion addysgiadol yr ysgol/Coleg a chyfle i feithrin profiadau dwyieithog y bobl ifanc.</p> <p>"The problem is in the associations that accompany teaching Science and Mathematics through a majority language such as English. Scientific culture is seen as Anglo-American, and an increased status is given to the English language.... Is the hidden message that, the minority language is not up-to-date, isn't capable of scientific and mathematical usage, hasn't the vocabulary to enable scientific and mathematical teaching? Is the minority language therefore connected with history, culture, tradition, folk lore and heritage? Is the majority language connected with modernity, the high status and powerful aspects of Science and Technology? Does this make one language more internationally valued and the other language less so? In Spain and Wales, for example, there have been movements to try to ensure that science teaching, science textbooks and science thinking can all operate in a minority language. Considerable attempts have been made to show that a minority language</p>	<p>1. Fforwm Iaith Môn welcome that Welsh speakers and learners will be used as role models in promotional materials.</p> <p>2. Fforwm Iaith Môn welcome that educational and awareness raising materials and presentations about career opportunities are produced bilingually.</p> <p>3. Opportunity for Fforwm Iaith Môn to support Horizon to raise awareness about the career opportunities.</p>

<p>Bydd staff a chontractwyr yn cymryd rhan mewn gweithgareddau ac adnoddau 'model rôl' amrywiol, fel fideos o astudiaethau achos, deunyddiau ysgrifenedig, cyflwyniadau mewn ysgolion.</p>	<p>can adapt to being a modern language. New vocabulary needs inventing, sometimes providing extra meaning to a scientific concept, and other times borrowing from the English, Greek or Latin languages." (tud 208,2014) ⁶</p> <p>Mae gan PNH gyfle i fod yn arloesol yma yn eu defnydd o'r Gymraeg mewn maes arbenigol.</p> <p>3. Gwelwn yma rôl i'r Fforwm hefyd gefnogi PNH drwy ledaenu'r neges am argaeledd cyflwyniadau Cymraeg ar yrfaedd neu bynciau technoleg/ peirianeg/ gwyddoniaeth i ddisgyblion yr ynys.</p>	
<p>5. Fel rhan o'i strategaeth recriwtio, bydd Horizon yn sicrhau bod yr holl gyfleoedd swyddi sydd ar gael yn cael eu hysbysebu drwy sianeli recriwtio sy'n targedu cynulleidfa sy'n siarad Cymraeg. Bydd hyn yn cynnwys Gwasanaeth Cyflogaeth a Sgiliau Wylfa Newydd, yn ogystal â phartneriaid eraill lleol a chenedlaethol sy'n ymgysylltu â chynulleidfa sy'n siarad Cymraeg. Bydd pob swydd yn cael ei hysbysebu yn Gymraeg ac yn Saesneg.</p>	<p>1. Croesewir yr ymroddiad i hysbysebu pob swydd yn ddwyieithog.</p> <p>2. Nid yw yn hollol eglur, felly dymunwn gadarnhad y bydd pob swydd, boed yn arbenigol neu beidio, yn cael ei hysbysebu mewn cyhoeddiadau yng Nghymru, megis: Golwg 360, lleol.cymru, Swyddle, Safle Swyddi, Recriwtio Cyf, ayb.</p> <p>3. Wrth geisio targedu pobl ifanc yr ynys a thu hwnt, gwelwn yma rôl i aelodau'r Fforwm hefyd i gefnogi ymgyrch recriwtio PNH drwy rannu'r wybodaeth am y swyddi drwy gysylltiadau aelodau'r Fforwm megis MIM, Ffermwyr Ifanc, yr Urdd a MM. Yn ôl adroddiad, cyflogwyr yng Ngogledd Cymru oedd fwyaf tebygol o ystyried bod cael staff â sgiliau iaith Cymraeg ar eu safle yn eithaf pwysig neu bwysig iawn (57%). Sgiliau iaith Gymraeg oedd bwysicaf mewn perthynas â lles staff a chadw staff yng Ngogledd Cymru (39%).⁷</p> <p>4. Hoffem eglurder ar sut y trosglwyddir y gofyniad hwn i'r is-gontractwyr, a'u is-gontractwyr hwythau. A fydd yn rhan o Côd Ymddygiad y gweithlu sy'n adeiladu'r orsaf ac a fydd yn rhan o'r Polisi Iaith bydd yn rhaid i'r is-gontractwyr ymrwymo iddo? Sut fydd hyn yn cael ei fonitro?</p>	<p>1. Fforwm Iaith Môn welcome the commitment from Horizon that job advertisements will be bilingual through the Wylfa Newydd Employment Skills Service.</p> <p>2. Opportunity for Fforwm Iaith Môn to support Horizon's recruitment process by the sharing of job opportunities with members of Fforwm Iaith Môn.</p> <p>3. Request confirmation of how Horizon's commitment in relation to targeting Welsh speakers will be required by sub-contractors.</p>
<p>6. Diweddarar Polisi Iaith Gymraeg Horizon yn flynyddol i gynnwys manylion ynghylch pa fath o gyfathrebu</p>	<p>1. Mae'r geiriad hwn yn dra gwahanol i'r hyn sydd wedi nod dan bwynt 6.8 yn y Polisi Iaith 'Byddwn yn asesu ac yn adolygu'r polisi hwn o leiaf bob dwy flynedd.' Angen eglurder yma.</p> <p>2. Cyfeiriwyd at Bolisi iaith gyfredol <https://www.horizonnuclearpower.com/files/downloads/our-policies/Welsh%20Language%20Policy%20-%20November%202018.pdf> PNH i</p>	<p>1. Wording of measure 6 in the WLCMES differs from that contained in Horizon's current Welsh Language Policy.</p> <p>2. There isn't a commitment by Horizon to ensure equal opportunities for their employees. During the recruitment process [Wrth recriwtio hy recriwtio staff</p>

⁶ A Parents' and teachers' Guide to Bilingualism, Colin Baker 2014

⁷ 'Adroddiad ar Anghenion Sgiliau Iaith Cymraeg Mewn Wyth Sector 2014'

mewnol fydd ar gael yn ddwyieithog.

werthuso manyldeb ac effeithlonrwydd y Polisi. Gwelwn sawl agwedd i'w ddiwygio yn y Polisi Cyfredol cyn iddo fod yn effeithiol i ddiogelu hawliau ieithyddol cyflogai PNH a'r cyhoedd.

3. Nodir yr ymrwymiad i wasanaethau dwyieithog i'r cyhoedd e.e. "Byddwn yn ystyried ac yn cofnodi pa lefel o sgiliau iaith Gymraeg sy'n ofynnol i gyflawni rhai swyddi penodol o fewn y sefydliad e.e. lle ceir cysylltiad uniongyrchol â'r cyhoedd". Teimla'r Fforwm nad oes yr un ymrwymiad gan PNH i'w dyletswyddau i ddiwallu cyfle cyfartal eu cyflogai: "Ni allwn warantu y caiff cyfathrebiadau personol eu cynnal yn y Gymraeg bob amser ond rydym yn croesawu ac yn annog staff sy'n gallu defnyddio'r Gymraeg i wneud hynny." Wrth recriwtio, mae angen ymrwymiad cadarn i sicrhau fod yr holl staff sy'n gwasanaethu'n fewnol e.e. adnoddau dynol, derbynfia, diogelwch, ffreutur yn meddu ar sgiliau Cymraeg 'hanfodol'. Yn ogystal dylid sicrhau canran uchel o'r uwch-reolwyr gall ddelio â materion rheolaeth staff yn rhugl ddwyieithog neu bydd yn arwain at anfantais i'ch cyflogeion Cymraeg.
4. Ar sail cyfle cyfartal ieithyddol, nid yw'n dderbyniol i beidio cyfieithu'r holl ddogfennaeth cyflogaeth a chorfforaethol i'ch cyflogai.
5. Dylid hefyd gyfieithu prif ddogfennau technegol gan sicrhau geirfa dechnegol arbenigol yn y Gymraeg er mwyn i'r gweithwyr fedru trafod eu gwaith yn effeithiol a diogel yn y Gymraeg gan ddefnyddio geirfa safonol. Un o themâu allweddol Strategaeth Miliwn o Siaradwyr Cymraeg Llywodraeth Cymru yw cynyddu defnydd o'r Gymraeg. Mae un o benodau'r Strategaeth yn canolbwyntio ar gyfleoedd i ddefnyddio'r Gymraeg yn y gweithle ac mae gan PNH gyfle unigryw a rôl hanfodol i'w chwarae o ran yr ymrwymiad hwn. <https://gov.wales/docs/dcells/publications/170711-welsh-language-strategy-cy.pdf> (tudalen 48 y Strategaeth)
6. Sut fydd y datblygwr yn sicrhau na fydd pwysau rheolaethol ar staff i droi i'r Saesneg os yw'n sgwrs broffesiynol rhwng siaradwyr Cymraeg? Felly beth yw'r cynlluniau rhagflaen i osgoi gwahaniaethu yn erbyn siaradwyr Cymraeg sy'n dewis siarad Cymraeg yn y gweithle? Nid yw geiriad y Polisi iaith yn ddigon cadarn gan gynnig cyfle i reolwyr hawlio un-ieithrwydd Saesneg ar sail diogelwch: "Byddwn yn cefnogi ac yn hwyluso defnyddio'r Gymraeg yn y gweithle lle bynnag y bo'n bosibl, tra'n cydnabod mai Saesneg yw iaith weithredol y diwydiant niwclear yn y DU ac iaith ein rheoleiddwyr."
7. Mae cyfieithu dogfennaeth dechnegol ymgyngori yn bwysig i'r gymuned a chynghorau lleol hefyd, gan fod nifer ohonynt yn trafod datblygiadau ac yn ymateb ar bapur yn y Gymraeg. Mae'n anfantais iddynt os nad yw PNH wedi darparu'r dogfennau yn y Gymraeg gan amddifadu'r cynghorau / cyhoedd o'r cyfle i ddyfynnu a defnyddio geirfa dechnegol arbenigol safonol wrth ymateb yn y Gymraeg.
8. Croesawn ymrwymiad PNH i sicrhau fod yr is-gontractwyr yn ymrwymo i'r Polisi iaith "Byddwn yn annog contractwyr neu drydydd parti sy'n cyflawni gweithgareddau ar

dwyieithog nid y broses recriwtio], there is a need for a firm commitment that all internal staff [sy'n gwasanaethu'n fewnol] demonstrate essential skills in Welsh. A high proportion of senior management should also be able to deal with staffing matters fluently in Welsh and English.

3. (ff 5) Main technical documents should be translated to enable workers to discuss their work effectively and safely in Welsh. One of the key themes of Welsh Government's Strategy for a Million Welsh speakers is increasing the use of Welsh in the workplace. Horizon has a unique opportunity and an essential part to play to this commitment.

	<p>ein rhan i gydymffurfio â'r polisi hwn." Fodd bynnag nid yw'r gair "annog" yn ddigon cadarn. Hoffai'r Fforwm dderbyn cadarnhad y bydd PNH yn ymrwymo is-gontractwyr i'r Polisi Iaith drwy eu cytundebau cyfreithiol, ac y bydd y cytundeb hefyd yn ymrwymo'r is-gontractwyr Tier 2 a 3 hefyd.</p> <p>9. Oes modd cadarnhau fod PNH am ymgynghori a derbyn arweiniad Comisiynydd y Gymraeg wrth lunio Polisi Iaith fwy cadarn? Yn ogystal, swyddogaeth pwy fydd monitro effeithlonrwydd y Polisi Iaith a chydymffurfiaeth PNH a'u isgontractwyr? Beth fydd rôl y Cydlynnydd Iaith a Diwylliant yn asesu a monitro ymrwymiad yr isgontractwyr?</p> <p>10. Fe ddylai'r gwaith blynnyddol i ddiweddarau'r Polisi Iaith Gymraeg gael ei drafod gyda'r byrddau sy'n cael eu crybwyll ym Mesur 21 a 22 (Grŵp Rheoli / Grŵp Rhanddeiliaid Allanol) - angen eglurhad ar rôl rhain.</p>	
<p>7. Bydd arwyddion cyhoeddus parhaol a dros dro sy'n gysylltiedig â Phrosiect DCO Wylfa Newydd yn ddwyieithog.</p>	<p>1. A ydym i ddeall fod HOLL arwyddion cyhoeddus parhaol a dros dro'r datblygiad am fod yn ddwyieithog Cymraeg/Saesneg? Mae hyn i'w groesawu.</p> <p>2. Yn unol ag arfer yn lleol mae angen i'r Gymraeg fod uchaf neu ar yr ochr chwith yn gyfochrog a'r Saesneg.</p> <p>3. Nid oes esboniad a fydd / sut fydd yr iaith Siapanaeg/unrhyw ieithoedd eraill i'r gweithwyr yn cael eu cynnwys. Yn y cyd-destun hwn dylid cadw'r iaith Gymraeg yn weledol gyfartal i'r Saesneg. Fodd bynnag, o ran diogelwch cydnabyddir mai peth da fyddai hefyd sicrhau arwyddion amlieithog ble fydd hyn yn briodol.</p>	<p>1. Fforwm Iaith Môn welcome that public signage on the site will be bilingual. Welsh should be displayed above or next to English. Seek clarification about the use of other languages on public signage on the site.</p>
<p>8. Bydd Horizon yn datblygu ac yn mabwysiadu fframwaith cymhwyseddau sgiliau iaith Gymraeg ac adnodd asesu sgiliau iaith Gymraeg ar gyfer prosesau recriwtio. Bydd Horizon yn hyfforddi rheolwyr recriwtio perthnasol i ddefnyddio adnoddau er mwyn pennu gofynion iaith y swyddi adeiladu a gweithredu.</p>	<p>1. Gweler y sylwadau perthnasol i fesur lliniaru 2</p> <p>2. Fframwaith Cymhwyseddau Sgiliau Iaith Gymraeg, yn ogystal â'r Adnodd Asesu Sgiliau Iaith Gymraeg. Pwy fydd yn darparu arbenigedd i gefnogi PNH i baratoi hyn, gan nad yw'r cwmni yn meddu arbenigedd yn y maes?</p> <p>3. Mae'n faes cymhleth o ran asesu cymhwysedd yn ogystal â darparu'r adnoddau dysgu yn y Strategaeth Sgiliau Iaith. Ble mae'r asesiad o faint o gapasiti staff Dysgu Cymraeg (darparwyr dysgu Cymraeg safonol yr ardal) fydd ei angen?</p>	<p>1. See Fforwm Iaith Môn's position on FfIM 002.</p> <p>2. Fforwm Iaith Môn are in agreement that Horizon will develop a Welsh language skills competency framework and assessment tool. External expertise should be sought to develop this framework and assessment tool.</p>

<p>9. Bydd Horizon yn dosbarthu gwybodaeth am y Gymraeg a'i diwylliant i'r contractwyr ac i'r holl bersonél, fel rhan o'r deunyddiau recriwtio.</p> <p>Bydd hyn yn cynnwys datganiad cyffredinol am y gwerth y mae Horizon yn ei roi ar sgiliau iaith Gymraeg, lefel y sgiliau Cymraeg sy'n ofynnol ar gyfer swydd, yn ogystal â gwybodaeth gefndir am y Gymraeg.</p>	<ol style="list-style-type: none"> 1. Rydym yn croesawu'r bwriad i arwain drwy gyfathrebu'r disgwyliad corfforaethol i barchu'r Gymraeg a'i diwylliant fydd yn y deunyddiau recriwtio. Fodd bynnag mae angen llawer mwy o fanylion i droi'r bwriad yma i fod yn gam lliniaru effeithiol. 2. Cofier am dargedau'r ynys i gyrraedd 60.1% o siaradwyr Cymraeg erbyn 2021. Mae angen lliniaru a buddsoddi llawer mwy i gynnal a chefnogi cymunedau sy'n wynebu: gostyngiad o 17.2 pwynt canran yng Ngogledd Ynys Môn, gostyngiad o 2.0 pwynt canran yng Ngorllewin Ynys Môn, gostyngiad o 1.5 pwynt canran yn Ne Ynys Môn, gostyngiad o 0.5 pwynt canran yn Nhir Mawr Menai. 3. Mae 'dosbarthu' yn weithred oddefgar i'r derbynydd - nid oes modd sicrhau ei ddarllen, ei ddeall neu ei dderbyn. Dylai'r cyfathrebu digwydd wyneb-i-wyneb. Mewn tegwch i'r cymunedau lleol, dylid buddsoddi llawer mwy o ymdrech yn sicrhau fod pob un aelod o staff, gan gynnwys rhai'r is-contractwyr, yn derbyn awr o ymwybyddiaeth iaith cyn dechrau ar y safle. Yna dylid parhau i ddefnyddio'r cyflwyniadau staff rheolaidd i ddatblygu'r ymwybyddiaeth. Nid yw'n deg disgwyl i'r cymunedau ysgwyddo'r baich o gyfathrebu hyn a gall diffyg dealltwriaeth arwain at wrthdaro yn ein cymunedau. 4. Yn ogystal, er mwyn sicrhau effaith gwirioneddol yn hytrach na siarsio, mae angen cynnig cefnogaeth gymunedol i'r gweithlu fwynhau'r iaith Gymraeg a'i diwylliant, a hynny er mwyn gweld a phrofi gwerth iddi'n bersonol. Dylid defnyddio darparwyr profiadol all drosglwyddo brwdfrydedd a chariad at yr iaith a diwylliant gan gynnig cyfle i drafod a chwalu ystrydebau. 5. Nid oes adnabyddiaeth o raddfa, cymhlethdod, a'r buddsoddiad angenrheidiol mewn digwyddiadau i gyflawni hyn yn y camau lliniaru. Oes buddsoddiad gwirioneddol, tu hwnt i arian Cytundeb 106 CSYM a PNH er mwyn gwireddu hyn? Oes lliniaru ar gyfer psyche y Cymry Cymraeg fydd yn wynebu dirywiad o 17.2% yn eu cymunedau? 6. Rhaid hefyd sicrhau fod y gweithwyr "lleol" ynghlwm â'r ymwybyddiaeth iaith gan fod diffiniad "lleol" yn cynnwys ardaloedd hyd at 90 munud o deithio i ffwrdd, felly ardaloedd nad ydynt yn gadarnleoedd y Gymraeg. 	<ol style="list-style-type: none"> 1. Fforwm Iaith Môn welcome that Horizon will communicate its expectations to demonstrate linguistic courtesy in its recruitment processes and materials. 2. Horizon should communicate in person with its staff and sub-contractors rather than distribute information about Welsh language and culture as part of recruitment (induction). All staff and sub-contractors should receive an hour of language awareness prior to commencing on site and these (staff presentations) should continue to be used to develop awareness. 3. Communal support (support in the community through experienced language awareness providers) should also be provided to the workers to ensure that they have the opportunity to enjoy the Welsh language and its culture, so that they experience a personal value. 4. There is no acknowledgement of the scale, complication and the investment required in order to implement the mitigation measures. 5. Home-based workers should also receive information about Welsh language and culture as part of recruitment, as a home-based worker includes some areas of the DCCZ which aren't strongholds of the Welsh language.
<p>10. Bydd Horizon yn cynnwys gofynion o ran gwybodaeth am y Gymraeg fel eitem ar yr agenda ym mhob cyfarfod rhwng contractwyr. Bydd Horizon yn darparu gwybodaeth am ei gapasiti iaith</p>	<ol style="list-style-type: none"> 1. Mae geiriad y mesur lliniaru hwn yn rhy amwys: 'gwybodaeth am y Gymraeg fel eitem agenda' i gyflawni beth? A 'darparu gwybodaeth' sy'n weithred oddefgar heb esboniad sut bydd PNH yn sicrhau cydymffurfio. 2. Gweler ein sylwadau ar fesur 6 am flaenoriaethu'r Gymraeg yn y Cod Ymddygiad a chryfhau'r Polisi Iaith gan dderbyn arweiniad arbenigwyr megis Comisiynydd y Gymraeg i ddiogelu hawliau ieithyddol y cyflogai yn ogystal â lliniaru effaith y datblygiad ar y gymuned. 	<ol style="list-style-type: none"> 1. The wording of the measure is too ambiguous. There is a need to understand how Horizon will ensure compliance, not just providing information. It isn't clear what will be achieved (idiomatically in English it suggests what's the point – Fforwm meaning is what's the aim? To achieve what?) by including the Welsh language is included as an agenda item for all contractor meetings. 2. See comments on FfIM 006 in relation to prioritising the Welsh language within the Code of Conduct and

<p>Gymraeg, Polisi Iaith Gymraeg Horizon a'i rwymedigaethau, a sut bydd contractwyr yn dilyn Polisi Iaith Gymraeg Horizon (hy drwy'r prosesau recriwtio a'r cyfathrebu mewnol ac allanol).</p>	<ol style="list-style-type: none"> 3. Mae'r Fforwm yn disgwyl cadarnhad y bydd PNH yn ymrwmo'r is-gontractwyr Tier 1, a thrwy hynny Tier 2 & 3, i'r Polisi Iaith drwy'r cytundeb darparu gwasanaeth. 4. Dylai'r isgontractwyr ddilyn polisi iaith Gymraeg Horizon o ran recriwtio, gweithdrefnau, ymdrin â staff, ymdrin â chynghorau cymuned a phartneriaid lleol, ac ymdrin â'r gymuned. 5. Mae angen eglurdeb beth fydd rôl y Swyddog Iaith, Grŵp Monitro lefel uwch, CSYM, a grwpiau lliniaru cam 21 ymlaen. 	<p>strengthening Horizon's Welsh Language Policy with the assistance of specialists such as the Welsh Language Commissioner.</p> <ol style="list-style-type: none"> 3. Fforwm Iaith Môn consider that tier 1, 2 and 3 contractors should be bind to Horizon's Welsh Language Policy, which should be used during recruitment, staffing matters, liaising with local partners and community councils and the local community. 4. There needs to be an explanation of the role of the Welsh Language Officer, Welsh Language and Culture sub-group, IACC and Horizon's management group.
<p>11. Bydd Horizon yn sicrhau bod Menter Newydd a chontractwyr ar bob haen yn cael gwybodaeth am gyflenwyr lleol, ac yn cael eu hannog i'w defnyddio. Bydd contractwyr yn cael y gronfa ddata fusnes sy'n cael ei datblygu gan Gyngor Sir Ynys Môn, awdurdodau lleol eraill, Bwrdd Uchelgais Economaidd Gogledd Cymru a Llywodraeth Cymru.</p>	<ol style="list-style-type: none"> 1. Mae angen llawer iawn fwy o eglurdeb gan nad yw 'gwybodaeth' ac 'annog' yn ymrwymadau cadarn ar ffurf cytundeb. Ymddengys ar hyn o bryd yn weithred oddefgar o annog defnydd o gwmnïau sydd ar fas-data a ddatblygir gan eraill. Nid welwn dystiolaeth o fwriad PNH i weithio'n fwy rhagweithiol ac eto dyma un o'r materion pwysicaf i gwmnïau bach ein cymunedau Cymraeg, fel yr amlygwyd gan gynrychiolydd FSB drwy Unllais, gan y bu i nifer o gontractwyr bach gollu gweithwyr yr oeddynt wedi hyfforddi i'r Wylfa cyntaf oherwydd cyflogau. 2. I elwa'n lleol felly mae'n ddyletswydd ar ddatblygwyr mawr fel PNH i wneud llawer yn fwy na rhannu bas data, mae angen buddsoddi mewn cwlwm a digwyddiadau cyswllt rhwng y contractwyr lleol a'r rheolwyr a'r isgontractwyr. Er mwyn paratoi gyda'r staffio dylai Horizon drefnu ymweliadau safle, rannu cynlluniau technegol a'r cyfleoedd is-gontractio amrywiol ymhell rhagflaen er mwyn sicrhau mantais i gontractwyr lleol baratoi yn amserol ar gyfer y cyfleoedd. Dylid amlygu cyfleoedd ehangach hefyd megis darparu gwasanaeth bysus a bwyd gan bwysleisio mantais cwmnïau a chyflogai dwyieithog. Dylid ymgynghori'n lleol am argaeledd gan dorri gwaith yn gontractau llai er mwyn cynnwys mwy o fusnesau lleol. Wrth asesu tendr, dylid ychwanegu cydnabod y gwerth ychwanegol gall cwmni lleol gynnig drwy leihau effaith ar yr amgylchedd, gyfrannu mwy at yr economi lleol, weithredu'n gydnaws â'r gymuned ac wrth gwrs cyfathrebu'n ddwyieithog gyda'r gymuned leol. Gofynnwn am gynllun ysgrifenedig sy'n amlygu bwriad PNH i fod yn rhagweithiol i gynnwys darparwyr lleol gan gynnwys amserlen i sicrhau y gall busnesau lleol baratoi i ymgeisio mewn da bryd. 3. Menter Newydd - ydy hwn yn parhau i fod yn rhan o'r trefniadau a beth fydd y rôl? 4. Gofynnwn am fwy o fanylion am y Gronfa Ddata Fusnes - Pryd gaiff y Gronfa ei datblygu, a phryd fydd hi'n barod er mwyn i sylwadau gael eu cyflwyno? 5. Trwy hyn i gyd rydym yn chwilio am ymroddiad cadarn i sicrhau manteision i gwmnïau sy'n cyflogi siaradwyr Cymraeg a chwmnïau sy'n cynnal ein cymunedau Cymraeg lleol. 	<ol style="list-style-type: none"> 1. Greater clarity is needed as 'information' and 'encourage' are not firm commitments in the form of an agreement. No evidence that Horizon will work pro-actively, although this is one of the most important elements to small companies within Welsh communities. 2. There is a need for greater engagement with events for local contractors, managers and sub-contractors, rather than simply sharing data bases. 3. Sub-contracting opportunities should be shared locally well in advance to provide an advantage for local contractors to prepare in a timely manner for the opportunities. Wider opportunities, such as providing transport and food and beverage should also be shared. Work tenders should be divided into smaller work tenders, in order to provide opportunities for local businesses. 4. The additional benefits (such as reducing effect on the environment, greater contribution to the local economy and bilingualism) offered by a local company should be acknowledged when assessing tenders. 5. Fforwm Iaith Môn wish to see a firm commitment to ensure benefits for local companies who employ Welsh speakers and maintain Welsh-speaking local communities.

<p>12. Bydd Horizon yn darparu hyfforddiant ar ymwybyddiaeth iaith a diwylliant i'r holl staff adeiladu a gweithredu ac yn gofyn i'r staff ddangos cwrteisi ieithyddol ac ymwybyddiaeth o bolisi iaith Gymraeg corfforaethol Horizon.</p> <p>Bydd Horizon hefyd yn datblygu rhaglen o hyfforddiant iaith Gymraeg ar wahanol lefelau ar gyfer staff adeiladu a gweithredu'r Prosiect pan fydd hyn yn ofyniad perthnasol ar gyfer swydd. Bydd Horizon yn sefydlu cynllun mentora iaith Gymraeg ar gyfer dysgwyr. Bydd Horizon yn cadw'r cynllun 'bathodyn' ar gyfer siaradwyr Cymraeg yn ogystal â sicrhau bod Menter Newydd a chontractwyr ar bob haen yn rhoi cynllun o'r fath ar waith.</p> <p>Bydd Horizon yn casglu data am sgiliau iaith Gymraeg ei weithlu ac yn diweddarau hyn bob blwyddyn. Bydd Horizon yn annog staff i fanteisio ar gyfleoedd am hyfforddiant iaith Gymraeg.</p>	<ol style="list-style-type: none"> 1. Mae'r mesur yma yn ymddangos yn gyfres o osodiadau ar ffurf dymuniad, heb strategaeth na strwythur, gan awgrymu nad yw PNH yn llwyr ddeall maint effaith y datblygiad ar y Gymraeg ym Môn, effaith hyd at 9000 o weithwyr ar darged yr ynys o gyrraedd 60.1% o siaradwyr Cymraeg, a'r buddsoddiad sydd eisoes wedi bod ar yr ynys i wireddu amcanion Cymraeg 2050 y llywodraeth a Strategaeth Iaith CSYM. Yn benodol amlygwn y defnydd o eiriau amwys megis "gofyn" "pan fydd hyn yn ofyniad perthnasol ar gyfer swydd", "annog". 2. I liniaru effaith hyd at 9000 o weithwyr ar yr ynys, safbwynt y Fforwm ar Ymwybyddiaeth Iaith yw dylid fod yn orfodol i bob aelod o staff a'u teuluoedd. O leiaf hyfforddiant awr gan ddarparwyr lleol profiadol all drosglwyddo'r brwdfrydedd yn ogystal â chwalu ystrydebau. Mae angen buddsoddi mewn pecynnau o ddarpariaethau/digwyddiadau anffurfiol/cymunedol i ychwanegu gwerth i hyn. Mae Menter Iaith Môn mewn sefyllfa i fod yn cynnig ymwybyddiaeth iaith gyda buddsoddiad ariannol gan PNH i sybsideiddio amser staff a phartneriaid y Fforwm ar gael i gyflwyno digwyddiadau hwylus a symbylus ar gyfer teuluoedd y gweithwyr. 3. Gofyn i ddangos cwrteisi. Safbwynt y Fforwm yw mai dymuniad afrealistig yw hyn heb fuddsoddiad mewn ymwybyddiaeth iaith, gweithgareddau Cymraeg, a chynnig o ddysgu Cymraeg i bawb. Gofynnwn felly i weld Cynllun Strategaeth Hyfforddiant. Mae angen manylion o sut bydd PNH yn cyflawni hyn gan ddisgwyl gweld y datblygwyr yn cydweithio a CSYM i fabwysiadu lefelau gallu Cymraeg o Lefel 1-5, ac ymgynghori gyda'r Ganolfan Dysgu Cymraeg i adnabod pecynnau addas a chynllunio capasiti cynnig Cymraeg yn y gweithle. 4. Amserlen - bydd angen i ddarparwyr addasu eu strategaethau a threfnu capasiti Ymwybyddiaeth Iaith, Digwyddiadau, Dysgu Cymraeg rhagflaen. Felly gofynnwn am amserlen yn dangos y niferoedd disgwyliedig a pryd fydd y galw. Yn ogystal mae galw i osod y data yng nghyd-destun adroddiadau blynyddol Partneriaid y Fforwm i'r llywodraeth, sydd yn gofyn am fesur cyflawniad a llwyddiant eu gwaith a'u buddsoddiad yng nghyd-destun Targedau Cymraeg 2050 a chynnydd canran siaradwyr Cymraeg yr ynys. 5. Sut fydd Horizon yn defnyddio'r data? I bwy fydd PNH yn cyflwyno'r data? Sut fydd y cynnydd o sgiliau iaith Gymraeg yn cael ei fesur a'i gofnodi? 	<ol style="list-style-type: none"> 1. There is no strategy or structure to substantiate this measure, suggesting that Horizon does not fully comprehend the magnitude of the effect of the development on the Welsh language on Anglesey, and the effect of the workforce on IACC's target of achieving 60.1% Welsh speakers by 2021, and the investment previously made on Anglesey to substantiate the aims of Welsh Government's strategy – Cymraeg 2050 and IACC's Welsh Language Strategy. 2. Language awareness should be compulsory for all members of staff and their families. With financial support by Horizon to subsidise staff time, Menter Iaith Môn are in a position to offer Welsh language awareness for the families of the workers. 3. It's an unrealistic desire to expect linguistic courtesy without investment in language awareness and offering the opportunity for all workers to learn the Welsh language. Consider that a Strategic Training Plan is developed. Detail is required about how Horizon will achieve this, with the expectation for the developer to work with IACC to adopt level 1-5 Welsh language skills, consult with the Centre for Learning Welsh to identify suitable packs and to plan for offering Welsh in the workplace. 4. In order to prepare in a timely manner, information is required on the timeline for the number of workers.
<p>13. Bydd Horizon yn casglu data wedi'i grynhoi a dienw am</p>	<ol style="list-style-type: none"> 1. Erys gofid am fethodoleg PNH ac amseru rhyddhau'r wybodaeth. 	<ol style="list-style-type: none"> 1. Concern regarding Horizon's methodology for calculating the number of dependents and the timing for release of information collected.

bartneriaid a phlant sy'n symud i brif ardal yr astudiaeth gyda'r gweithwyr adeiladu a gweithredu ac yn rhannu'r data hwn ag awdurdodau lleol. Bydd hyn yn cynnwys ystyriaethau diogelu data, ond pan fo hynny'n bosibl, bydd yn cynnwys nifer y plant, eu hoedran a lefelau eu sgiliau iaith Gymraeg er mwyn cael gwybodaeth ar gyfer cynllunwyr addysg a'r blynyddoedd cynnar. Mae'n bosibl cysylltu'r broses hon â'r Gwasanaeth Rheoli Llety Gweithwyr sy'n cael ei ddatblygu.

2. Niferoedd a Methodoleg: Sylwn fod anghytundeb o ran y niferoedd PNH sy'n amcangyfrifo 220 a CSYM sydd yn asesu'r niferoedd i fod dros 500. Daw'r ffigyrau uwch o asesiad 2 ymgynghorydd a ddaeth i gasgliad yn annibynnol fod y nifer disgwylidig dros ddwbl y nifer o 220 a awgrymir gan PNH. O ganlyniad, disgwyliwn fwy o eglurder ynglŷn â methodoleg PNH i esbonio'r gwahaniaeth, oherwydd wrth dan-amcangyfrif niferoedd bydd byrdwn ar draul costau i'r gwasanaethau cyhoeddus, i'r gymuned ac i'r Gymraeg.
3. Yn ogystal, ni welwn gyfeiriad at effeithiau cronus y datblygiad ar niferoedd eraill o weithwyr i'r ynys a'uartneriaid a phlant. Yn uniongyrchol gysylltiedig ag amserlen datblygiad PNH mae hefyd disgwyl 400 mwy o weithwyr National Grid, a niferoedd o weithwyr i adeiladu pont newydd mewn pryd i hwylyso cludiant i Wylfa. Faint o weithwyr a ble mae hyn yn cael ei gydnabod fel effaith cronus ar y gymuned a'r Gymraeg?
4. Amseru: Gan gofio fod y gymuned yn ymddiried yn PNH i adeiladu un o adeiladau mwyaf, gyda'r dechnoleg fwyaf cymhleth yn Ewrop, disgwylir fod y cwmni'n gymwys i rag amcangyfrif niferoedd a rhyddhau gwybodaeth yn ddiennw ymhell o flaen llaw er mwyn i bartneriaid y Fforwm gynllunio rhagflaen. Deallwn gan bartneriaid y bydd angen cadarnhau niferoedd erbyn 2019 felly edrychwn am gadarnhad o hyn yn yr amserlen. Mae'r ymateb i'r brys hyn yn elfen hanfodol i wireddu camau lliniaru effeithiol.
5. I gyd-fynd gyda'r asesiad niferoedd teuluoedd, plant, oed byddwn am weld amserlen cwblhau lloches y gweithwyr i wirio faint o'r gweithwyr heb loches fydd yn y cymunedau.
6. Mae'n hanfodol bwysig i rannu'r wybodaeth hon gyda'r partion perthnasol er mwyn ymateb yn amserol i leihau difrod niweidiol. Mae'r effaith ar y blynyddoedd cynnar yn bryder i Mudiad Meithrin sydd yn arwain ar y ddarpariaeth Gymraeg i blant cynysgol ar yr ynys gan ofyn: Beth oedd y fethodoleg a ddefnyddiwyd i bennu nifer y plant y rhagwelir sy'n debygol o adleoli i'r ardal? Credwn nad oes digon o ddata wedi ei dderbyn er mwyn i'r Awdurdodau Cynllunio Lleol gynllunio darpariaeth.
7. Pa bryd gaiff y data ei rannu gyda'r Awdurdodau Lleol a chyrrff perthnasol eraill fel Mudiad Meithrin? Os na chaiff ei rannu nes bod y gweithwyr a'u teuluoedd wedi cyrraedd neu ychydig cyn hynny, fe fydd hi'n rhy hwyr o lawer i gynllunio'r ddarpariaeth.
8. Nid yw ychwaith yn rhoi amser digonol i deuluoedd gael gwybodaeth er mwyn gwneud penderfyniadau cadarnhaol ynglŷn â gofal ac addysg Gymraeg i'w plant. Ni fyddent ychwaith yn cael gwybodaeth am y gwahanol ddarpariaethau sydd ar gael i'w cefnogi i ddysgu a defnyddio'r Gymraeg fel teulu.

2. Fforwm Iaith Môn note the disagreement between Horizon and IACC regarding the projected number of dependents. Underestimating the number of dependents, there will be a financial burden for public services, the community and the Welsh language.
3. No consideration of cumulative effects of the development and workers from other projects moving to Anglesey.
4. Projected number of dependents and sharing of anonymised data should be released as early as 2019 to ensure that partners of Fforwm Iaith Môn can forward plan in a timely manner. It would be too late to share this information when workers and their dependents have arrived.
5. It is also important [in advance] for families of the workers to receive information about Welsh medium education and care for their children, as well as the support available for the family to learn and use Welsh.
6. The effect of the Wylfa Newydd DCO Project on early years provision is of concern to Mudiad Meithrin.
7. Require more detail regarding the data, specifically age of dependents, where they will reside and their Welsh language skills upon arrival.
8. Need to consider capacity of Mudiad Meithrin to offer places for children with a possible need to employ more staff in certain areas. Staff to pupil ratio is important (1:4 for 2-year olds and 1:8 for 3-year olds).
9. Fforwm Iaith Môn welcome that this forms part of the Draft DCO s.106, however more detail is required regarding the methodology, projected number of dependents and timeline for their arrival and contingency funding.

	<p>9. Mae angen mwy o fanylion ynglŷn â'r data: beth yw oed y plant / ble fyddant yn byw / beth yw eu sgiliau iaith Gymraeg wrth gyrraedd?</p> <p>10. Rhaid ystyried capasiti'r Mudiad Meithrin i gynnig lleoedd i'r plant. Mae'n bosibl y bydd gofyn cyflogi mwy o staff mewn Cylchoedd penodol.</p> <p>11. Mae'r gyfradd plant i staff yn hollbwysig (1 i 4 gyda phlant dyflwydd oed ac 1 i 8 gyda phlant tair oed) a rhaid ei sicrhau bob amser.</p> <p>12. Plant oed ysgol - cyfeiriwn at hyn yn gam 16.</p> <p>13. Oedolion yn chwilio am waith – ni welwn asesiad o niferoedd ag effaith partneriaid yn chwilio am waith yn lleol ar y farchnad lafur a'r iaith Gymraeg.</p> <p>14. Croesawu fod hwn yn rhan o gytundeb 106, ond mae angen mwy o fanylion am y fethodoleg, rhag-gynllunio gydag amcangyfrifon yn cyrraedd y gwasanaethau cyhoeddus erbyn 2019, a chronfa wrth gefn i ddefnyddio darparwyr anstatudol i helpu gyda'r lliniaru.</p>	
<p>14. Bydd Horizon yn parhau i ddatblygu a darparu cymorth addysgol ddwyieithog i ddisgyblion cynradd ac uwchradd yn ogystal ag i fyfyrwyr addysg bellach.</p>	<p>1. Aneglur beth yw ystyr 'parhau' a 'cymorth addysgol'.</p> <p>2. Croesewir y cyfle i gyflwyno diwydiant a gwyddoniaeth yn y dosbarth i ddisgyblion lleol gan atgoffa'r datblygwyr bod ffin denau weithiau rhwng cynnig cymorth addysgol fel rhan o PR meddal a chynnig addysg gytbwys ar yr holl ddulliau cynhyrchu ynni yn ôl disgwyliadau addysgol Llywodraeth Cymru.</p> <p>3. I wella ar y ddarpariaeth a fu gan Wylfa yn flaenorol, gofynnwn i'r holl ddarparwyr fod yn rhugl ddwyieithog er mwyn medru addysgu yn uniaith Gymraeg os mai dyma yw cyfrwng dysgu gwyddoniaeth yr ysgol. Mae galwad cynyddol ar i ysgolion gyflwyno pynciau STEM ac o sicrhau addysgwyr dwyieithog bydd yn rhoi cyfle i fwy o ymgeiswyr lleol ymuno â'r tîm gan gyfrannu at greu cohort cynyddol o wyddonwyr sy'n medru ymdrin â'u gwaith yn ddwyieithog.</p> <p>4. Beth oedd y fethodoleg a ddefnyddiwyd i bennu nifer y plant y rhagwelir sy'n debygol o adleoli i'r ardal? Gwyddwn o ddogfennau cyhoeddus PINS fod CSYM wedi comisiynu dau ymchwiliad annibynnol sy'n dyblu nifer disgwylidig o 'ddibynyddion' - (dependents) - plant a phobl ifanc.</p> <p>5. Dylid derbyn arbenigedd partion â buddiant ar y mater hwn a'r sylwadau sydd wedi ei chyflwyno gerbron yr arolygaeth gynllunio.</p> <p>6. Sylwadau pellach o dan gam 16.</p>	<p>1. Fforwm Iaith Môn welcome the opportunity to present science in classrooms for local pupils, however, there is a fine line between providing educational support as part of soft PR and offering a balanced education on all forms of energy production in accordance with Welsh Government's educational expectations.</p> <p>2. (Wylfa) Educational providers should be fluently bilingual in order to provide Welsh-medium educational support for science.</p> <p>3. There is an increasing need for schools to introduce STEM subjects, and by ensuring bilingual education providers, this will provide an opportunity for more local applicants to join the team, contributing towards creating an increasing cohort of bilingual scientists.</p>

<p>15. Bydd Horizon yn cynnal cynllun prentisiaethau Prosiect DCO Wylfa Newydd ac yn parhau i ddarparu'r 'Wythnos Cipolwg ar Waith' neu gynllun cyfatebol, i bobl ifanc.</p>	<p>1. Mae "ehangu darpariaeth addysg bellach ac uwch drwy gyfrwng y Gymraeg a darparu cyfleoedd i ddilyn prentisiaethau yn yr iaith Gymraeg." (tud 56, 2017) ⁸ yn ganolog i Thema 1, Strategaeth Cymraeg 2050, Llywodraeth Cymru. Mae'n cael ei groesawu gan y Fforwm oherwydd gall fod yn sbardun pwysig i yrfa ac o dargedu'n lleol a phwysleisio mantais sgiliau dwyieithog, bydd PNH yn meithrin a datblygu arweinwyr dwyieithog yn y diwydiant.</p> <p>I wireddu'r potensial hyn mae'r Fforwm yn gofyn am gadarnhad:</p> <p>2. Niferoedd - beth fydd y niferoedd yn flynyddol ac a fydd cynnydd wrth i'r datblygiad dyfu?</p> <p>3. Bydd ymrwymiad i sicrhau fod y prentisiaid yn dod o Fôn, Gwynedd a Chonwy yn unig a bod yr iaith Gymraeg yn cael ei gydnabod fel sgil bwysig er mwyn ymgeisio am brentisiaethau?</p> <p>4. Bydd y recriwtio a'r holl adnoddau yn ddwyieithog, gan gynnwys cyfle cyfweld yn y Gymraeg?</p> <p>5. Bydd y profiad prentisiaeth yn cynnwys cyfle i brofi trochi Cymraeg i'r rhai nad ydynt wedi gweld dwyieithrwydd ar waith yn y gweithle?</p> <p>Mae cynllun GwE 'Datblygu'r Gweithlu i gefnogi'r Gymraeg mewn Addysg' yn nodi:</p> <p>'Rydym yn cydnabod na all 'addysg' yn unig greu siaradwyr Cymraeg hyderus. Rydym yn gwbl ymwybodol bod angen cyfleoedd ar blant a phobl ifanc i ddefnyddio'r Gymraeg mewn nifer o gyd-destunau i gyfoethogi eu dysgu a'u hymwybyddiaeth o'r Gymraeg fel iaith bob dydd... un nod gennym yw sicrhau bod ein disgyblion yn adnabod cyfleoedd i ddefnyddio'u Cymraeg tu draw i'r dosbarth mewn gweithleoedd.' Arwyn Thomas, Rheolwr Gyfarwyddwr GwE.</p> <p>Amlyga Estyn yn y cyhoeddiad 'Alinio'r Model Prentisiaeth ag Anghenion Economi Cymru' mai blaenoriaethau Llywodraeth Cymru ar gyfer Prentisiaid 2016-22 yw atgyfnerthu cyfleoedd i ddilyn prentisiaethau yn y Gymraeg neu yn ddwyieithog, gan sicrhau y gall pob dysgwr gynnal a datblygu eu sgiliau iaith Cymraeg.</p>	<p>1. Fforwm Iaith Môn welcome that Horizon will maintain its existing Wylfa Newydd Project Technical Apprenticeship Scheme. Enhancing the educational provision for further and higher education through the medium of Welsh and providing opportunities to follow apprenticeship schemes through the medium of Welsh is central to Theme 1 of Welsh Government's Strategy, Cymraeg 2050.</p> <p>2. There is an opportunity for Horizon to be innovating in their commitment to the Welsh language.</p>
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⁸ <https://gov.wales/docs/dcells/publications/170711-welsh-language-strategy-cy.pdf>

	<p>Hyn oll yn cefnogi cyfle i Pŵer Niwclear Horizon fod yn arloesol yn eu hymrwymiad i'r Gymraeg.</p>	
<p>16. Bydd Horizon yn ariannu gwasanaeth athrawon peripatetig (pro-rata fel y gwelir isod) a fyddai'n cefnogi'r capasiti addysg drochi bresennol ar Ynys Môn (a Gwynedd o bosibl os oes angen) ar draws ysgolion cynradd ac uwchradd. Bydd arian ar gael er mwyn i ddau athro trochi iaith fod ar gael i weithio gyda disgyblion pan fydd y gwaith adeiladu'n dechrau. Bydd lefel y gwasanaeth hwn yn gymesur â nifer y gweithwyr a fydd yn dod â'u teuluoedd gyda nhw a bydd yn cynyddu neu'n gostwng yn ôl y galw. Bydd nifer y gweithwyr sy'n dod â'u teuluoedd gyda nhw yn cael ei fonitro drwy gasglu data. (Cyfeirnod Dogfen y Cais 8.14)</p>	<ol style="list-style-type: none"> O ran graddfa, ni allwn orbwysleisio ein hanghytundeb gyda pha mor annigonol fydd y cam hwn i liniaru effaith y datblygiad ar y Gymraeg mewn addysg. Y bwriad yw lliniaru'r hyn sydd am waethygu - ac mae'r her yn anferthol i liniaru effaith gostyngiad y canran o siaradwyr Cymraeg i lai na 50%. Nid yw ateb PNH yn ateb yr her yma a chredir ei fod yn adlewyrchu diffyg ymrwymiad, amharoddrwydd i fuddsoddi'n gyfatebol i faint y datblygiad, neu ddiffyg dealltwriaeth o gynllunio ieithyddol. Niferoedd - gweler 13.1 ble rydym yn gofyn am y fethodoleg gan PNH sydd wedi dod i gasgliad gwahanol iawn i asesiad dau ymgynghorydd annibynnol CSYM. Oherwydd y gwaethygu ar safonau addysg a'r defnydd o Gymraeg, mae adnabod y niferoedd cywir yn hanfodol i liniaru'r effaith ar ysgolion. Mae'n rhesymol i ni dderbyn asesiad niferoedd CSYM fel y rhai cywir o gofio arbenigedd CSYM a'r asesiad gan ddau arbenigwr sy'n dod i gasgliad yn annibynnol o niferoedd tebyg sydd mwy na dwbl niferoedd PNH. Niferoedd athrawon - yn unfrydol, mae pob un o aelodau'r Fforwm wedi datgan fod y cynnig o 2 athro, ag 1 yng Ngwynedd, yn gynnig sarhaus o isel i liniaru effaith y datblygiad ar addysg Môn. O ystyried ystod ac ehangder ein profiad ar y Fforwm, yn cefnogi teuluoedd, cymunedau ag ysgolion, a chan gofio fod Gwe, arbenigwyr addysgol ar ran y llywodraeth yng ngogledd Cymru hefyd ar y Fforwm - dylid edrych o ddifrif ar ddiffyg ewyllys PNH i fynd i'r afael a lliniaru effaith y datblygiad ar addysg a Chymraeg i blant. Roedd y Fforwm yn unfrydol yn cefnogi asesiad CSYM am y ddarpariaeth o 12 aelod staff i liniaru'r effaith ac ni chredwn fod gan PNH unrhyw sail i wrthwynebu hyn o ystyried dealltwriaeth a phrofiad CSYM a'r asesiadau annibynnol proffesiynol wrth gymharu â diffyg dealltwriaeth a phrofiad PNH a'r diffyg tystiolaeth o fuddsoddiad mewn ymgynghorwyr cynllunio ieithyddol ag addysgiadol. Mae CSYM yn gyson dros y blynyddoedd wedi cynghori PNH ar y diffyg yn eu hamcanion lliniaru ar y mater hwn, ac rydym wedi bod yn dyst i hyn yn y Fforwm Iaith sirol, felly mae'n siom nad yw PNH wedi derbyn arbenigedd y partion a buddiant a'r awdurdod lleol. Ni fydd modd cytuno ar hyn oni bai i'r datblygwyr dderbyn cais CSYM yn llawn. Yn ogystal mae'r gyfradd athrawon trochi i blant (1 i 8) yn holl bwysig gan i'r dull yma brofi'n llwyddiannus dros y blynyddoedd ac i bob aelod o'r Fforwm ategu hyn o'u profiad proffesiynol yn ymwneud a'r unedau iaith a'r plant sydd wedi elwa o'r ddarpariaeth. Dyma ydi'r drefn ar yr ynys cyn i PNH gyrraedd, felly nid ydym yn barod i dderbyn gostyngiad yn y safonau yn dilyn gostyngiad cyfradd athro/plant yn sgil y datblygiad. Gofynnwn felly pe bydd angen y gwasanaeth ar fwy o blant, a fydd PNH yn ymrwymo i gyflogi mwy o athrawon i ddiwallu'r galw heb oedi? 	<ol style="list-style-type: none"> This measure is inadequate to mitigate the effect of the development on Welsh medium education. The challenge to mitigate the effect of reducing the proportion of Welsh speakers to less than 50% is huge. Horizon is not responding to this challenge and it reflects lack of commitment, an unwillingness to mitigate in relation to the magnitude of the development or lack of understanding of linguistic planning. Accurate projections for dependents are essential to mitigating the effects on schools. Fforwm Iaith Môn unanimously disagree with Horizon's proposal to fund two immersion teachers on Anglesey and one in Gwynedd and support IACC's assessment that there is a requirement for 12 members of staff to mitigate the effects. Horizon do not have the evidence to reject this assessment. Fforwm Iaith Môn will not agree on this unless Horizon accept IACC's assessment of the projected number of pupils and number of immersion teachers required to mitigate the effect. Maintaining a 1:8 teacher pupil ratio for immersion teaching is important, and is supported by Fforwm Iaith Môn. There is a need to train immersion teachers early in order to be prepared for the arrival of workforce dependents. This requires early funding (2019). The introduction of non-Welsh speaking children to local schools will influence the language within classrooms, the yard, local social clubs and the community. There will be a need to offer continuous immersion opportunities after pupils leave the language immersion units. This offer is currently provided by Yr Urdd, Menter Iaith Môn and Anglesey Young Farmers' Clubs. These will need financial support to increase capacity of staff in order to mitigate effects on Welsh community activities outside school hours.

	<p>6. Bydd angen rhyddhau arian rhagflaen yn 2019 er mwyn sicrhau digon o flynyddoedd i hyfforddi'r athrawon arbenigol hyn er mwyn fod yn barod i dderbyn y plant i'r gwasanaeth drochi. Mae'n hanfodol na fydd oedi rhwng yr adeg y bydd y plant yn cyrraedd yr ardal a phan fyddant yn mynd i'r ddarpariaeth drochi. Unwaith y bydd plant wedi dechrau arferion siarad Saesneg yn yr ysgol, fe fydd hi'n anodd iawn gan gymryd mwy o adnoddau i newid eu harferion iaith.</p> <p>"Most immersion teachers are particularly committed to bilingual education, enthusiastic about bilingualism in society, acting as language missionaries. In the equation of a successful bilingual school, such enthusiasm and commitment may be an important and often underestimated factor in success. The commitment of bilingual teachers, and the special skills that a bilingual teacher uses beyond those required of a monolingual teacher, may be underestimated in the equation of successful bilingual schooling." (tud.178, 2014)⁹</p> <p>7. Bydd dyfodiad plant heb allu Cymraeg i ysgolion lleol yn dylanwadu ar iaith yr ystafell ddosbarth, yr iard, clybiau cymdeithasol lleol ac ymhellach o fewn y gymuned. I blant o gefndiroedd di-Gymraeg bydd angen darparu cyfleoedd trochi parhaus allgyrsiol i'r disgyblion wedi iddynt adael yr unedau iaith. Mae hyn yn wasanaeth a gynigir eisoes ee gan yr Urdd, Menter iaith Mon a Ffermwyr Ifanc a bydd gofyn am gynyddu cefnogaeth ariannol i'r rhain i gynyddu capasiti staff wrth gynyddu amllder ac ymestyn lleoliadau i ar egwyddor agosatrwydd, os ydym am liniaru effaith ar y Gymraeg y plant yn y gweithgareddau cymunedol y tu allan i oriau ysgol.</p> <p>"The Irish and Welsh immersion experiences tend to suggest that most children whose home language is English will cope successfully in minority language immersion classrooms. For such children, the language context is additive rather than subtractive. The danger is that the majority language of English, being the common denominator, will be the language used between pupils in the classroom, in the playground and certainly out of school. A balance towards a greater proportion of language minority speakers may help to ensure that the 'common denominator' majority language does not always dominate in informal classroom and playground talk." (tud. 179, 2014)¹⁰</p> <p>8. Yn yr un modd a cham 13 - mae'r Fforwm am weld amserlen rhyddhau data dienw, gan ganiatáu i'r blynyddoedd cynnar a'r ysgolion baratoi rhagflaen o 2019 ymlaen. O ystyried buddiant y partion, pwysleisw'n nad yw'n addas i'r cyhoedd gasglu fod PNH yn elwa o arbedion drwy oedi, tra bydd y plant yn dioddef yn addysgol a CSYM yn ysgwyddo'r baich ariannol o unrhyw oedi.</p> <p>9. Pwysleisw'n wendid paratodau PNH i liniaru'r effaith oherwydd diffyg buddsoddiad mewn cynllunio ieithyddol pwrpasol ac amharoddrwydd i dderbyn cyngor gan</p>	<p>7. See comments in relation to FfIM 013 in relation to timescale for release of anonymised data.</p> <p>8. Fforwm Iaith Môn emphasise Horizon's weaknesses (that there will be a perceived vested interest if Horizon fails) to prepare to mitigate the effects due to lack of investment in appropriate linguistic planning and unwillingness to accept assistance from specialists in this field.</p> <p>9. No detail of mitigation measures to support dependents (children) with no skills in Welsh or English.</p> <p>10. The development has the potential to lead to a detrimental effect on the proportion of Welsh speakers on Anglesey and Welsh speakers will be in the minority for the first time ever. (The development's potential impact is to reduce the percentage of Welsh speakers to a minority of less than 50%. A serious issue that could lead to reduced service provision in Welsh as well as community conflict due to frustration at loss of language and culture by native speakers)</p>
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⁹ A Parents' and teachers' Guide to Bilingualism, Colin Baker 2014

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	<p>arbenigwyr yn y maes. Mawr obeithiwn y bydd y cwmni'n adnabod y diffygion yn eu paratodau ac yn ailystyried y mesur lliniaru pwysig hwn.</p> <p>10. Nid oes yma chwaith fanylion am y camau lliniaru ar gyfer plant nad oes ganddynt Gymraeg na Saesneg. Gofynnwn am eglurhad am sut fydd y broses trochi ac ym mha drefn bydd hyn yn digwydd i blant felly.</p> <p>11. Mae gan y datblygiad y potensial i newid canran siaradwyr Cymraeg Môn yn andwyol iawn a bydd y siaradwyr Cymraeg yn dod yn lleiafrif am y tro cyntaf erioed. Gall hyn effeithio agweddau darparwyr eraill tuag at y cymunedau gan leihau ymdrechion i gynnig gwasanaethau yn y Gymraeg, gan fod mwy yn siarad Saesneg. Gall hefyd arwain at rwystredigaeth neu wrthdaro gan siaradwyr Cymraeg sy'n adnabod y golled o'u hiaith a'u diwylliant. Nid oes tystiolaeth fod PNH wedi gwerthuso hyn a chynnig camau lliniaru.</p>	
<p>17. Bydd Horizon yn datblygu ac yn dosbarthu pecynnau croeso i deuluoedd gweithwyr Prosiect DCO Wylfa Newydd sy'n symud i brif ardal yr astudiaeth. Bydd y rhain yn ategu'r wybodaeth a geir ym Mhecynnau Croeso arfaethedig Llywodraeth Cymru a byddant yn darparu gwybodaeth am wasanaethau lleol a'r gymuned.</p>	<p>1. Wrth gwrs mae pecyn croeso i'w groesawu ond unwaith eto megis dechrau yw hyn i liniaru graddfa effaith y datblygiad ar iaith y cymunedau. Mae'r cymunedau ar draws Môn am fod yn gostwng yn y canran o siaradwyr Cymraeg, gyda rhai yn gostwng cymaint â 17%. Ymddengys fod PNH yn dibynnu ar ymchwil a chasglu data yn hytrach nag arbenigedd chynllunio ieithyddol rhagflaen wrth gynnig mesurau lliniaru effaith yn y cymunedau. Un enghraifft: 'Gweithredu'n Lleol – Fframwaith gan Y Ganolfan Iaith a wedi ei ddiweddarau a'i fabwysiadu gan Llywodraeth Cymru 2014 ar gyfer cynllunio iaith micro ymysg cymdogaethau Cymraeg https://llyw.cymru/topics/welshlanguage/publications/gweithredun-lleol-resource-pack/?lang=cy</p> <p>2. Pecyn - Sut mae sicrhau fod rhywun yn ei ddarllen, ei ddeall a'i dderbyn?</p> <p>3. Goddefol yw'r cam lliniaru yma - mae'n teimlo fel tic mewn bocs heb ddechrau mynd i'r afael â gwir effaith gweithwyr a'u teuluoedd ar ein cymunedau. Bydd gofyn i'r wybodaeth a ddarperir i deuluoedd gyfleu cymuned groesawgar a digwyddiadau cymunedol i gefnogi hyn.</p> <p>4. Mae angen buddsoddi i greu 'pecyn' sy'n fwy na Llyfryn Croeso yn unig i gynnig cyfleodd i gymhathu cymunedau. Mae angen cyfleodd anffurfiol i ddefnyddio'r Gymraeg, i gymhathu siaradwyr newydd, newydd-ddyfodiaid a siaradwyr rhugl.</p> <p>"why we should care about dying languages at all? We should care for the very same reason that we care when a species of animal or plant dies. It reduces the diversity of our planet. ... the issues are the same. Enshrined in a language is the whole of a community's history, and a large part of its cultural identity. The world is</p>	<p>1. Fforwm Iaith Môn welcome the commitment that welcome packs will be provided to workers and their families, however, this represents just the beginning of mitigating the effect on the language of the communities.</p> <p>2. Investment required to create a pack which is more than a welcome pack only – need for informal opportunities to use the Welsh language, and to integrate new Welsh speakers, late-commers and fluent Welsh speakers.</p> <p>3. This mitigation measure does not acknowledge the work of existing community groups which have invested to maintain the Welsh language within the communities.</p> <p>4. Fforwm Iaith Môn welcome that this commitment is part of the Draft DCO s.106 [REP3-042], however, partners of Fforwm Iaith Môn are also in a position to realise this work. Consideration needs to be given to increasing the capacity of these partners to provide support in relation to this measure.</p>

a mosaic of visions. To lose even one piece of this mosaic is a loss for everyone.”
(tud, 339, 2006)¹¹

5. Nid yw'r mesurau yn cydnabod gwaith yr holl grwpiau cymunedol sydd eisoes yn buddsoddi i gynnal y Gymraeg: Menter Iaith Môn, Menter Mon, Medrwn Môn, Mudiad Meithrin, yr Urdd, Ffermwyr Ifanc, Theatr Ieuenctid Môn, Côr yr Ynys, Theatr Fach, Clybiau Chwaraeon, Clybiau Ieuenctid, y capeli a'r eglwysi, clybiau cinio a llenyddol, Merched y Wawr, Canolfan Dysgu Cymraeg ac yn arbenigo ar wead eu cymunedau - y cynghorau cymuned a thref. Mae'r rhain oll yn buddsoddi o'u hamser a'u hadnoddau i geisio cynnal a gwella canran y siaradwyr Cymraeg ym Môn.

Achieving success in language learning: “Motivation is a central factor....Attitude towards the foreign language is important. If a student perceives a country or culture to be unpleasant, for whatever reason, the negative attitude is likely to influence language learning achievement – and conversely...Exposure... needs to be regular...Exposure to native users.” (tud. 435, 2006)¹²

6. Croesewir fod hwn yn rhan o'r cytundeb cyfreithiol 106 CSYM a PNH. Fodd bynnag mae MIM a partneriaid uchod mewn sefyllfa gref i wireddu'r gwaith hwn - sut fydd PNH yn codi capasiti'r mudiadau uchod, i liniaru ar effaith y mewnlifiad ar y Gymraeg yn y Cymunedau, y tu allan i gytundeb 106 gyda CSYM? Sut gall mudiadau lleol gyflwyno syniadau gerbron? Beth yw'r strwythur a'r gefnogaeth ariannol fydd yn bodoli rhwng PNH a'r cynghorau cymuned a thref a'r Pencampwyr Iaith sydd ar waith yn y cymunedau hyn?
7. Oes gan Gydlynnydd Iaith a Diwylliant ddylanwad ar wariant yr arian hwn? Beth yw rôl Cydlynnydd Iaith Gymraeg a Diwylliant a'r Swyddogion Cynnwys y Gymuned sydd yng nghytundeb 106 i'r cyd-destun hwn?
8. Beth yw'r buddsoddiad mewn codi ymwybyddiaeth a hyder teuluoedd sy'n siarad Cymraeg yn lleol o bwysigrwydd cynnal a rhannu'r Gymraeg yn y Gymuned?

Dylid cyfeirio at Ymchwil 'Trosglwyddo'r Gymraeg a'i ddefnydd mewn teuluoedd' Llywodraeth Cymru 2017 yn y cyd-destun hwn ¹³ sy'n ateb y ddau gwestiwn am yr hyn sydd yn dylanwadu ar drosglwyddo'r Gymraeg a'i Ddefnydd mewn teuluoedd. Mae'n frith o ddata a hefyd engreiffitia gan unigolion sy'n cyfleu pa mor gymleth

¹¹ 'How Language Works', David Crystal 2006

¹² ”

¹³ <https://dera.ioe.ac.uk/30870/2/170612-welsh-language-transmission-use-in-families-cy.pdf>

	<p>yw trosglwyddo iaith hyd yn oed i siaradwyr Cymraeg, pan yn byw mewn cymuned gyda canran uwch na allant siarad Cymraeg: ee rhiant o Ynys Môn yn esbonio na fydd yn newid i'r Gymraeg os yw ei phlentyn yn siarad Saesneg â hi:</p> <p>“Os mae hi'n dechrau [siarad Saesneg] wnai ddim newid o, faswn i ddim yn specifically neud o ar bwrpas ond fatha, dwi'n meddwl am bod nhw'n watchad programmes Saesneg yna os ma nhw'n chwarae efo 'My Little Pony' ma o'n dod yn naturiol iddyn nhw siarad Saesneg... ac hefyd dwi'n meddwl bod na blant Saesneg ac ar yr iard ma na Saesneg yn mynd mlaen.' Mam – Ynys Môn (tud.120, 2017)</p> <p>+ 'Adroddodd Lyon (1996¹⁴) fod mwyafrif clir o'r holl rieni yn ei harolwg fel rhan o'i gwaith ymchwil ar Ynys Môn (85%) yn dymuno i'w plant fod yn rhugl yn y Gymraeg' (tud.33, 2017)</p> <p>9. Beth yw'r trefniadau ar gyfer sicrhau fod teuluoedd sydd yn dod i mewn i'r ardal yn ymwybodol o gyfleoedd i fod yn weithredol gyda'r trydydd sector sydd yn cyfoethogi'r cymunedau? Mae holl bartneriaid y Fforwm yn barod i gydweithio gyda'r Cydlynnydd Iaith a Diwylliant i wireddu hyn.</p>	
<p>18. Bydd Horizon yn ariannu'r gwaith o ddarparu gwasanaethau iaith gymunedol (gan gynnwys datblygu deunyddiau hyfforddi priodol) i gefnogi mewnfudwyr i ddod yn rhan o'r gymuned a datblygu capasiti yn y gymuned leol. Byddai hyn yn gysylltiedig â rôl Swyddogion Cynnwys y Gymuned.</p>	<ol style="list-style-type: none"> 1. Croesewir y rôl Swyddogion Cynnwys y Gymuned a gofynnir am fanylion eu swyddogaethau a chadarnhad bydd y Gymraeg yn hanfodol ar gyfer y swyddi hyn. 2. Oes buddsoddiad ariannol i gefnogi'r Swyddogion hyn tu hwnt i gostau swyddi? 3. Beth yw rôl mudiadau sydd eisoes yn gwasanaethu'r gymuned leol yma? Dylid cynnwys partneriaid e.e. Menter Môn, yr Urdd, Ffermwyr Ifanc, Dysgu Cymraeg, Menter Iaith Môn, Medrwn Mon... yn y trafodaethau hyn. 4. Fodd bynnag gwelwn un gwendid elfennol yn y cam lliniaru sydd unwaith eto yn codi amheuan am y diffyg dealltwriaeth PNH am gynllunio ieithyddol wrth liniaru effaith. “Cefnogi mewnfudwyr i ddod yn rhan o'r gymuned” yng nghyd-destun y Gymraeg ym Mon, mae hyn yn ddiystyr onibai ei fod yn golygu bydd y datblygwr yn cefnogi mewnfudwyr i ddysgu Cymraeg. A'i dyma'r cynnig ac a fydd yn cael ei estyn i bartneriaid y gweithwyr? Ble mae'r dystiolaeth eu bod wedi meintioli hyn? Faint yn o bobl fydd yn y gymuned? Ble mae'r ymchwil i ddangos capasiti Dysgu Cymraeg i wireddu hyn? Byddem yn croesawu eglurder am y cam hwn. 5. Deunyddiau hyfforddi priodol – beth yw ystyr hyn a phwy fydd yn ei baratoi? 	<ol style="list-style-type: none"> 1. Fforwm Iaith Môn welcome the commitment that bilingual CIOs will be employed and funded. 2. Consideration should be given to the role of the partners of Fforwm Iaith Môn as providers of Welsh-medium services in the community. 3. There is potential for conflict to arise within communities, on various grounds including language.

¹⁴ Lyon, J. 1996. Becoming Bilingual: Language Acquisition in a Bilingual Community. Clevedon: Multilingual Matters.

	<p>6. Gwasanaethau iaith gymunedol - beth yw ystyr hyn? Offer cyfieithu? Darpariaeth gofal plant i drochi yn y Gymraeg? Neu fel arall a ydym yn dychwelyd i'r drefn gofal plant, sydd wedi colli ei thir ym Mon, o gael darpariaeth Saesneg a Chymraeg?</p> <p>7. Mae'r tensiynau posib all godi am resymau amrywiol gan gynnwys iaith, i ba raddau mae'r heddlu yn derbyn cefnogaeth i leihau'r tensiynau hyn gan sicrhau gweithlu dwyieithog i weithio yn y cymunedau yn gyfochrog a Swyddogion Cynnwys y Gymuned?</p> <p>Potential community conflict: "Linguistic conflicts due to divided ethnic and national loyalties are often bitter and violent. In recent years, there have been major incidents in several countries, such as India, Spain, Canada (Quebec), Belgium, the USA, South Africa, and the Celtic-speaking areas of Britain. The reasons for conflict vary greatly. In some cases, the use of a language is declining, and the reaction is a desperate attempt to keep it, and the community it represents, alive. ... One reason is that language provides a particularly clear link with the past – often the only detailed link, in the form of literature." (tud.303, 2006)¹⁵</p>	
<p>19. Bydd Horizon yn ymgysylltu â Chyngor Sir Ynys Môn, Cyngor Gwynedd, Mudiad Meithrin (corff sy'n cynrychioli'r blynyddoedd cynnar cyfrwng Cymraeg) a Menter Iaith Môn ac yn hwyluso trafodaeth barhaus â nhw er mwyn trafod y mewnlfif o blant oed cyn ysgol a'r effaith ar y ddarpariaeth cyfrwng Cymraeg a mesurau i liniaru'r effaith hon. Fel rhan o'r drafodaeth hon, bydd</p>	<ol style="list-style-type: none"> 1. Ail ran mesur lliniaru ceir yma. Y cam cyntaf yw cynllunio rhagflaen gyda'r data a'r buddsoddiad yn cael ei ryddhau gan y datblygwyr rhagflaen er mwyn i'r darparwyr drefnu capasiti (gweler y sylwadau ar gyfer cam 13). Ail ran y lliniaru fydd parhau i fonitro ac ymateb yn barhaus ac rydym yn croesawu hyn. 2. Does dim ymrwymiad i fuddsoddi yma. Cefnogi fod hwn yn rhan o gytundeb 106, sy'n gytundeb cyfreithiol ond sut fydd y mudiadau eraill megis Mudiad Meithrin a Menter Iaith Mon yn cael mynediad at fuddsoddiad ariannol gwirioneddol. 3. Oes cronfa wrth gefn / yn ychwanegol i'r 106 er diben hyn? Ynteu gyfleu awydd i gydweithio yn unig sydd yma? Beth yw'r gweithdrefnau? 4. Mae derbyn y wybodaeth hon yn amserol yn hanfodol i gynllunio gwaith Menter Iaith Mon - does dim capasiti naturiol gan y Fenter i fod yn ateb y galw heb fuddsoddiad ychwanegol. Nid yw'n dwf naturiol yn y boblogaeth, mae'n ymateb uniongyrchol i ddatblygiad Wylfa Newydd, ac mae angen lliniaru effaith hynny yn ariannol. 5. Prif rôl Menter Iaith Môn ydi gwireddu Thema 2, Strategaeth 2050 Llywodraeth Cymru sef Cynyddu Defnydd y Gymraeg. Heb sicrwydd i'r camau hyn, gall y datblygiad danseilio a gwrthwneud gwaith a buddsoddiadau Mentrau, elusennau a 	<ol style="list-style-type: none"> 1. This represents the second part of a measure. The first part should be to forward plan with data with funding to be released by Horizon early on in order for providers to plan for sufficient capacity. The second part of the measure would be to monitor and respond continuously, and this is welcomed. 2. There is no commitment for investment in this measure. Acknowledge that this will form part of the DCO s.106, however, organisations such as Mudiad Meithrin and Menter Iaith Môn will need access to additional funding. 3. Sharing of information in a timely manner is essential in terms of capacity planning for Menter Iaith Môn as there is no natural capacity to respond without additional funding. 4. Yr Urdd play an important role in Wales in terms of its contribution to young people's lives, confidence and mental health.

¹⁵ 'How Language Works', David Crystal 2006

<p>Horizon yn monitro nifer y gweithwyr sy'n dod â'u teuluoedd gyda nhw, gan gynnwys plant oed cyn ysgol, a hynny'n barhaus. Bydd y data hwn yn cael ei ddefnyddio i ganfod pa fesurau lliniaru priodol sydd eu hangen i liniaru'r effaith ar y ddarpariaeth cyfrwng Cymraeg.</p>	<p>mudiadau ym Môn + ymroddiad partneriaid Fforwm Iaith Môn i Strategaeth Iaith Môn i gyrraedd 60% erbyn 2021.</p> <p>6. Mae'r Urdd wedi meithrin cenedlaethau o ferched a dynion ifanc i fod yn falch o'u gwlad, yn agored i'r byd ac yn ymgorfforiadau o'n hiaith a'n diwylliant, yn ogystal â meddu ar y gwerthoedd byd-eang a berchir yng Nghymru. Erbyn hyn, mae dros 4 miliwn o blant a phobl ifanc wedi bod yn aelodau o'r Urdd ers ei sefydlu yn 1922. Nid oes modd gor-bwysleisio pwysigrwydd y sefydliad yng Nghymru. Mae ei gyfraniad i genedlaethau yng Nghymru, i fywydau, hyder ac iechyd meddwl ein pobl ifanc dros y blynyddoedd, wedi bod yn anferth. A fydd PNH yn cefnogi ymdrechion Urdd Môn i barhau gyda'r weledigaeth uchod?</p> <p>7. Yn fras gall 9000 o weithwyr ar ynys o 70,000 boblogaeth ble mae 57% yn siarad Cymraeg olygu 10% yn fwy o siaradwyr di-Gymraeg gan wneud y Gymraeg yn iaith leiafrifol, am y tro cyntaf erioed. O ran datblygu ieithyddol mae cymuned gyda llai na 70% o siaradwyr Cymraeg yn galw am rhagweithio i gynnal yr iaith.</p> <p>8. Beth fydd rôl y Cydlynnydd Iaith a Diwylliant yma a pha rym fydd ganddo/i?</p> <p>9. Mae'r Fforwm yn cydnabod fod effeithiau cadarnhaol i'w hadnabod hefyd, ond heb ymrwymadau pendant gall danseilio a gwrthwneud gwaith a buddsoddiadau Mentrau, elusennau a mudiadau ym Môn dros y degawdau.</p>	<p>5. Communities with less than 70% Welsh speakers requires proactive approach to maintain the language.</p> <p>6. Fforwm Iaith Môn acknowledge that there are beneficial effects, however without firm commitments, it could undermine and undo the work and investment of enterprises, charities and organisations on Anglesey for the past decades.</p>
<p>20. Horizon i helpu i ariannu gwasanaethau cyfieithu cymunedol (pan fo hynny'n berthnasol i Wylfa Newydd Horizon) i alluogi mudiadau lleol i ddarparu cyfleusterau cyfieithu ar y pryd ar gyfer grwpiau cymunedol. Bydd hyn yn helpu grwpiau cymunedol lleol i ymgysylltu'n effeithiol a thrafod materion sy'n ymwneud â Phrosiect Wylfa Newydd. Bydd y manylion yn cael eu</p>	<p>1. Ymddengys hwn yn gam lliniaru synhwyrol gan bwysu ar y datblygwr i gynnal y cyfarfodydd cyswllt yn y Gymraeg a chydabod mai ar gyfer y di-Gymraeg mae'r offer cyfieithu. Nid yw'n eglur a yw'r datblygwr hefyd yn cyllido gwasanaethau'r cyfieithydd, sef y brif gost dros amser.</p> <p>2. Bydd y Cynghorau Cymuned a mudiadau lleol yn croesawu defnydd o'r offer a'r gwasanaeth cyfieithu.</p> <p>3. Pryderwn fodd bynnag mai'r 'mater' a gyfeirir ato ar gyfer y mesur lliniaru hwn yw "lliniaru effaith ar y Gymraeg o ganlyniad i'r mewnlif o weithwyr na fyddant yn byw gartref a'u teuluoedd o'r tu allan i brif ardal yr astudiaeth" - nid ymddengys fod y mesur yn cyfateb i'r broblem yma, neu yn crafu'r wyneb yn unig. I ategu, nid yw'n ymddangos fod y datblygwr yn ymdrin â difrifoldeb y bygythiad i'r Gymraeg yn ein cymunedau</p> <p>4. 2001 - 60% o siaradwyr Cymraeg, 2011 - 57% o siaradwyr Cymraeg, buddsoddiad gan y llywodraeth, y sir, ag asiantaethau i wydroi'r canran ac anelu am 60.1% fel rhan o ymdrechion Cymraeg 2050. Ond yn awr mewnlifiad o hyd at 9,000 o bobl ddi-Gymraeg i'r ynys - mae'r raddfa heb ei weld erioed o'r blaen ac yn fygythiad gwirioneddol i ddyfodol yr iaith ar yr ynys. Nid yw offer cyfieithu yn gwneud</p>	<p>1. Fforwm Iaith Môn welcome that a Community Translation Service will be funded through the Draft DCO s.106. Fforwm Iaith Môn emphasise that Horizon should undertake engagement meetings in Welsh, and that translation facilities will be available for non-Welsh speakers.</p> <p>2. Community Councils and local organisations will welcome the use of facilities and translation service.</p> <p>3. This proposed measure will not mitigate the effect identified. Horizon is not dealing with the seriousness of the threat presented to the Welsh language. Offering a translation service does not provide justice to the effect of the migration of 9,000 non-welsh speakers to Anglesey.</p>

<p>cadarnhau adeiladu.</p> <p>cyn</p>	<p>cyfiawnhad a'r 'mater' dwys yma ac unwaith eto yn tansellio hygredded yr ymgynghoriad ar gynllunio ieithyddol i liniaru effaith y datblygiad ar ein treftadaeth.</p> <p>"How languages die...Cultural assimilation is an even bigger threat. Much of the present crisis stems from the major cultural movements which began 500 years ago, as colonialism spread a small number of dominant languages, such as English, Spanish, Portuguese, and French, around the world. When one culture assimilates to another, the sequence of events affecting the endangered language seems to be the same everywhere.</p> <p>There are three broad stages. The first is immense pressure on the people to speak the dominant language – pressure that can come from political, social, or economic sources. It might be 'top down', in the form of incentives, recommendations... But wherever the pressure has come from, the result – stage two is a period of emerging bilingualism, as people become increasingly efficient in their new language while still retaining competence in their old. Then, often quite quickly, this bilingualism starts to decline, with the old language giving way to the new. This leads to the third stage in which the younger generation becomes increasingly proficient in the new language, identify more with it, and finding their first language less relevant to their new needs. This often accompanied by a feeling of shame about using the old language, on the part of the parents as well as their children. Parents use the old language less and less to their children, or in front of their children; and when more children come to be born within the new society, adults find fewer opportunities to use that language to them. Those families which do continue to use the language find there are fewer other families to talk to...Outside the home, the children stop talking to each other in the language. Within a generation – sometimes even within a decade – a healthy bilingualism within a family can slip into a self-conscious semilingualism, and thence into a monolingualism." (tud.337, 2006)¹⁶</p>	
<p>21. Bydd Horizon yn sefydlu grŵp rheoli i oruchwylio a bod yn gyfrifol am gyflawni'r Strategaeth Gwella a Lliniaru yng nghyswllt yr Iaith Gymraeg a'i Diwylliant hon, yn ogystal â Pholisi Iaith</p>	<ol style="list-style-type: none"> 1. Pwy fydd yr aelodaeth? 2. Hyd y gwelwn ni does dim 'Strategaeth', dim ond cyfres o fesurau. 3. I gyflawni'r Strategaeth? Ond mae nifer o'r mesurau lliniaru yn rhan o gytundeb 106 CSYM felly pa ddylanwad fydd gan y grŵp hwn ar weithdrefnau a gwariant y 106? 4. Pa rym fydd gan y Grŵp Rheoli i geisio dylanwadu ac effeithio rhai o benderfyniadau PNH? 	<ol style="list-style-type: none"> 1. There is no strategy, only a series of measures. A number of the mitigation measures are secured via the Draft DCO s.106 [REP3-042], therefore unclear what level of influence Horizon's internal management group will have on the measures secured in the Draft DCO s.106 [REP3-042]. 2. Regular reporting on the proportion (percentages) of Welsh speakers, Welsh Government's language strategy

<p>Gymraeg Corfforaethol Horizon.</p>	<p>5. Sut fydd y Cydlynnydd Iaith Gymraeg a Diwylliant yn gweithio gyda'r Grŵp hwn?</p> <p>6. Beth fydd y berthynas rhwng y Grŵp hwn a'r Grŵp o Randeiliaid Allanol (Rhif 22)?</p> <p>7. Fe ddylai adroddiadau rheolaidd ar ganrannau niferoedd siaradwyr iaith, Strategaeth Iaith Llywodraeth Cymru (Cymraeg 2050) a strategaethau iaith Gymraeg lleol berthnasol fod yn eitemau sefydlog ar yr agenda er mwyn rhoi cyd-destun ehangach i'r hyn sy'n digwydd yn yr ardal.</p>	<p>and other relevant local language strategies should be standing agenda items, in order to provide wider context.</p>
<p>22. Bydd Horizon yn sefydlu ac yn cadeirio grŵp Rhanddeiliaid allanol (Cydlynnydd y Gymraeg a'i Diwylliant) i fonitro'r broses o roi'r Strategaeth ar waith a rhoi cyngor ynghylch ei chyflawni.</p>	<p>1. Croesewir sefydlu corff allanol lled braich – ond beth fydd ei rôl?</p> <p>2. Pwy fydd aelodau'r grŵp ar sail pa arbenigedd cymunedol ac ieithyddol?</p> <p>3. Pwy fydd yn cadeirio?</p> <p>4. Sut fydd y grŵp yma'n gallu dylanwadu ar PNH?</p> <p>5. Oes lliniaru tu hwnt i gytundeb 106 sy'n gofyn am fonitro? Ynteu monitro cytundeb 106? Sud mae hyn yn gorwedd gyda CSYM? Os oes lliniaru'r Gymraeg tu hwnt i gytundeb 106 – lle daw'r arian hynny?</p> <p>6. Er mwyn gwneud defnydd effeithiol o amser ac arbenigedd partneriaid lleol, gofynnwn am amserlen a threfniant cofnodi a monitro effaith camau gweithredu'r Grŵp. Dengys profiad diweddar o ymgynghoriadau PNH nad yw'r ymgynghori'n digwydd yn ddigon cyson ac nad yw'r sylwadau a'r adborth yn cael eu cofnodi a'u hadlewyrchu ym mhenderfyniadau Horizon bob tro.</p> <p>7. A fydd yn adlewyrchu buddiannau cymunedau ar draws yr ynys?</p>	<p>1. Fforwm iaith Môn welcome the establishment of a Welsh Language and Culture sub-group, however, its role is unclear.</p>
<p>23. Bydd Horizon yn gwerthuso effaith Prosiect DCO Wylfa Newydd ar y Gymraeg ym mhrif ardal yr astudiaeth, gyda'r grŵp rhanddeiliaid allanol yn goruchwyllo hynny.</p>	<p>1. Angen eglurder ar berthynas y grwpiau.</p> <p>2. A yw hyn yn rhan o'r un grŵp a mesur lliniaru 21 / 22 - angen eglurdeb beth sy'n gorgyffwrdd ac ar wahân? Yn ogystal â chynrychiolaeth leol, da o beth fyddai cynnwys cynrychiolydd o bwyllgor Unllais fydd yn cynrychioli'r ynys gyfan.</p>	<p>1. The relationship between the monitoring groups is unclear.</p> <p>2. Encourage membership to include local representatives as well as Unllais, which represent the whole of Anglesey.</p>
<p>24. Bydd Horizon yn gweithredu Strategaeth Gwella a Lliniaru yng nghyswllt yr iaith Gymraeg a'i</p>	<p>1. Am 10 mlynedd yr adeiladu yn unig? Beth yw ymrwymiad yn ystod y cyfnod gweithredu?</p>	<p>1. Require clarification regarding the timescale for implementation of the WLCMES and commitment in relation to the operational phase.</p>

<p>Diwylliant drwy gydol cyfnod adeiladu Prosiect DCO Wylfa Newydd. Bydd Horizon yn monitro ac yn adrodd ar sut mae'n cydymffurfio â'r Strategaeth Gwella a Lliniaru yng nghyswllt yr Iaith Gymraeg a'i Diwylliant bob chwe mis i'r Grŵp Rheoli (a nodir ym mesur 1264) a bydd y strategaeth yn cael ei hadolygu bob blwyddyn.</p>	<p>2. Unwaith eto, mae angen eglurdeb neu lif ddarlun/diagram Venn i ddeall beth yw rhyngberthynas mesur 21/22/23/24 a'r camau a gymerir pan na fydd agweddau o'r Camau Lliniaru wedi eu gweithredu'n effeithiol.</p> <p>3. A yw'r datblygwr yn cytuno mai amcan y camau lliniaru yw adfer yr ynys i fod yn 60% o siaradwyr Cymraeg? Nid yw hyn yn cymryd i ystyriaeth y cynnydd pellach fyddai'n dilyn buddsoddiad pellach y partneriaid ar ôl 2021 felly rhaid adnabod mai negyddol yw effaith y datblygiad ar yr iaith Gymraeg. Ond gan gadw 60% mewn golwg - gofynnwn i PNH ddarparu amserlen o beth yw amcangyfrif PNH ar gyfer siaradwyr Cymraeg yr ynys yn flynyddol ac yn ôl ymchwil ieithyddol PNH erbyn pa flwyddyn fydd Horizon wedi llwyddo i liniaru effaith y datblygiad ar y Gymraeg i Fforwm Iaith Ynys Mon gyflawni'r targed o 60% o siaradwyr Cymraeg ar yr ynys unwaith yn rhagor.</p>	<p>2. Requires greater clarification on the relationship between measures 21, 22, 23 and 24 of the WLCMES and the process to be implemented if elements of the mitigation measures have not been effective.</p>
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Wylfa Newydd Project

Statement of Common Ground between
Horizon Nuclear Power Wylfa Limited and
Fforwm Iaith Môn (FfIM)

PINS Reference Number: EN010007

19 February 2019

Revision 1.0

Examination Deadline 6

Regulation Number: 5(2)(q)

Planning Act 2008

Infrastructure Planning (Applications: Prescribed Forms and Procedure) Regulations 2009

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1 Introduction

1.1 Status of this SoCG

- 1.1.1 This Statement of Common Ground (hereafter referred to as the 'SoCG') has been developed as an iterative draft by Horizon Nuclear Power (hereafter referred to as 'Horizon') to reflect its understanding of Fforwm Iaitth Môn's position expressed verbally at meetings or through correspondence and is to its knowledge an accurate reflection of agreed, disagreed and ongoing matters. At this stage however, it is not being submitted as an endorsed agreed draft with Fforwm Iaitth Môn. Furthermore, some member organisations of Fforwm Iaitth Môn have chosen not to participate in the process of developing this SoCG.¹
- 1.1.2 Horizon is continuing to work with Fforwm Iaitth Môn to develop the draft to a status where it can be signed and submitted as a jointly agreed statement.

1.2 Purpose of this document

- 1.2.1 This SoCG is a 'live' document that has been prepared by Horizon following discussions with Fforwm Iaitth Môn. It has been prepared in accordance with the guidance published by the Department of Communities and Local Government (hereafter referred to as 'DCLG Guidance')² and example SoCG documents provided on the Planning Inspectorate's website.³
- 1.2.2 The purpose of this SoCG is to set out agreed factual information about the application for development consent to be made by Horizon for the construction and operation of a new nuclear power station at the Wylfa Newydd Development Area (hereafter referred to as 'WNDA') together with on and off-site associated development (hereafter referred to as 'the Wylfa Newydd DCO Project').
- 1.2.3 Paragraph 58 of the DCLG Guidance states:
- "A statement of common ground is a written statement prepared jointly by the applicant and another party or parties, setting out any matters on which they agree. As well as identifying matters which are not in real dispute, it is also useful if a statement identifies those areas where agreement has not been reached. The statement should include references to show where those matters are dealt with in the written representations or other documentary evidence"*

¹ These include the Isle of Anglesey County Council (IACC) and Cymdeithas Yr Iaitth Gymraeg (The Welsh Language Society). Further details are included in section 2.13-2.1.4 of this document.

² Planning Act 2008: Guidance for the examination of applications for development consent (March 2015) paragraphs 58 – 65
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/418015/examinations_guidance-final_for_publication.pdf

³ <https://infrastructure.planninginspectorate.gov.uk/application-process/example-documents/>

- 1.2.4 The aim of this SoCG is to therefore provide a clear position of the state and extent of discussions and agreement between Horizon and Fforwm Iaitth Môn on matters relating to the Wylfa Newydd Project as at 19 February 2019.
- 1.2.5 DCLG Guidance recognises and expects that SoCG's will continue to evolve in the lead up to and during the examination period (if deemed necessary through on-going discussions between the parties). This SoCG is being submitted as a final draft, however in recognition that work started later on this SoCG than with other parties (as it was prepared following a request from the Examining Authority) it has not been possible to develop full agreement between the parties on the issues.
- 1.2.6 Although it is recognised that the date for the submission of final SoCGs is Deadline 6, discussions between Horizon and Fforwm Iaitth Môn will continue to seek to extend the areas of common ground and an update will be given to the Examining authority after this date, if appropriate.
- 1.2.7 This SoCG has been developed and informed by on-going meetings and discussions between Horizon and Fforwm Iaitth Môn (further details are provided in section 2 of this SoCG). Horizon met with Fforwm Iaitth Môn to discuss the SoCG on 14 December 2018 and the first draft of this SoCG was provided by Horizon on 21 January 2019, for input and comment by Fforwm Iaitth Môn.
- 1.2.8 This SoCG is submitted to the Examining Authority in relation to the application by Horizon under section 37 of the Planning Act 2008 (the Act) for an order granting development consent for the construction of the Wylfa Newydd DCO Project.

1.3 Description of Development

The Wylfa Newydd Project

- 1.3.1 The Wylfa Newydd Project includes:

The Enabling Works

- 1.3.2 The Enabling Works comprise the Site Preparation and Clearance Proposals (SPC Proposals) and the A5025 On-line Highway Improvements.
- 1.3.3 Horizon has submitted applications for planning permission for the Enabling Works under the Town and Country Planning Act 1990 to the Isle of Anglesey County Council (IACC) as local planning authority. The On-line Highway Improvements were granted planning permission on 13th July 2018 (ref: 27C106E/FR/ECON). The planning authority resolved to grant the SPC application subject to the signing of a legal agreement on the 5th September 2018. The Welsh Government wrote to the IACC on 13 December 2018 directing that the SPC application should be determined by the Welsh Ministers (referred to as a call-in). Horizon has now written to IACC and Welsh Government to confirm that it is withdrawing the SPC application and that all works included within the SPC application have also been applied for as part of the DCO application.

- 1.3.4 In order to maintain flexibility in the consenting process for the Wylfa Newydd DCO Project, the SPC Proposals have also been included in the DCO application. The A5025 On-line Highway Improvements are not part of the DCO application.

The Wylfa Newydd DCO Project

- 1.3.5 The Wylfa Newydd DCO Project comprises those parts of the Wylfa Newydd Project which are to be consented by a DCO, namely:

The Nationally Significant Infrastructure Project (NSIP)

- **Power Station:** the proposed new nuclear power station, including two UK Advanced Boiling Water Reactors, the Cooling Water System, supporting facilities, buildings, plant and structures, radioactive waste and spent fuel storage buildings and the Grid Connection;
- **Other on-site development:** including landscape works and planting, drainage, surface water management systems, public access works including temporary and permanent closures and diversions of public rights of way, new Power Station Access Road and internal site roads, car parking, construction compounds and temporary parking areas, laydown areas, working areas and temporary works and structures, temporary construction viewing area, diversion of utilities, perimeter and construction fencing, and electricity connections;
- **Marine works comprising:**
 - Permanent Marine Works: the Cooling Water System, the Marine Off-loading Facility, breakwater structures, shore protection works, surface water drainage outfalls, waste water effluent outfall (and associated drainage of surface water and waste water effluent to the sea), fish recovery and return system, fish deterrent system, navigation aids and Dredging;
 - Temporary Marine Works: temporary cofferdams, a temporary access ramp, temporary navigation aids, temporary outfalls and a temporary barge berth;
- **Off-site Power Station Facilities:** comprising the Alternative Emergency Control Centre (AECC), Environmental Survey Laboratory (ESL) and a Mobile Emergency Equipment Garage (MEEG); and

Associated Development

- the Site Campus within the Wylfa Newydd Development Area;
- temporary Park and Ride facility at Dalar Hir for construction workers (Park and Ride);
- temporary Logistics Centre at Parc Cybi (Logistics Centre);
- the A5025 Off-line Highway Improvements;

- wetland habitat creation and enhancement works as compensation for any potential impacts on the Tre'r Gof Site of Special Scientific Interest (SSSI) at the following sites:
 - Tŷ Du;
 - Cors Gwawr;
 - Cae Canol-dydd

1.3.6 The Power Station will be operational for approximately 60 years after which it will be decommissioned. The buildings will be removed from the site and all spent fuel and radioactive waste managed. The end state of the site will be agreed with the regulators.

Licensable Marine Activities

1.3.7 The Licensable Marine Activities comprise the Marine Works and the Deep Disposal (i.e. the disposal of material from dredging at the Disposal Site at Holyhead North). The Licensable Marine Activities will be consented under a Marine Licence; however, the Marine Works would also be consented under the DCO.

1.3.8 A more detailed description of development is contained at Chapter 4 of the Planning Statement [APP-406].

2 Consultation with Fforwm Iaith Môn

- 2.1.1 During the Issue Specific Hearing on DCO held on 24 October 2018, the Examining Authority encouraged Horizon to develop a SoCG with community organisations which represent the Welsh language and had submitted a Relevant Representation.
- 2.1.2 Following liaison with IACC and Gwynedd Council regarding the community organisations identified by Horizon, it was agreed that it would be more appropriate for Horizon to develop a SoCG with Fforwm Iaith Môn, a multi-organisation partnership, with a single purpose of increasing the number of Welsh speakers and the overall use of the Welsh language on Anglesey.
- 2.1.3 The following organisations have provided input into the SoCG via Fforwm Iaith Môn:
- Menter Iaith Môn (Anglesey Language Enterprise);
 - Menter Môn;
 - Medrwn Môn;
 - Urdd Gobaith Cymru, Ynys Môn (The Urdd Welsh Youth Organisation);
 - Clybiau Ffermwyr Ifanc Ynys Môn (Anglesey Young Farmers' Clubs);
 - Unllais;
 - Canolfan Dysgu Cymraeg Gogledd Orllewin (North West Learn Welsh Centre); and
 - Mudiad Meithrin.
- 2.1.4 Fforwm Iaith Môn includes representatives from other organisations, these have not provided input into the SoCG. Cymdeithas yr Iaith have expressed that they do not wish to provide input into the SoCG with Horizon and therefore this SoCG does not represent the views of Cymdeithas yr Iaith. IACC are also represented on Fforwm Iaith Môn, but elected not to contribute to this SoCG as Horizon has developed a separate SoCG with it.
- 2.1.5 It is worth noting that Menter Iaith Môn is also a member of the Welsh Language Impact Assessment Steering Group (see Welsh Language Impact Assessment [APP-432] for more detail).
- 2.1.6 Engagement with Fforwm Iaith Môn to develop the SoCG has been during the examination period of the DCO application.
- 2.1.7 The preparation of this draft SoCG has been informed by discussions within meetings between Horizon and Fforwm Iaith Môn and written feedback provided by Fforwm Iaith Môn on the measures set out in the WLCMES.

Meeting schedule

- 2.1.8 Horizon met with Fforwm Iaith Môn to discuss and document common ground on the following dates **Error! Reference source not found..**

Table 2-1 Fforwm Iaith Môn meeting schedule: SoCG

Meeting date	Attendees	Purpose of meeting
14 December 2018	Horizon Fforwm Iaith Môn	Introduction to the approach to SoCG
28 January 2019	Horizon Fforwm Iaith Môn	Discuss draft version of SoCG

- 2.1.9 Horizon has engaged with Fforwm Iaith Môn at various stages of the process of developing the WLCMES. Horizon presented an update with regards to the development of the WLCMES during Fforwm Iaith Môn meetings in May 2017, November 2017 and January 2018.
- 2.1.10 Horizon has also engaged with members of Fforwm Iaith Môn, including Urdd Gobaith Cymru Ynys Môn, Mudiad Meithrin, Menter Iaith Môn, Canolfan Dysgu Cymraeg Gogledd Orllewin, IACC and Clybiau Ffermwyr Ifanc Ynys Môn, when developing the WLCMES. Each of these organisations were invited to a stakeholder workshop (October 2016) which contributed to the development of the draft mitigation and enhancement measures (see Welsh Language Impact Assessment [APP-432] for more detail). Horizon has valued the input of Fforwm Iaith Môn during the development of the WLCMES and considers that this collaborative process has strengthened the mitigation and enhancement measures considerably.
- 2.1.11 Furthermore, two of Fforwm Iaith Môn’s member organisations - IACC and Menter Môn – were members of the WLIA steering group throughout the process of developing the principles of WLCMES from June 2016 onwards.

Comments provided by Fforwm Iaith Môn

- 2.1.12 Fforwm Iaith Môn provided comments on the dates in Table 2-2.

Table 2-2 Comments provided by Fforwm Iaith Môn

Date	Consultation
August 2018	Relevant representations
15 January 2019	Fforwm Iaith Môn comments on WLCMES to inform first draft of SoCG
30 January 2019	Fforwm Iaith Môn comments on 1 st draft of SoCG to update Fforwm Iaith Môn position.

- 2.1.13 The comments made by Fforwm Iaith Môn during January 2019 have informed the content of this SoCG.

3 Current Position

3.1 Current position with this SoCG

- 3.1.1 Horizon has engaged proactively with the Fforwm Iaith Môn to develop this draft SoCG. Details of this engagement are set out in Table 3.1.
- 3.1.2 This SoCG has been developed by Horizon to reflect its understanding of Fforwm Iaith Môn's position (at 19th February 2019) expressed verbally at a meeting (14th December 2018), or through correspondence (including PAC2, PAC 3 and Relevant Representations) but mainly written comments received on 15th January 2019, and is to its knowledge an accurate reflection of agreed, disagreed and ongoing matters.
- 3.1.3 A meeting was held between Horizon and Fforwm Iaith Môn on the 28th January 2019 to discuss the first draft of this SoCG. Fforwm Iaith Môn provided comments on the first draft and these have been incorporated in the final draft which is being submitted at Deadline 6 (19th February 2019). However, recognising that work started later on this SoCG than with other parties (as it was prepared following a request from the Examining Authority), it has not been possible to develop full agreement between Horizon and Fforwm Iaith Môn on many of the issues raised during the process..
- 3.1.4 Although it is recognised that the date for the submission of final SoCGs is Deadline 6, discussions between Horizon and Fforwm Iaith Môn will continue to seek to extend the areas of common ground and an update will be given to the Examining authority after this date, if appropriate. Horizon considers that many of the issues raised by Fforwm Iaith Môn during the development of the SoCG will help inform the process of implementing the mitigation and enhancement measures.

3.2 Position of Horizon Nuclear Power and Fforwm Iaith Môn

- 3.2.1 The following schedule sets out matters by topic area and an indication of whether the issue is agreed (green) or not agreed (red).
- 3.2.2 Fforwm Iaith Môn welcome the principle of some mitigation and enhancement measures in the Welsh Language and Culture Mitigation and Enhancement Strategy (Appendix B4-1 of the Welsh Language Impact Assessment) [APP-428], those being SoCG issue reference FfIM 009, 010, 013, 016, 017, 026 and 028, however, disagree with the level of detail provided by Horizon in relation to the scope and implementation of the measures.

Table 3-1 Statement of Common Ground between the Fforwm Iaitn Môn and Horizon

Welsh language and culture mitigation and enhancement measures

Topic	Sub-issue	SoCG reference number	Document Reference/Signpost/Routemap	Fforwm Iaitn Môn Position	Horizon Position	RAG	Further actions required to progress discussion on the issue
General statement in relation to Welsh language and culture	Strategaeth Iaitn Gymraeg 2016 – 2021 Ynys Môn (Anglesey Welsh Language Strategy 2016-2021)	FfIM 001	Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)	<p>Partners of Fforwm Iaitn Môn have committed themselves to the Isle of Anglesey Language Strategy⁴ to increase the percentage of Welsh speakers on Anglesey to 60.1% by the 2021 Census. Starting from a situation of there being 57% of Welsh speakers in the 2011 census, and an ongoing county and government strategy coupled with regular financial investment in order to reach the target of 60.1%, any mitigation measure must accord with the Forum's commitments to achieve these targets.</p> <p>As a result of the development of Wylfa Newydd, the challenge of increasing this percentage beyond 2021 intensifies.</p> <p>As a starting point, the basic target of any programme of language mitigation measures by developers should ensure that Anglesey reaches the target of 60.1% Welsh speakers. We do not feel that the measures below reflect the linguistic targets of Anglesey.</p>	<p>Horizon fully embraces the importance of Welsh language and culture to the communities of Anglesey and North Wales. Horizon is committed to supporting and enhancing Welsh language and culture across all aspects of the Wylfa Newydd Project throughout its duration, including through the development of measures to mitigate adverse effects and enhance beneficial ones. Schedule 1 of the draft DCO s.106 agreement (shared with Welsh Government and IACC on 23 January 2019) secures mitigation with regard to the Welsh language and culture.</p> <p>Horizon appreciates the complexity of socio-linguistic change and that a range of factors that can affect the profile of language ability, acquisition, transmission, use and learning within a population. For this reason, Horizon has developed a suite of measures that provide specific commitments to mitigate effects on the Welsh language and culture as well as flexibility to adapt based on regular monitoring processes. The measures developed have been secured through the draft DCO s.106 agreement (shared with Welsh Government and IACC on 23 January 2019) and include specific commitments as well as contingency funds.</p> <p>Horizon appreciates the contribution made by key local and national stakeholders in supporting the Welsh language and culture in Anglesey and north Wales and has been working in partnership with many local community organisations since 2013 to deliver a range of activities related to the Welsh language. Building on these links, Horizon has sought to engage with key stakeholders throughout the process of developing its Welsh language and culture mitigation and enhancement measures.</p> <p>Horizon acknowledges the national and local language strategies and where possible, seeks to support the Isle of Anglesey County Council and partners of Fforwm Iaitn Môn in achieving the aims of those strategies. Horizon considers that the Wylfa Newydd Project can play a role in supporting many of these aims such as reducing the outward migration of young people and increasing the number of children accessing Welsh-medium education. The focus of mitigation and enhancement measures workshops reflected the key themes of Anglesey's Welsh Language Strategy (which in turn reflects Welsh Government strategy, i.e. a million Welsh speakers by 2050) and the Anglesey detailed Welsh Language Plan (which is updated on an annual basis). Horizon considers that the WLIA (including the</p>	Not Agreed	

⁴ <https://www.ynysmon.gov.uk/Journals/q/b/n/Strategaeth-Iaitn-Gymraeg-2016-2021.pdf>

Topic	Sub-issue	SoCG reference number	Document Reference/Signpost/Routemap	Fforwm Iaitth Môn Position	Horizon Position	RAG	Further actions required to progress discussion on the issue
					Welsh Language and Culture Mitigation and Enhancement Strategy) gives appropriate consideration to adopted national and local language strategies as set out in Section A.2, Volume A of the WLIA [APP-432].		
	Risk to undermining years of investment in the Welsh language	FfIM 002	Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)	Fforwm Iaitth Môn note that Horizon is seeking UK Government public financial support for the Wylfa Newydd DCO Project, in order to meet the energy needs of the UK. A project partly funded by the UK Government should not undermine years of vast investment in the Welsh language from Welsh Government by Menter Môn, Menter Iaitth Môn, Mudiad Meithrin, y Ganolfan Dysgu Cymraeg, Medrwn Môn, yr Urdd, Young Farmers' Clubs and Unllais	See Horizon response to FfIM 001. The measures developed in the Welsh Language and Culture Mitigation and Enhancement Strategy and secured in the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) have been developed through consultation with key stakeholders from 2016 onwards. This includes engagement with the WLIA steering group (which includes representatives of Welsh Government, IACC and Menter Iaitth Môn), stakeholder workshops (including representatives from WLIA steering groups members as well as Urdd Gobaith Cymru, Y Ganolfan Dysgu Cymraeg, Wales Young Farmers' Clubs).	Not Agreed	
	Level of detail in Welsh Language and Culture Mitigation and Enhancement Strategy	FfIM 003	Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)	The is a strong and unanimous feeling by members of Fforwm Iaitth Môn that the ' Description of the Measure ' in relation to the 24 mitigation measures within the WLCMES (Appendix B4-1 of the WLIA) [APP-428] is a series of aspirational statements. Whilst the principle of the measures is welcomed in some cases, there is a clear opinion amongst the members that much more detail was required than what is proposed and that a measurable strategy (SMART) is required, which has been quantified in terms of impact, time and resources, and that clear targets have been identified.	Schedules 1, 4 and 6 of the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) includes obligations relating to the measures in the WLCMES. These include specific financial contributions, contingency funds, commitments to employ officers and requirements relating to the content of Horizon's Welsh Language Policy. The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) also sets out how the financial contributions and contingency funds will be managed and payments triggered, based on agreed monitoring mechanisms and governance arrangements. Commitments to ongoing monitoring and annual evaluations are also included in the draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019).	Not Agreed	
	Level of detail within assessment	FfIM 004	Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)	The documents published in connection with the Welsh Language Impact Assessment do not offer, far from sufficiently detailed data on the effects on the communities of Anglesey, e.g. there is no analysis of the impact of the immigration of school age children, or the impact on communities where Welsh is spoken by >70% and >50% of the population. Without this, it is impossible to introduce and implement meaningful and effective mitigation measures. Fforwm Iaitth Môn are of the view that quantitative data should be presented in different 'scenarios' e.g. worst, medium and best case 'scenarios'. Such scientific analysis needs to be included annually during the construction period, and during the operational period. A key matter also is that the measures do not measure the impact of the mitigation measures, and as part of a strategy this would have to be reviewed on a regular basis.	Horizon considers that the methodology and study areas used in the WLIA [APP-432] are appropriate to assess the effects of the Wylfa Newydd DCO Project on Welsh language and culture. The assessment presented in the WLIA considers a baseline of data collected and is included within the WLIA [APP-432]. The baseline has been reviewed by the Welsh Language Impact Assessment Steering Group and Horizon considers it to be robust. The WLIA methodology follows a recognised approach based on the 'Planning and the Welsh Language: The Way Ahead' (2005) document. This approach is commonly adopted in WLIA's including ones undertaken by IACC and other local authorities. The assessment has been based on a realistic worst-case scenario.	Not Agreed	
	Language Skills Strategy	FfIM 005	Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)	A number of the measures relate to staffing issues. The members of Fforwm Iaitth Môn expressed a clear view that Horizon needed to produce a comprehensive Welsh	Horizon does not have a Welsh language skills strategy but considers that, when taken together, the commitments secured in the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) form the basis of a Welsh language skills strategy which would be	Not Agreed	

Topic	Sub-issue	SoCG reference number	Document Reference/Signpost/Routemap	Fforwm Iaitth Môn Position	Horizon Position	RAG	Further actions required to progress discussion on the issue
				Language Skills Strategy that will detail appropriately on all these issues in a strategic and measurable way.	formalised as part of its updated Welsh Language Policy. This would form an important step in implementing a DCO.		
	Provision of human resourcing	FfIM 006	Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)	In order to carry out this strategic work (see FfIM 005) that includes monitoring, scrutiny and implementation at a multi-layered and broad community level, Fforwm Iaitth Môn believe it will be necessary to secure adequate human resources. The measures, as presented in the WLCMES (Appendix B4-1 of the WLIA) [APP-428], do not offer adequate human resources.	Horizon has developed the measures and obligations based on a robust evidence base. Funding for a number of key personnel that will support the delivery of the measures is secured through the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019), including a Welsh Language and Culture Coordinator, Community Involvement Officers, Welsh Language Immersion Teachers, Welsh Language Officer, Economic Development Officers and Accommodation Officers. In addition to these commitments, contingency funds have been included in the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019).	Not Agreed	
	Engagement of language planners	FfIM 007	Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)	In order to achieve the suggestions set out in FfIM001-007, Fforwm Iaitth Môn strongly suggests that the expertise of language planners is secured to assist with the work. The situation facing small organisations on the Island is also unclear in light of the mitigation. Concern remains regarding the governance of the DCO s.106, the role of the smaller organisations, and the application process for investment for smaller organisations that will be substantially affected by the development of Wylfa Newydd.	Specialist linguistic planners have been appointed by Horizon as specialist linguistic planners, and their role included facilitating the workshops with key stakeholders and community groups, the feedback from which formed the basis for the WLCMES. The Specialist linguistic planners also acted as reviewers for the WLIA, including specific review of methodology and study areas. Community organisations will be able to apply to access the Community Fund secured in Schedule 12 of the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019). In terms of early years provision, Schedule 6 of the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) notes that IACC may utilise the Education (Contingency) Fund for pre-school provision.	Not Agreed	
	Beneficial effects on Welsh language and culture	FfIM 008	Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)	Fforwm Iaitth Môn acknowledge that there are some beneficial effects to be identified, but without definite commitments, it is possible that the work and investment of Mentrau, charities and organisations on Anglesey over decades could be undermined and counteracted. Fforwm Iaitth Môn's general comments in relation to Welsh language and culture set out in FfIM 001-008 are central to their position in relation to FfIM 009-032.	Horizon undertook a WLIA to assess the likely effects of the construction, operation and decommissioning stages of the Wylfa Newydd DCO Project against five key aspects of community life being: <ul style="list-style-type: none"> Population characteristics; Quality of life; Economic factors; Infrastructure supply and education; and Social and cultural aspects. The key findings of the WLIA including the positive and adverse effects of the project are detailed in the WLIA [APP-423] and as summarised in section 4 of the WLIA Non-Technical Summary (WLIA NTS) [APP - 430]. Horizon's view is that with mitigation – detailed throughout the WLIA and summarised in section 5 of the WLIA NTS [APP-430] – that the beneficial effects outweigh the adverse.	Not Agreed	

Topic	Sub-issue	SoCG reference number	Document Reference/Signpost/Routemap	Fforwm Iaitn Môn Position	Horizon Position	RAG	Further actions required to progress discussion on the issue
Mitigation and enhancement measures relating to the workforce	Measure 1 of WLCMES Appointment of a Welsh Language and Culture Co-Ordinator (WLCC)	FfIM 009	Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)	<ol style="list-style-type: none"> 1. Fforwm Iaitn Môn welcomes the post – but there is not enough clarity here: 2. Strategy and targets: Fforwm Iaitn Môn cannot respond in full to the Strategy due to there being a lack of details, ambiguous words and lack of a definite commitment to a programme / time limits and concern remains regarding measurable targets that are to be achieved by the WLCC. 3. Job description: There is no job description to explain the aspects relating to internal, external responsibility, balance and objectivity, relationship with other languages. <ol style="list-style-type: none"> i. Internal: Concern remains regarding the influence of the WLCC within the company structure. ii. External: Concern remains regarding the influence of the WLCC on the WLIA Steering Group, the DCO s.106, the DCO s.106 expenditure after it has been transferred to the Local Authority, and the Management Group that monitors the Language Policy. iii. Balance: Concern remains regarding the balance of the role between the Employer (the developers) and the WLCC in carrying out the needs of the employer and representing the linguistic needs of the community. iv. Relationship with other languages: Concern remains regarding the WLCC's role in relation to other languages – neither English nor Welsh, and the need to meet the communication requirements of those workers. 4. Capacity. Concern remains that there is no team of staff to support the WLCC's work. It is not possible for one officer to mitigate the magnitude of the development's impact on the Welsh language. It is not realistic for the same officer to also be planning and supporting the 9,000 workers to assimilate in our Welsh-speaking communities. One officer does not offer capacity to monitor and support the impact of the influx of up to 9000 workers, especially considering percentages (B.4.22 of the WLIA [APP-432]) which undo years of Investment in terms of both time and money by organisations that are members of Fforwm Iaitn Môn. 	<p>Horizon and Fforwm Iaitn Môn are in agreement with the appointment of a WLCC.</p> <p>The WLCC is a Horizon employee, and their role includes the implementation of the mitigation and enhancement measures, set out in the WLCMES. The WLCC works within the stakeholder engagement team and is managed by the Head of Strategic Development (Wales). The WLCC is a member of the WLIA Steering group and will be a member of the WLC Engagement Group as well as the Horizon internal WLC management group. The WLCC role is secured in Schedule 1 of the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) which notes that 'The Developer will employ a Welsh Language and Culture Coordinator from Implementation until the end of the Operational Period (or as otherwise agreed by the Parties).'</p> <p>In terms of the job description, Schedule 1 of the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) notes that for the duration of the Construction Period, the role is agreed to be:</p> <ol style="list-style-type: none"> (a) <i>to focus on the development and implementation of Welsh language and culture mitigation and enhancements;</i> (b) <i>to monitor, measure and evaluate language and culture related community benefit activities and associated mitigation measures;</i> (c) <i>to sit on and report to the Welsh Language and Culture Engagement Group;</i> (d) <i>to work closely with the Community Involvement Officers to deliver the Community Impact Joint Work Plan (as defined in Schedule 14); and</i> (e) <i>to assist the Council with the operation of the community translation service established in accordance with Paragraph [6] below.</i> <p>For the duration of the Operational Period, the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) notes that the WLCC role is agreed to be:</p> <ol style="list-style-type: none"> (f) <i>to contribute to annual reviews of the Welsh language policy;</i> (g) <i>to liaise with external partners, including local authorities and Welsh Government, on matters relating to the Welsh language;</i> 	Not agreed	

Topic	Sub-issue	SoCG reference number	Document Reference/Signpost/Routemap	Fforwm Iaitn Môn Position	Horizon Position	RAG	Further actions required to progress discussion on the issue
				<p>5. Fforwm Iaitn Môn is accountable to the Isle of Anglesey Welsh Language Strategy, "Our vision for the 2021 Census is to see an increase in the number of Welsh speakers and that the percentage rises to at least 60.1% as it was in 2001. Through collaboration and taking practical steps, this is achievable."⁵</p> <p>Fforwm Iaitn Môn's target of increasing the percentage of Welsh speakers remains, but as the result of the impact of the Wylfa Newydd development, the scale of the task is huge, as the company's own assessment shows (point B.4.22 in the WLIA [APP-432]):</p> <ol style="list-style-type: none"> i. a drop of 17.2 percentage points in North Anglesey; ii. a drop of 2.0 percentage points in West Anglesey; iii. a drop of 1.5 percentage points in South Anglesey; iv. a drop of 0.5 percentage points on the Menai Mainland <p>As a result, there must be a strategy, structure and targets based on mitigating the impact on the percentage of speakers in order to see the efficacy of the post as a mitigation measure, and most importantly, staff to put this into action.</p> <p>6. The conclusion therefore is that much more evidence is needed to identify the magnitude of the post, and to weigh up the effectiveness of the post and identify gaps this post cannot fill, with an explanation of how the developer will carry out these additional functions.</p>	<p>(h) <i>to otherwise promote support the use of the Welsh Language in relation to the Wylfa Newydd DCO Project.</i></p> <p>The WLCC will not lead a team of staff but will work closely with Horizon education, training, HR, stakeholder engagement Community Involvement Officer (CIO) and supply chain staff.</p>		
	Measure 2 of WLCMES Consideration of Welsh language skills needs of each post on the Project	FfIM 010	Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)	<ol style="list-style-type: none"> 1. Fforwm Iaitn Môn welcome the Welsh language skills competency framework and assessment tool as well as the desire for 'possible external support' to put this into action. 2. There is no evidence of a Language Skills Strategy being in place. In the opinion of Fforwm Iaitn Môn, every post should be designated as bilingual (as default). By doing this it is then possible to identify posts that require International expertise where the Welsh language will not be essential/desirable in terms of recruitment. This would be one practical way of reflecting the written support of Horizon for 	<p>Horizon and Fforwm Iaitn Môn are in agreement that Horizon will develop, in consultation with IACC and the Welsh Government, a Welsh language skills competency framework and assessment tool as secured in Schedule 1 of the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019), which notes that this framework and tool will:</p> <ul style="list-style-type: none"> • utilise the emerging Welsh Government Diagnostic Toolkit (being produced by the National Centre for Learning Welsh); • follow the Council's 5-level workplace Welsh Language Skills Strategies document 	Not agreed	

⁵ <https://www.ynysmon.gov.uk/Journals/q/b/n/Strategaeth-Iaitn-Gymraeg-2016-2021.pdf>

Topic	Sub-issue	SoCG reference number	Document Reference/Signpost/Routemap	Fforwm Iaith Môn Position	Horizon Position	RAG	Further actions required to progress discussion on the issue
				<p>the Welsh language. In relation to a substantial percentage of the posts, if bilingualism is made essential or desirable, it is possible to secure a workforce that appreciates and is willing to use its Welsh language skills in the workplace or to learn/increase confidence in their use of the Welsh language. We refer to the good practice of major local employers such as North Wales Police, Bangor University, Betsi Cadwaladr Health Board, and IACC for expertise in this field.</p> <p>3. Concern remains that there is no confirmation to commit to occupational levels (which vary in terms of speaking, reading, writing, confidence and fluency), similar to the ones used by IACC / North Wales Police in this field.</p> <p>4. Concern remains regarding the lack of time commitment to establish the Framework and Assessment Resources which would then be available to submit comments on. The Forum expects that there will be consultation with and guidance from the Welsh language Commissioner regarding good practice.⁶</p> <p>5. Fforwm Iaith Môn request confirmation that the WLIA Steering Group will have input and influence on this.</p> <p>6. Fforwm Iaith Môn request more information regarding the language standards that are required during the Construction phase compared to what will be required during the operational phase. To invite input from the National Welsh Learners' Centre (Y Ganolfan Dysgu Cymraeg Cenedaethol) to consult and provide training.</p> <p>7. It appears that Horizon requires guidance on how to draw up a Language Skills Strategy as there is no evidence of a strategy and structured training scheme at present: "At the moment we do not offer specific provision to help staff improve their Welsh language skills. However, we are expanding towards including Welsh language skills in our management and staff</p>	<ul style="list-style-type: none"> • identify job roles which require Welsh language skills and the skill level or range of levels required; • identify those job roles which require level 3 or above Welsh Language Skills which will include [identified public facing roles, the Community Involvement Officers, and defined internal roles such as members of the café staff and HR team]; • identify periodic timings for updates in consultation with the Council and the Welsh Government, • and the Developer will thereafter implement the Welsh language skills competency framework and assessment tool until the end of the Operational Period (or as otherwise agreed by the Parties). <p>The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) notes that Horizon will establish a Welsh Language Policy from commencement until the end of the Operational Period where that policy will contain and require:</p> <ul style="list-style-type: none"> • Details on what types of internal communications will be made available bilingually. • Public-facing permanent and temporary signage on the Sites relating to the Wylfa Newydd DCO Project are bilingual (save where safety or other material considerations require that signage is in English only). • Provision of language and culture awareness training to the Workforce. • Staff members to demonstrate linguistic courtesy and awareness of the Welsh Language Policy. • Development of a programme of Welsh language training for the Workforce operational staff where this is a relevant requirement within a job-role (as determined by the Welsh language skills competency framework established pursuant to Paragraph [Error! Reference source not found.]). • Establishment of a Welsh language mentoring scheme for learners. • Maintenance of the Developer's Welsh speaker badge scheme and using reasonable endeavours to ensure that its contractors operate an equivalent scheme. • Ensure a Welsh-speaking member of staff is included on interview panels for jobs where candidates are required to have Welsh language skills. • An annual review of the policy. 		

⁶[http://www.comisiynyddygydraeg.cymru/Cymraeg/Rhestr%20Cyhoeddiadau/20160308%20%20GC%20%20Cyngor%20Recriwtio%20-%20CYMRAEG%20\(T\).pdf](http://www.comisiynyddygydraeg.cymru/Cymraeg/Rhestr%20Cyhoeddiadau/20160308%20%20GC%20%20Cyngor%20Recriwtio%20-%20CYMRAEG%20(T).pdf)

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				<p>training processes in the future.” (Point 6.2: Horizon Welsh Language Policy)</p> <p>8. Fforwm Iaith Môn request confirmation that Horizon will continue to advertise all posts bilingually (both in Wales or outside Wales), that the application documents for all posts are bilingual, and the opportunity to apply and be interviewed through the medium of Welsh without disadvantage.</p> <p>9. Fforwm Iaith Môn identifies the danger of the language being degraded if Welsh is only heard in the manual labour sector within the workplace, without the language being heard every day from more specialist engineers and managers. Fforwm Iaith Môn requests confirmation that Horizon will be able to support bilingual Welsh/English senior managers to deal with technological vocabulary in both languages and set an example by raising the status of the language in the workplace by speaking it professionally.</p> <p>There are advantages to Horizon having managers who can speak Welsh – ‘Speakers cannot express themselves adequately in one language, so switch to the other to make good the deficiency. This tends to happen when the speaker is upset, tired, or otherwise distracted...Switching to a language is very common as a means of expressing solidarity with a social group...and a degree of rapport is established.’ (page.414, 2006) and “If we know we are being overheard by our seniors we may well alter the way we speak.” (page 325,2006) ⁷</p> <p>10. Confirmation is needed that the company’s sub-contractors will place emphasis on recruiting bilingual staff. We suggest that the principles regarding use of the Welsh language be made clear in the Workforce Code of Conduct and the Language Policy to which the sub-contractors will be signing up.</p>	<p>The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) notes that Horizon will typically notify all external vacancies to the Wylfa Newydd Employment and Skills Service (WNESS) which will publicise them in Welsh and English. It also notes that, where Horizon or its contractors advertise any such vacancies separately from the WNESS Horizon will require that they are advertised in Welsh and English through local and national recruitment channels that engage with a Welsh-speaking audience.</p> <p>The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) notes that Horizon will include a Welsh speaker on interview panels for job applicants whose preferred language is Welsh, provided that where the job role demands English language skills, those skills will also be considered in such interview process.</p> <p>The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) includes several obligations which, when taken together, would raise the status of the Welsh language in the workplace - language awareness training, Welsh language skills training programme, the Welsh language skills and competencies framework, bilingual signage, a Welsh language mentoring and Welsh speaker badge scheme.</p> <p>Horizon does not have a Welsh language skills strategy but considers that, when taken together, the commitments above form the basis of a Welsh language skills strategy which would be formalised as part of its updated Welsh Language Policy.</p> <p>In terms of contractors, the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) further notes that, prior to contractors commencing work on sites, Horizon will provide its contractors with:</p> <ul style="list-style-type: none"> • information on the Horizon’s Welsh Language Policy and obligations in this [Error! Reference source not found.] and the contractors’ role in delivering such policy and obligations including for example via their recruitment processes and internal and external communications; • Information on local suppliers including the business database being developed by IACC, other local authorities, North Wales Economic Ambition Board and Welsh Government; and • any other materials agreed by the Developer and the Council. <p>The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) notes that, as part of the induction process for the Workforce operating on the Site, the Horizon</p>		

⁷ How Language Works, David Crystal 2006

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					<p>will provide the Workforce attending such site induction(s) with the following Welsh language materials to raise awareness of and respect for the Welsh language and culture, and Welsh speaking among the contractors and the Workforce:</p> <ul style="list-style-type: none"> • Welsh language briefing packs and/or induction materials; • the "Byw mewn gwlad ddwyieithog/Living in a bilingual nation" Welsh Language booklet produced by the Welsh Government dated 2017; • any other materials agreed by the Developer and the Council. <p>To enable facilitate the implementation of the above obligations, Horizon will include Welsh language information requirements as an agenda item for all relevant contractor meetings.</p>		
	<p>Measure 3 of WLCMES Ensure Welsh language capacity for interviewing staff</p>	<p>FfIM 011</p>	<p>Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)</p>	<ol style="list-style-type: none"> 1. See FfIM 010. There is no Language Skills Strategy to scrutinise, but it is expected that the majority of the posts will require bilingual skills to be essential or desirable. 2. Horizon Recruitment staff should be bilingual in order to be able to deal with the entire workforce, and if a member of an appointment panel is not a Welsh speaker, then a professional translator should be obtained to translate the applicant's answers that are given in Welsh, for the panel member. 3. Without favour or disadvantage, in terms of equal opportunities, it should be communicated clearly that the applicant has the right to be interviewed in Welsh, with one question in English to assess communication skills in English. This aspect is especially important as we see your young apprentices as leaders of the industry in the future and so maintaining their bilingual skills throughout their employment is very important. <p>The need for this is highlighted in the report entitled 'Language, Employment and Bilingual Services – Report of the Welsh Language and Local Government Working Group' ('Iaith, Gwaith a Gwasanaethau Dwyieithog – Adroddiad Gweithgor yr Iaith Gymraeg a Llywodraeth Leol'), 2016. The current lack of progression is demonstrated between the various education periods and the world of work which means that individuals who have received Welsh-medium education or who have learnt Welsh at school often lose their skills.</p>	<p>The assessment of Welsh language skills requirements will be driven by the use of the Welsh language skills competency framework and assessment tools secured in Schedule 1 of the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019).</p> <p>The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) notes that Horizon will include a Welsh speaker on interview panels for job applicants whose preferred language is Welsh, provided that where the job role demands English language skills, those skills will also be considered in such interview process.</p> <p>The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) also notes that Horizon will provide relevant recruitment managers with training to use the Welsh language skills competency framework and assessment tool to determine the language requirements of construction and operational roles, record this information and include it within the advertised job profile.</p>	<p>Not agreed</p>	

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				<p>The Welsh Government and Local Authorities have responsibility to ensure that does not happen, for the sake of the individuals' personal development and for the benefit of the Welsh economy. To help normalise the use of Welsh and to ensure that Welsh language skills are appreciated by employers, there is a need to create an environment in which staff and the public feel more confident and safer when trying out their Welsh language skills, and to ensure that Welsh language skills are appreciated by employers.</p> <ol style="list-style-type: none"> 4. All posts, whether specialist or not, should be advertised in publications in Wales. 5. The adverts should be bilingual referring to the fact that there will be an assessment of both languages during the interview. 6. The text in the description template of any Horizon posts should include a reference to the importance of the Welsh language in the workplace and the community. Referring also to the opportunity to learn Welsh in the workplace when the language is not essential for the post. 7. Once again, we request confirmation regarding the procedure in relation to language skills levels to be used by Horizon. 8. Fforwm Iaith Môn note that Horizon expects Investment from the Government and so we emphasise the need to offer equal opportunities to Welsh speakers and to include consultation with and use of the expertise of the National Welsh Learners' Centre and the Welsh Language Commissioner in establishing the Language Skills Strategy. <p>Canolfan Dysgu Cymraeg Cenedlaethol (National Welsh Learners' Centre) – A Centre that takes advantage of the expertise of experienced and leading staff nationally and which has developed a structured and effective programme for adult Welsh learners. There is a need for a scheme that identifies the appropriate courses and the progression from Welsh for Beginners, Discovering Wales and the Welsh Language, to Beginners' level for business, for parents and leading to higher courses. Also, it would be useful to identify the emphasis on communication or using information</p>			

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				<p>technology in Welsh, language awareness, working bilingually, developing confidence and using Welsh in the Workplace.</p> <p>As well as the Welsh Government's Cymraeg 2050 targets and the 'Iaith Fyw Iaith Byw' 2012 - 2017 before that, The Welsh Learners' Centre as well as other members of Fforwm Iaith Môn operated on the basis of National policies and strategies on the Welsh language such as the Well-being of Future Generations Act (Wales) 2015, the Moving Wales Forward Strategy 2016-2021, Welsh Language Measure (Wales) 2011.</p> <p>Fforwm Iaith Môn also request an explanation regarding how Horizon will convey the language requirements to their sub-contractors and to those sub-contractors as well. We emphasise that it is essential for the sub-contractors to have staff that can deal with the public bilingually in our communities.</p>			
	<p>Measure 4 of WLCMES</p> <p>Continue to distribute information on job opportunities to young people</p>	<p>FfIM 012</p>	<p>Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)</p>	<ol style="list-style-type: none"> 1. Fforwm Iaith Môn welcomes the use of Welsh speakers as role models for Young people. 2. The provision of fully bilingual resources, including technical documents the applicant can use to refer to standard terminology in Welsh, is to be welcomed. <p>For a number of pupils, it is possible that this contract with Horizon will be their first contract with the Engineering/scientific industry. We therefore emphasise the need for your team to provide presentations in the Welsh language where Welsh is the language of the pupils' education, in accordance with the educational requirements of the school/College and an opportunity to develop the bilingual experiences of young people.</p> <p>"The problem is in the associations that accompany teaching Science and Mathematics through a majority language such as English. Scientific culture is seen as Anglo-American, and an increased status is given to the English language.... Is the hidden message that, the minority language is not up-to-date, isn't capable of scientific and mathematical usage, hasn't the vocabulary to enable scientific and mathematical teaching? Is the minority language therefore connected with history, culture, tradition, folk lore and heritage? Is the majority language connected with modernity, the high status and powerful aspects of Science and Technology? Does this</p>	<p>Horizon and the Fforwm Iaith Môn are in agreement that Welsh speakers and learners will be used as role models in promotional materials. This is secured in Schedule 1 of the draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019). Horizon and the Fforwm Iaith Môn are in agreement that educational and awareness raising materials and presentations about career opportunities (including technical terminology) are produced bilingually. Horizon's Education Programme Coordinator is a Welsh speaker and Horizon Futures educational materials are produced bilingually. Horizon and Fforwm Iaith Môn agree there are opportunities for Fforwm Iaith Môn member organisations to support Horizon to raise awareness about the career opportunities.</p>	<p>Not agreed</p>	

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				<p>make one language more internationally valued and the other language less so? In Spain and Wales, for example, there have been movements to try to ensure that science teaching, science textbooks and science thinking can all operate in a minority language. Considerable attempts have been made to show that a minority language can adapt to being a modern language. New vocabulary needs inventing, sometimes providing extra meaning to a scientific concept, and other times borrowing from the English, Greek or Latin languages." (page 208,2014)</p> <p>Horizon has the opportunity to be innovative here in their use of the Welsh language in a specialist field.</p> <p>3. Fforwm Iaith Môn see here a role for Fforwm Iaith Môn also to support Horizon by disseminating the message about the availability of presentations in Welsh on careers or technology/engineering/science subjects for the island's pupils.</p>			
	<p>Measure 5 of WLCMES Target recruitment at Welsh speakers as part of broader recruitment strategies</p>	<p>FfIM 013</p>	<p>Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)</p>	<p>1. Fforwm Iaith Môn welcome the commitment to advertise all posts bilingually.</p> <p>2. It is not totally clear, so Fforwm Iaith Môn wish to receive confirmation that all posts, whether they be specialist posts or otherwise, will be advertised in Publications in Wales, such as: Golwg 360, lleol.cymru, Swyddle, Safle Swyddi, Recriwtio Cyf, etc.</p> <p>3. In trying to target young people of the island and beyond, Fforwm Iaith Môn see a role here for Fforwm Iaith Môn members to support Horizon's Recruitment campaign by sharing the information about posts through the contacts of Forum members such as Menter Iaith Môn, Young Farmers' Clubs, the Urdd and Mudiad Meithrin.</p> <p>According to a report, employers in North Wales were most likely to consider that having staff with Welsh language skills on their site was quite important or very important (57%). Welsh language skills were the most important things in relation to staff relations and well-being as well as retention of staff in North Wales (39%).⁸</p>	<p>Horizon and Fforwm Iaith Môn are in agreement that all posts will be advertised bilingually. The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) notes that Horizon will typically notify all external vacancies to the Wylfa Newydd Employment and Skills Service (WNESS) which will publicise them in Welsh and English. It also notes that, where Horizon or its contractors advertise any such vacancies separately from the WNESS Horizon will require that they are advertised in Welsh and English through local and national recruitment channels that engage with a Welsh-speaking audience.</p>	<p>Not agreed</p>	

⁸ 'Report on Welsh Language Skills Needs in Eight Sectors 2014'

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				<p>Fforwm Iaitn Môn would like clarity regarding how this requirement will be conveyed to the sub-contractors and then their sub-contractors also. We suggest that the principles in relation to use of the Welsh language are made clear in the Workforce Code of Conduct and the Language Policy to which the sub-contractors will sign up.</p>			
	<p>Measure 6 of WLCMES Agree a policy on internal communications</p>	<p>FfIM 014</p>	<p>Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)</p>	<ol style="list-style-type: none"> 1. This wording is very different to what is noted under point 6.8 in the Language Policy 'We will assess and review this policy at least every two years.' Clarity needed here. 2. Reference was made to Horizon's Current Language Policy to evaluate the detail and efficacy of the Policy. Fforwm Iaitn Môn see a number of aspects to be amended in the Current Policy before it is effective to safeguard the language rights of Horizon employees and the public. 3. Fforwm Iaitn Môn note the commitment to bilingual services for the <i>public</i> e.g. "We will consider and record what level of Welsh language skills is required to carry out some specific posts in the establishment e.g. where there is direct contract with the public". The Forum feels that Horizon does not have the same commitment to its duties to provide equal opportunities to their <i>employees</i>: "We cannot guarantee that personal communications will be carried out in Welsh at all times but we welcome and encourage staff who can use the Welsh language to do so." In recruiting, a robust commitment is needed to ensure that all staff who provide services internally e.g. human resources, reception, Security, refectory, possess 'essential' Welsh language skills. It should also be ensured that a high percentage of the senior managers can deal with staff management matters fluently and bilingually or it will lead to disadvantage for your Welsh-speaking employees. 4. On the basis of equal language opportunities, it is not acceptable not to translate all employment and corporate documents for your employee. 	<p>The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) notes that Horizon will establish a Welsh Language Policy from commencement until the end of the Operational Period where that policy will contain and require:</p> <ul style="list-style-type: none"> • Details on what types of internal communications will be made available bilingually. • Public-facing permanent and temporary signage on the Sites relating to the Wylfa Newydd DCO Project are bilingual (save where safety or other material considerations require that signage is in English only). • Provision of language and culture awareness training to the Workforce. • Staff members to demonstrate linguistic courtesy and awareness of the Welsh Language Policy. • Development of a programme of Welsh language training for the Workforce operational staff where this is a relevant requirement within a job-role (as determined by the Welsh language skills competency framework established pursuant to Paragraph [Error! Reference source not found.]). • Establishment of a Welsh language mentoring scheme for learners. • Maintenance of the Developer's Welsh speaker badge scheme and using reasonable endeavours to ensure that its contractors operate an equivalent scheme. • Ensure a Welsh-speaking member of staff is included on interview panels for jobs where candidates are required to have Welsh language skills. • An annual review of the policy. <p>The obligations above will therefore supersede the commitments in the existing Horizon Welsh Language Policy. The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) also includes obligations relating to contractors, engagement with</p>	<p>Not agreed</p>	

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				<p>5. The main technical documents should also be translated, ensuring specialist technical vocabulary in Welsh so that the workers can discuss their work effectively and safely in the Welsh language using standard vocabulary. One of the key themes of the Welsh Government's Strategy for a Million Welsh Speakers is to increase use of the Welsh language. One of the chapters in the Strategy concentrates on opportunities to use Welsh in the workplace and Horizon has a unique opportunity and vital role to play in terms of this commitment. https://gov.wales/docs/dcells/publications/170711-welsh-language-strategy-cy.pdf (page 48 of the Strategy)</p> <p>6. The developer should not put management pressure on staff to turn to English if it is a professional discussion between Welsh speakers. Concern remains regarding lack of forward planning to avoid discriminating against Welsh speakers who choose to speak Welsh in the workplace. The wording of the Language Policy is not robust enough and offers managers the opportunity to insist on use of English-only on safety grounds: "We will support and facilitate use of the Welsh language in the workplace wherever possible, whilst recognising tht English is the operational language of the nuclear industry in the UK and the language of our regulators."</p> <p>7. The translation of technical consultation documents is important to the community and local councils, as many of them discuss developments and respond on paper in Welsh. It is a disadvantage to them if Horizon has not provided the documents in Welsh, depriving the councils / public of the opportunity to quote and use standard specialist technical vocabulary when responding in Welsh.</p> <p>8. Fforwm Iaith Môn welcome the undertaking of Horizon to ensure that the sub-contractors commit themselves to the Language Policy "We will encourage Contractors or third parties carrying out activities on our behalf to comply with this policy."</p> <p>However, the word "encourage" is not robust enough. The Forum would like to receive confirmation that Horizon will bind sub-contractors to the Language Policy through their legal contracts, and that the contract will also bind Tier 2 and 3 sub-contractors.</p>			

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				<p>9. We request confirmation that Horizon will consult and accept the guidance of the Welsh Language Commissioner in drawing up a more robust Language Policy? Concern remains regarding the function of monitoring the efficacy of the Language Policy and the compliance of Horizon and its sub-contractors.</p> <p>10. The annual work to update the Welsh Language Policy should be discussed with the boards that are mentioned in Measure 21 and 22 (Management Group / External Stakeholders Group) of the WLCMES (appendix B4-1 of the WLIA) [APP-432]. The role of these groups is unclear to Fforwm Iaitn Môn – explanation is needed.</p>			
	Measure 7 of WLCMES Ensure bilingual signage is used	FfIM 015	Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)	<p>1. Fforwm Iaitn Môn welcome the fact that all the development's public signage, both permanent and temporary is going to be bilingual Welsh/English.</p> <p>2. In accordance with local practice, the Welsh language needs to be above or to the left of and parallel with the English.</p> <p>3. There is no explanation whether/how the Japanese language/any other languages of the workers will be included. In this context, the Welsh language should be kept visually equal to English. However, in terms of safety, it is acknowledged that it would also be good to ensure multi-lingual signs where appropriate.</p>	The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019), which notes that 'Public-facing permanent and temporary signage on the Sites relating to the Wylfa Newydd DCO Project are bilingual (save where safety or other material considerations require that signage is in English only).	Not agreed	
	Measure 8 of WLCMES Develop and adopt a Welsh language skills competency framework and assessment tool	FfIM 016	Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)	<p>1. See the relevant comments on mitigation measure 2 (FfIM 010).</p> <p>2. Welsh language Skills Competencies Framework, as well as the Welsh Language Skills Assessment Resource. Concern remains regarding lack of receiving expertise to support Horizon to provide this, as the company does not possess expertise in this field.</p> <p>3. It is a complex area in terms of assessing competence as well as in providing the learning resources in the Language Skills Strategy. Fforwm Iaitn Môn request confirmation regarding the number of tutors/staff of the Welsh Learners' Centre (standard providers of Welsh language learning in the area) will be needed.</p>	<p>Horizon and Fforwm Iaitn Môn are in agreement that Horizon will develop, in consultation with IACC and the Welsh Government, a Welsh language skills competency framework and assessment tool as secured in Schedule 1 of the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019), which notes that this framework and tool will:</p> <ul style="list-style-type: none"> • utilise the emerging Welsh Government Diagnostic Toolkit (being produced by the National Centre for Learning Welsh); • follow the Council's 5-level workplace Welsh Language Skills Strategies document • identify job roles which require Welsh language skills and the skill level or range of levels required; • identify those job roles which require level 3 or above Welsh Language Skills which will include [identified public facing roles, the Community Involvement 	Not agreed	

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					<p>Officers, and defined internal roles such as members of the café staff and HR team];</p> <ul style="list-style-type: none"> identify periodic timings for updates in consultation with the Council and the Welsh Government, and the Developer will thereafter implement the Welsh language skills competency framework and assessment tool until the end of the Operational Period (or as otherwise agreed by the Parties). 		
	<p>Measure 9 of WLCMES</p> <p>Distribute information on the Welsh language throughout the recruitment process and supply chain</p>	<p>FfIM 017</p>	<p>Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)</p>	<ol style="list-style-type: none"> Fforwm Iaitn Môn welcome the proposal to lead by communicating the corporate expectation to respect the Welsh language and its culture that will be included in the recruitment materials. However, much more details are needed to turn this proposal into effective mitigation action. Bear in mind the island's targets to reach 60.1% of Welsh speakers by 2021. There is a need to mitigate and invest much more to maintain and support communities that are facing: a drop of 17.2 percentage points in North Anglesey, a drop of 2.0 percentage points in West Anglesey, a drop of 1.5 percentage points in South Anglesey, a drop of 0.5 percentage points on the Menai Mainland. 'Distribution' is a passive act for the recipient – it is not possible to ensure the material is read, understood or accepted. The communication should take place face to face. In fairness to the local communities, much more effort should be invested in ensuring that all members of staff, including those of the sub-contractors, receive an hour of language awareness before commencing on the site. Then staff presentations should continue to be used regularly to develop the awareness. It is not fair to expect the communities to shoulder the burden of communicating this and lack of understanding can lead to conflict in our communities. Also, in order to ensure real impact, rather than forcing, there is a need to offer the workforce support in the community to enjoy the Welsh language and its culture, in order to see and experience its value to them personally. Experienced providers should be used who can transfer enthusiasm and a love for the language and culture by offering a chance to discuss and dispel stereotypes. 	<p>Horizon and Fforwm Iaitn Môn are in agreement that Horizon will communicate its expectations to demonstrate linguistic courtesy in its recruitment processes and materials.</p> <p>Horizon will provide its contractors with information on Horizon's Welsh Language Policy and obligations in the Draft DCO s.106 [REP3-042] and the contractors' role in delivering such policy and obligations including for example via their recruitment processes and internal and external communications. Horizon will include Welsh language information requirements as an agenda item for all relevant contractor meetings</p> <ul style="list-style-type: none"> Information on local suppliers including the business database being developed by Isle of Anglesey County Council (IACC), other local authorities, North Wales Economic Ambitions Board and Welsh Government; and any other materials agreed by the Developer and the IACC. <p>As part of the induction process for the Workforce operating on the Site Horizon will provide the Workforce attending such site induction(s) with the following Welsh language materials:</p> <p>Welsh language briefing packs and/or induction materials;</p> <p>the "Byw mewn gwlad ddwyieithog/Living in a bilingual nation" Welsh Language booklet produced by the Welsh Government dated 2017;</p> <ul style="list-style-type: none"> any other materials agreed by Horizon and the Council. The purpose of the information provided to contractors and the Workforce under Paragraphs [3.1 of the Draft DCO s.106] and [3.2 of the Draft DCO s.106] will be to raise awareness of and respect for the Welsh language and culture, and Welsh speaking among the contractors and the Workforce. Horizon will include Welsh language information requirements as an agenda item for all relevant contractor meetings. 	<p>Not agreed</p>	

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				<p>5. There is no identification of the scale, complexity and Investment necessary in events to achieve this in the mitigation actions. We request confirmation regarding mitigation beyond the DCO s.106, and the governance of any investment beyond that agreement. Consideration should be given to the effect on the psyche of Welsh speakers who will face a deterioration of 17.2% in their communities, and investment should take place to mitigate the loss in those communities.</p> <p>6. It should also be ensured that the "local" workers are involved in the language awareness and the definition of "local" includes areas that are up to 90 minutes travelling time away, thus including areas that are not strongholds of the Welsh language.</p>			
	<p>Measure 10 of WLCMES Ensure that the Welsh language is considered in procurement processes</p>	<p>FfIM 018</p>	<p>Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)</p>	<p>1. The wording of this mitigation measure is too vague: 'information about the Welsh language as an agenda item' to achieve what? And 'providing information' which is a passive act without explanation of how Horizon will ensure compliance.</p> <p>2. See Fforwm Iaitn Môn comments on measure 6 (FfIM 014) for prioritising the Welsh language in the Code of Conduct and strengthening the Language Policy, and receiving guidance from specialist leaders such as the Welsh Language Commissioner to safeguard the language rights of the employee as well as to mitigate the impact of the development on the community.</p> <p>3. Fforwm Iaitn Môn awaits confirmation that Horizon will bind Tier 1 sub-contractors and thus Tier 2 & 3, to the Language Policy through the service provision agreement.</p> <p>4. Sub-contractors should follow Horizon's Welsh language policy in terms of recruitment, procedures, dealing with staff, dealing with community councils and local partners, and dealing with the community.</p> <p>5. There is a need for clarity regarding the role of the Language Officer, the senior level Monitoring Group, IACC and mitigation groups - measures 21 - 24 (FfIM 029 – FfIM 032).</p>	<p>In terms of contractors, the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) further notes that, prior to contractors commencing work on sites, Horizon will provide its contractors with:</p> <ul style="list-style-type: none"> information on the Horizon's Welsh Language Policy and obligations in this [Error! Reference source not found.] and the contractors' role in delivering such policy and obligations including for example via their recruitment processes and internal and external communications; Information on local suppliers including the business database being developed by IACC, other local authorities, North Wales Economic Ambition Board and Welsh Government; and any other materials agreed by the Developer and the Council. <p>The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) notes that, as part of the induction process for the Workforce operating on the Site, the Horizon will provide the Workforce attending such site induction(s) with the following Welsh language materials to raise awareness of and respect for the Welsh language and culture, and Welsh speaking among the contractors and the Workforce:</p> <ul style="list-style-type: none"> Welsh language briefing packs and/or induction materials; the "Byw mewn gwlad ddwyieithog/Living in a bilingual nation" Welsh Language booklet produced by the Welsh Government dated 2017; any other materials agreed by the Developer and the Council. 	<p>Not agreed</p>	

Topic	Sub-issue	SoCG reference number	Document Reference/Signpost/Routemap	Fforwm Iaitth Môn Position	Horizon Position	RAG	Further actions required to progress discussion on the issue
					To enable and facilitate the implementation of the above obligations, Horizon will include Welsh language information requirements as an agenda item for all relevant contractor meetings.		
	Measure 11 of WLCMES Ensure information on local contractors is distributed throughout supply chain	FfIM 019	Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)	<ol style="list-style-type: none"> 1. Much more clarity is needed as 'information' and 'encourage' are not robust commitments in the form of agreements. It appears at present to be a passive act of encouraging the use of companies that are on a data base being developed by others. Fforwm Iaitth Môn see no evidence of Horizon's intention to work more proactively and yet this is one of the most important matters to small companies in our Welsh-speaking communities, as demonstrated by the FSB representative through Unllais, as a number of small Contractors lost workers they had trained for the existing power station due to salaries. 2. To benefit locally therefore, it is the duty of a major developer such as Horizon to do much more than share a database, there is a need to invest in a binding relationship and liaison events between the local Contractors and managers and sub-contractors. In order to make preparations with staffing, Horizon should arrange site visits, share technical plans and the various sub-contracting opportunities well beforehand in order to ensure an advantage for local Contractors to prepare in a timely manner for the opportunities. Wider opportunities should be made known too such as the provision of bus and food services emphasising the advantage for companies with bilingual employees. There should be local consultation regarding availability and the work broken down into smaller contracts in order to include more local businesses. In assessing tenders, recognition should be added of the additional value a local company can offer by reducing the effect on the environment, contributing more to the local economy, operating in keeping with the community and of course communicating bilingually with the local community. Fforwm Iaitth Môn request a written plan that demonstrates Horizon's intention to be proactive in including local providers including a timetable to ensure that local businesses can prepare to apply in good time. 3. Fforwm Iaitth Môn is not familiar with Menter Newydd. 	<p>Schedule 4 of the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) includes several proactive measures Horizon will undertake to maximise local opportunities. These include:</p> <ul style="list-style-type: none"> • Annual economic Development Officer Contribution; • Skills fund; • Wylfa Newydd Employment and Skills Service; and • Supply Chain Portal • Supply Chain Action Plan • Jobs and Skills Implementation Plan. <p>The SCAP and Jobs and Skills Implementation Plan will be developed with IACC and Welsh Government, at which stage further detail can be agreed to ensure that local contractors can access the benefits of the Wylfa Newydd Project.</p> <p>The local business database is an initiative by IACC, other local authorities, North Wales Economic Ambitions Board and Welsh Government.</p>	Not agreed	

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				<ol style="list-style-type: none"> 4. Fforwm Iaitn Môn request more details about the Business Database. 5. In all of this Fforwm Iaitn Môn are seeking a robust commitment to ensure advantages for companies that employ Welsh speakers and companies that maintain our local Welsh-speaking communities. 			
	<p>Measure 12 of WLCMES</p> <p>Develop a programme of training related to the Welsh language, encourage take-up and establish a mentoring programme</p>	FfIM 020	<p>Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)</p>	<ol style="list-style-type: none"> 1. This measure appears as a series of statements in the form of desires, without a strategy or structure, suggesting that Horizon does not fully understand the impact of the development on the Welsh language in Anglesey, the impact of up to 9000 workers on the island's target of achieving 60.1% of Welsh speakers, and the investment that has already been made on the Island to realise the objectives of the government's Cymraeg 2050 and the IACC Language Strategy. Specifically, we draw attention to the use of vague words such as "request" "when this is a relevant requirement for a post" "encourage". 2. To mitigate the impact of up to 9000 workers in the Island, the viewpoint of Fforwm Iaitn Môn on Language Awareness is that it should be compulsory for all members of staff and their families. Training of at least an hour by experienced local providers who can transfer the enthusiasm as well as dispel stereotypes. There is a need to invest in packages of provision/informal/community events to add value to this. Menter Iaitn Môn is in a position to be offering language awareness with a financial investment from Horizon to subsidise the time of staff and Forum partners who will be available to present enjoyable and motivational events for the families of workers. 3. A request to show courtesy. It is Fforwm Iaitn Môn's view that this is an unrealistic desire without investment in language awareness, Welsh-language activities, and the offer of learning Welsh for everyone. Fforwm Iaitn Môn therefore request sight of the Training Strategy Plan. Details are required regarding how Horizon will achieve this and expect to see the developers working with IACC to adopt Welsh language ability Levels 1-5, and to consult with the Ganolfan Dysgu Cymraeg to identify suitable packages and to plan the capacity for offering Welsh in the workplace. 4. Timetable – providers will need to adapt their strategies and arrange capacity in terms of 	<p>The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) notes that Horizon will establish a Welsh Language Policy from commencement until the end of the Operational Period where that policy will contain and require:</p> <ul style="list-style-type: none"> • Provision of language and culture awareness training to the Workforce. • Staff members to demonstrate linguistic courtesy and awareness of the Welsh Language Policy. • Development of a programme of Welsh language training for the Workforce operational staff where this is a relevant requirement within a job-role (as determined by the Welsh language skills competency framework established pursuant to Paragraph [Error! Reference source not found.]). • Establishment of a Welsh language mentoring scheme for learners. • Maintenance of the Developer's Welsh speaker badge scheme and using reasonable endeavours to ensure that its contractors operate an equivalent scheme. • An annual review of the policy. <p>The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) also notes that data on the Welsh language skills of the workforce will be reported to the WLC Engagement Group annually.</p> <p>Information on the timeline of workers is set out in (Chapter C1 of the Environmental Statement [APP-088]).</p>	Not agreed	

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				<p>Language Awareness, Events, Learning Welsh, beforehand. Fforwm Iaith Môn therefore request a timetable indicating the expected numbers and when the demand will be. Also, the data needs to be placed in the context of the annual reports of the Forum's Partners to the government, which seeks a measure of the achievement and success of their work and their investment in the context of the Cymraeg 2050 Targets and the increase in the percentage of Welsh speakers on the island.</p> <p>5. Fforwm Iaith Môn request clarity as Fforwm Iaith Môn is not familiar with how Horizon will use the data. Similarly, the methods of monitoring progress in Welsh language skills is uncertain.</p>			
	<p>Measure 13 of WLCMES Collecting and sharing data on the needs of families of workers moving to the area</p>	<p>FfIM 021</p>	<p>Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)</p>	<ol style="list-style-type: none"> 1. Concern remains regarding Horizon's methodology and the timing of releasing information. 2. Numbers and Methodology: Fforwm Iaith Môn note an inconsistency in terms of numbers; Horizon estimates 220 and IACC assesses the numbers to be over 500. The higher figures come from the assessment of two consultants who reached the conclusion independently that the expected number was over double the number of 220 suggested by Horizon. As a result, Fforwm Iaith Môn expect more clarity regarding Horizon's methodology to explain the difference, because by underestimating the numbers, there will be a burden and costs to public services, to the community and to the Welsh language. 3. Also, Fforwm Iaith Môn do not see a reference to the cumulative impacts of the development on other numbers of workers coming to the Island and their partners and children. Fforwm Iaith Môn request more information. Directly associated with the timetable for the Wylfa Newydd DCO Project, 400 more National Grid workers are expected, and a number of workers to erect a new bridge to facilitate transport to Wylfa. 4. Timing: Bearing in mind that the community is trusting Horizon to construct one of the largest buildings, with the most complex technology in 	<p>The assumptions relating to the number of school aged children expected to move into the KSA during construction is based on assumptions derived from the socio-economic assessment (Chapter C1 of the Environmental Statement – [APP-088]).</p> <p>The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) notes that data will be shared with the WLC sub group quarterly.</p> <p>Cumulative effects are assessed in Volume H of the WLIA [APP-432].</p> <p>The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) includes an obligation to provide a Welsh Language Education (Annual) Contribution as well as a Welsh Language Education (Contingency) Fund. It includes details on how payments from the Welsh Language Education (Annual) Contribution will be structured and principles for triggering the Welsh Language Education (Contingency) Fund. As part of these principle, it includes obligations for Horizon and IACC to monitor the number of workforce dependents.</p> <p>The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) notes that the information collected will include (where available and subject always to compliance with Data Protection Legislation) the Welsh Language skills of such partners and children, and the number of children and their ages.</p>	<p>Not agreed</p>	

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				<p>Europe, it is expected that the company is competent in estimating numbers beforehand and releasing information anonymously long beforehand so that Fforwm Iaitn Môn's partners can undertake forward planning. Fforwm Iaitn Môn understand from partners that numbers will have to be confirmed by 2019 so we seek confirmation of this in the timetable. The response to this urgency is an essential part of realising effective mitigation measures.</p> <p>5. To accompany the assessment of of the numbers of families, children, age, Fforwm Iaitn Môn would wish to see a timetable for completing workers' accommodation to check how many workers without accommodation there will be in the communities.</p> <p>6. It is vitally important to share this information with the relevant parties in order to respond in a timely manner to reduce damaging effects. The impact on the early years is a concern to the Mudiad Meithrin which leads the Welsh-language provision for pre-school age children on the island. Concern remains regarding lack of testing the methodology used to determine the number of children foreseen that are likely to relocate to the area. Fforwm Iaitn Môn believe not enough data has been received to enable Local Planning Authorities to plan provision.</p> <p>Fforwm Iaitn Môn know from public PINS documents that IACC has commissioned two independent investigations which double the expected number of dependents – children and young people.</p> <p>7. Concern remains regarding the lack of a timetable for sharing this data with Local Authorities and other relevant bodies such as Mudiad Meithrin. If it is not shared until the workers and their families have arrived or shortly before that, it will be much too late to plan the provision.</p> <p>8. Neither does it provide adequate time for families to receive information in order to make positive decisions regarding Welsh-language care and education for their children. Neither would they receive information about the various provisions that are available to support them to learn and use the Welsh language as a family.</p>	<p>The WLIA [APP-432] includes dependents (partners and children) as part of the assessment of effects.</p> <p>In terms of early years provision, Schedule 6 of the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) notes that IACC may utilise the Education (Contingency) Fund for pre-school provision.</p>		

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				<p>9. More details are needed regarding the data e.g the age of the children, location in which they are settling, language skills.</p> <p>10. Consideration must be given to the capacity of the Mudiad Meithrin to offer places for the children. It is possible that it will be necessary to employ more staff in some specific 'Cylchoedd' (nursery groups).</p> <p>11. The ratio of children to staff is vitally important (1 to 4 with children aged two years and 1 to 8 with three year olds) and this must be ensured at all times.</p> <p>12. School age children – Fforwm Iaith Môn refer to this in FfIM 024.</p> <p>13. Adults seeking work – Fforwm Iaith Môn see no assessment of numbers and the impact of partners seeking employment locally on the labour market and the Welsh language.</p> <p>14. Fforwm Iaith Môn welcome the fact that this is part of a DCO s.106, but more details are needed of the methodology, pre-planning with estimates reaching the public services by 2019, and a reserve fund to use non-statutory providers to help with the mitigation.</p>			
<p>Mitigation and enhancement measures relating to children, young people and families</p>	<p>Measure 14 of WLCMES Develop educational resources for primary, secondary and Further Education learners</p>	<p>FfIM 022</p>	<p>Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)</p>	<p>1. Unclear what 'continue' and 'educational support' are.</p> <p>2. Fforwm Iaith Môn welcome the opportunity to deliver industry and science in the classroom to local pupils, reminding the developers that there is sometimes a very thin borderline between offering educational support as part of soft PR and offering balanced education on all methods of energy production according to the educational expectations of the Welsh Government.</p> <p>3. To improve the provision Wylfa previously had, Fforwm Iaith Môn ask that all the providers are fluently bilingual in order to be able to teach through the medium of Welsh only if this is the medium of teaching science at the school. There is increasing demand on schools to deliver STEM subjects and by securing bilingual teachers, this will provide an opportunity for more local applicants to join the team and contribute towards the creation of an</p>	<p>Schedule 6 of the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) includes an Education Contribution which IACC will utilise for early capacity enhancement within Local Schools in Anglesey and to deliver capacity enhancement within timeframes appropriate to avoid impacts arising from Workforce Children attending such schools, and where capacity enhancement is likely to include.</p> <p>Schedule 6 of the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) also includes a commitment to develop an education strategy which confirms:</p> <ul style="list-style-type: none"> • Horizon's engagement with the five secondary schools and 47 primary schools on Anglesey as well as the wider region, • Horizon and its Tier 1 Contractor's engagement with the STEM Gogledd Project. • Horizon's delivery of the existing 'Work Insight Week', or an equivalent scheme, to young people (a tailored week-long programme for Year 11, 12 and 13 students from schools in Anglesey, Gwynedd and 	<p>Not agreed</p>	

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				<p>increasing cohort of scientists who can deal with their work bilingually.</p> <p>4. Further comments under FfIM 024.</p>	<p>Coleg Menai which provides students with an insight into the Wylfa Newydd Project and its opportunities for young people).</p>		
	<p>Measure 15 of WLCMES</p> <p>Maintain the Project apprenticeship scheme and work insight week</p>	FfIM 023	<p>Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)</p>	<p>1. “Expanding the provision of further and higher education through the medium of Welsh and providing opportunities to follow apprenticeships in the Welsh language.” (page 56, 2017) ⁹ are central to Theme 1, Cymraeg 2050 Strategy, Welsh Government. It is welcomed by the Forum as it can be an important impetus for a career, and by targeting locally and emphasising the advantages of bilingual skills, Horizon will be nurturing and developing bilingual leaders in the industry.</p> <p>To realise the potential of this, the Forum seeks confirmation regarding:</p> <ul style="list-style-type: none"> - Annual numbers. - a commitment to ensure the apprentices come from Anglesey, Gwynedd and Conwy only and that the Welsh language is recognised as an important skill in applying for apprenticeships? -the recruitment and all resources will be in Welsh, including an opportunity to be interviewed in Welsh. - the apprenticeship experience will also include the opportunity to experience immersion in Welsh for those who have not seen bilingualism in practice in the workplace. <p>The GwE scheme to ‘Develop the Workforce to support Welsh in Education’ notes:</p> <p>‘We acknowledge that ‘education’ by itself cannot create confident Welsh speakers. We are fully aware that opportunities are needed for children and young people to use Welsh in a number of contexts to enrich their learning and awareness of Welsh as an everyday language... one aim we have is to ensure that our pupils recognise opportunities to use their</p>	<p>Schedule 4 of the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) notes that Horizon will expand its existing Wylfa Newydd DCO Project Technical Apprenticeship Scheme throughout the Construction Period with the aim of targeting 20% of the site-based operational workforce being graduates from the Wylfa Newydd DCO Project Technical Apprentice Scheme.</p> <p>The majority of the current apprentices are Welsh speakers.</p>	Not agreed	

⁹ <https://gov.wales/docs/dcells/publications/170711-welsh-language-strategy-cy.pdf>

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				<p>Welsh beyond the classroom in workplaces” Arwyn Thomas, GwE Managing Director.</p> <p>Estyn demonstrates in the publication ‘Alinio’r Model Prentisiaeth ag Anghenion Economi Cymru’ (Aligning the Apprenticeship Model with the Needs of the Welsh Economy) that the priorities of the Welsh Government for Apprentices 2016-22 is to strengthen opportunities to follow apprenticeships in Welsh or bilingually, thus ensuring that every learner can maintain and develop their Welsh language skills.</p> <p>All this supports the opportunity for Horizon to be innovative in their commitment to the Welsh language.</p>			
	<p>Measure 16 of WLCMES Support the language immersion service</p>	<p>FfIM 024</p>	<p>Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)</p>	<ol style="list-style-type: none"> 1. In terms of scale, we cannot overemphasise our disagreement with how inadequate this step will be to mitigate the impact of the development on the Welsh language in education. The intention is to mitigate something that is going to get worse – and the challenge is massive to mitigate the effect of a drop in the percentage of Welsh speakers to less than 50%. Horizon’s answer is not a solution to this challenge and it is felt that it reflects a lack of commitment, an unwillingness to invest to match the size of the development, or a lack of understanding of language planning. 2. Numbers - see point 6 in FfIM 021 where we ask for the methodology from Horizon that has come to a very different conclusion than the assessment of two IACC independent consultants. Due to the worsening of educational standards and the use of Welsh, identifying the correct number is essential to mitigate the effects on schools. It is reasonable for us to accept the IACC assessment of numbers given the expertise of IACC and the assessment by two experts who reached an independent conclusion of similar numbers that are more than double the numbers given by Horizon. 3. Teacher numbers – unanimously, all members of the Forum have stated that the offer of 2 teachers, and 1 in Gwynedd is an insultingly low offer to mitigate the impact of the development on education in Anglesey. Considering the range and breadth of our experience on the Forum, supporting families, communities and schools, and bearing in mind that Gwe, educational experts on behalf of the government in North Wales are also members of 	<p>IACC have noted that the teacher to pupil ratio in immersion provision should not exceed 16:1 (Paragraph 3.4.7 of REP2-100 Isle of Anglesey County Council Deadline 2 Submission - Local Impact Report - Annex 1Q). This annual pupil to teacher ratio is based on two intakes of 8 pupils per immersion teacher per annum.</p> <p>Paragraph 7.3.4 of Chapter 7 of IACC’s Local Impact Report [REP2-067] includes IACC’s forecasts for the number of workforce children per annum and the number of workforce children anticipated to access immersion provision (‘immersion episodes’) in each year. IACC’s forecasts anticipate 8 workforce children accessing immersion provision in each of the the first and second years of the Wylfa Newydd DCO Project.</p> <p>Horizon’s assessment anticipates that 220 workforce children will move to the KSA during the construction phase. Horizon disagrees with IACC’s assessment that 505 workforce children will move to the KSA during the construction phase.</p> <p>Horizon has used IACC’s projected profile of workforce dependents (from Paragraph 7.3.4 of Chapter 7 of IACC’s Local Impact Report [REP2-067]), and applied this to an assumed peak of 220 workforce dependents (using a ratio of 220/505 to adjust IACC’s number of workforce children and immersion episodes) to estimate the annual number of workforce dependents accessing immersion provision.</p> <p>By applying the 16:1 pupil to teacher ratio to the annual number of workforce dependents that are estimated to access immersion provision, Horizon has calculated the anticipated annual funding contribution required to provide</p>	<p>Not agreed</p>	

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				<p>Fforwm Iaitn Môn - a serious look should be taken at Horizon's lack of willingness to tackle the impact of the development on education and on Welsh for children.</p> <p>4. Fforwm Iaitn Môn unanimously supported the assessment of IACC regarding the provision of 12 members of staff to mitigate the impact and we do not believe that Horizon has any basis for opposing this, considering the understanding and experience of IACC and the independent, professional assessments, compared to the lack of understanding and experience of Horizon and the lack of evidence of Investment in language and education planning consultants. IACC has regularly over the years advised Horizon regarding the shortcomings in their mitigation objectives on this matter, and we have witnessed this in the county Language Forum, so it is disappointing that Horizon has not accepted the expertise of the interested parties and the local authority. It will not be possible to agree to this unless the developer accepts IACC's request in full.</p> <p>5. Also, the ratio of immersion teachers to children (1 to 8) is vitally important as this method has proved to be successful over the years, and all members of the Forum reinforced this from their professional experience of dealing with the language units and the children who have benefited from the provision. This is the procedure across the island before Horizon arrived, so we are not prepared to accept a reduction in the standards following a drop in the teacher/children ratio as a result of the development. We note therefore, should the service be needed by more children, Horizon should commit to employ more teachers to meet the demand without delay.</p> <p>6. Money will need to be released beforehand in 2019 in order to ensure sufficient years to train these specialist teachers in order to be ready to admit the children to the immersion service. It is vital there is no delay between the time the children arrive in the area and when they go to the immersion provision. Once the children have started the habit of speaking English at school, it will be very difficult and will need more resources to change their language habits.</p> <p>"Most immersion teachers are particularly committed to bilingual education, enthusiastic</p>	<p>immersion provision to workforce children at a pupil to teacher ratio of 16:1. The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) includes an obligation to provide a Welsh Language Education (Annual) Contribution which is equivalent to this amount.</p> <p>The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) also includes a Welsh Language Education (Contingency) Fund, accessible if the pupil to teacher ratio exceeds 16:1.</p> <p>The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) includes details on how payments from the Welsh Language Education (Annual) Contribution should be structured and principles for triggering the Welsh Language Education (Contingency) Fund. As part of these principle, it includes obligations for Horizon and IACC to monitor the number of workforce dependents.</p>		

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				<p>about bilingualism in society, acting as language missionaries. In the equation of a successful bilingual school, such enthusiasm and commitment may be an important and often underestimated factor in success. The commitment of bilingual teachers, and the special skills that a bilingual teacher uses beyond those required of a monolingual teacher, may be underestimated in the equation of successful bilingual schooling.” (page.178, 2014)¹⁰</p> <p>7. The advent of children without ability in Welsh to local schools will influence the language of the classroom, the yard, local social clubs and further afield within the community. For children from non-Welsh speaking backgrounds it will be necessary to provide ongoing extra-curricular immersion opportunities for the pupils after they have left the language units. This is a service that is already offered e.g. by the Urdd, Menter Iaitn Môn and Young Farmers’ Clubs and there will be a need to increase financial support to these to increase staff capacity due to the increase in frequency and the extension of placements on the principle of proximity, if we are going to mitigate the impact on the Welsh language of the children in community activities outside school hours.</p> <p>“The Irish and Welsh immersion experiences tend to suggest that most children whose home language is English will cope successfully in minority language immersion classrooms. For such children, the language context is additive rather than subtractive. The danger is that the majority language of English, being the common denominator, will be the language used between pupils in the classroom, in the playground and certainly out of school. A balance towards a greater proportion of language minority speakers may help to ensure that the ‘common denominator’ majority language does not always dominate in informal classroom and playground talk.” (page. 179, 2014)¹¹</p> <p>8. Similar to FfIM 021 – Fforwm Iaitn Môn wants to see a timetable for the release of anonymous data, allowing the early years and schools to prepare from 2019 onwards. Considering the interest of the</p>			

¹⁰ A Parents’ and teachers’ Guide to Bilingualism, Colin Baker 2014

¹¹ Baker, C (2014). *A Parents’ and teachers’ Guide to Bilingualism*. Fourth edition.

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				<p>parties, we emphasise that it is not appropriate for the public to conclude that Horizon is benefiting from savings by delaying, whilst the children will suffer educationally with IACC bearing the financial burden of any delay.</p> <p>9. We emphasise the weakness of Horizon's preparations to mitigate the impact due to lack of investment in bespoke language planning and an unwillingness to accept advice from experts in the field. We greatly hope that the company will identify the shortcomings in their preparations and reconsider this important mitigation measure.</p> <p>10. Neither are there details here of the mitigation measures for children who have neither the Welsh or English languages. We request an explanation as to how the immersion process will work and in what order will it take place for such children.</p> <p>11. The development has the potential to change the percentage of Welsh speakers in Anglesey very detrimentally and the Welsh speakers will become a minority for the first time ever.</p> <p>This could affect the attitudes of other providers towards the communities and reduce the efforts to offer Services in Welsh, as more speak English. It could also lead to frustration or conflict from Welsh speakers who see the loss of their language and culture. There is no evidence that Horizon has evaluated this and proposed mitigation measures.</p>			
	Measure 17 of WLCMES Develop welcome packs for families of Project workers	FfIM025	Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)	<p>1. Of course, a welcome pack is to be welcomed but again this is just the start to mitigate the scale of the development's impact on the language of the communities. The communities across Anglesey are going to be dropping in terms of the percentage of Welsh speakers, with some dropping as much as 17%. It appears that Horizon is depending on research and collecting data rather than language planning expertise beforehand when proposing measures to mitigate the impact in the communities.</p> <p>One example: 'Taking Action Locally – Framework by the Ganolfan Iaitn and updated and adopted by the Welsh Government 2014 for micro language planning among Welsh-speaking neighbourhoods https://llyw.cymru/topics/welshlanguage/publications/gweithredun-lleol-resource-pack/?lang=cy</p>	<p>Horizon and Fforwm Iaitn Môn are in agreement that welcome packs will be provided to workers and their families. Many of the other obligations in the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) will contribute to integrating workers and their families.</p> <p>The CIOs and Welsh Language Officer, secured in the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019), will contribute to integrating workers and their families as well as in building capacity and confidence among the local population. IACC as an employer will have a key role in shaping the roles of these officers.</p> <p>Community organisations will be able to apply to access the Community Fund secured in Schedule 12 of the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019).</p>	Not agreed	

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				<p>2. Concern remains regarding the Welcome Pack, it is not possible to monitor that these are being read and considered without being part of a wider community pack.</p> <p>3. This mitigating action is passive – it feels like a tick in a box without starting to tackle the real impact of workers and their families on our communities. The information provided to families will need to convey a welcoming community and community events to support this.</p> <p>4. There is a need to invest to create ‘package’ that is more than just a Welcome Booklet to offer opportunities to assimilate communities. Informal opportunities are needed to use Welsh, to assimilate new speakers, newcomers and fluent speakers.</p> <p>“why we should care about dying languages at all? We should care for the very same reason that we care when a species of animal or plant dies. It reduces the diversity of our planet. ... the issues are the same. Enshrined in a language is the whole of a community’s history, and a large part of its cultural identity. The world is a mosaic of visions. To lose even one piece of this mosaic is a loss for everyone.” (page, 339, 2006)¹²</p> <p>5. The measures do not acknowledge the work of all the community groups that are already investing to maintain the Welsh language: Menter Iaith Môn, Menter Môn, Medrwn Môn, Mudiad Meithrin, the Urdd, Young Farmers’ Clubs, Theatr Ieuencid Môn, Côr yr Ynys, Theatr Fach, Sports Clubs, Youth Clubs, the chapels and churches, lunch clubs and literary clubs, Merched y Wawr, Canolfan Dysgu Cymraeg and specialising in the make-up of their communities – the community and town councils. All these are investing their time and resources trying to support and improve the percentage of Welsh speakers in Anglesey.</p> <p>Achieving success in language learning: “Motivation is a central factor...Attitude towards the foreign language is important. If a student perceives a country or culture to be unpleasant, for whatever reason, the negative attitude is likely to influence</p>	<p>The Welsh Language Education (Annual) Contribution and Welsh Language Education (Contingency) Fund will support the integration of workforce children.</p> <p>Horizon would provide language awareness training to all workers and welcome packs will be provided to all families. The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) states that Horizon will require provision of language and culture awareness training to the Workforce and will require staff members to demonstrate linguistic courtesy and awareness of the Welsh Language Policy.</p>		

¹² ‘How Language Works’, David Crystal 2006

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				<p>language learning achievement – and conversely...Exposure... needs to be regular...Exposure to native users.” (page. 435, 2006)¹³</p> <p>6. It is welcomed that this is part of the DCO s.106 between IACC and Horizon. However, Menter Iaitn Môn and the above partners are in a strong position to carry out this work; clarity is needed on the governance and order of implementing the DCO s.106 and the role of the smaller organisations in the process.</p> <p>7. Concern remains regarding the lack of understanding of the role of the WLCC and DCO s.106 expenditure.</p> <p>8. Concern remains regarding Investment to raise the awareness and confidence of Welsh-speaking families locally of the importance of maintaining and sharing the Welsh language in the community.</p> <p>Reference should be made to ‘Welsh language transmission and use in families’, Research by the Welsh Government 2017 in this context ¹⁴ which answers the two questions regarding what influences the transmission of the Welsh language and its use in families. It is full of data and also examples by individuals conveying how complex it is to transmit language even for Welsh speakers when living in a community with a higher percentage of people who cannot speak Welsh: e.g. a parent from Anglesey explaining that she does not change to Welsh if her child speaks English to her:</p> <p>“If she starts [speaking English] I won’t change it, I wouldn’t specifically do it on purpose like, but I think because they watch English programmes, if they play with ‘My Little Pony’ speaking English comes naturally to them... and also I think there are English-speaking children on the yard, there’s English going on.’ Mother – Anglesey (page.120, 2017)¹⁵</p>			

¹³ ‘How Language Works’, David Crystal 2006

¹⁴ Welsh Government, 2017. *Welsh Language Transmission and Use in Families*. Available at: <https://gov.wales/docs/caecd/research/2017/170612-welsh-language-transmission-use-in-families-en.pdf>.

¹⁵ Welsh Government, 2017. *Welsh Language Transmission and Use in Families*. Available at: <https://gov.wales/docs/caecd/research/2017/170612-welsh-language-transmission-use-in-families-en.pdf>.

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				<p>'Lyon (1996¹⁶) reported that a clear majority of all parents in her survey as part of her research on Anglesey (85%) desired their children to be fluent in Welsh' (page.33, 2017)</p> <p>9. Concern remains regarding ensuring that families coming into the area are aware of opportunities to be active with the third sector which is enriching communities. All of Fforwm Iaitn Môn's partners are willing to work with the WLCC to realise this.</p>			
Mitigation and enhancement measures relating to community and local services	Measure 18 of WLCMES Support community language representation	FfIM026	Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)	<p>1. The role of the CIO's is welcomed and Fforwm Iaitn Môn request details of their functions and confirmation that the Welsh language will be essential for these posts.</p> <p>2. Fforwm Iaitn Môn needs more information. It is not clear whether there is financial investment to support these CIO's beyond the costs of the posts.</p> <p>3. Fforwm Iaitn Môn needs more information. It is not clear what the role is of the organisations that are already serving this local community. Partners should be included e.g. Menter Môn, the Urdd, Young Farmers's Clubs, Dysgu Cymraeg, Menter Iaitn Môn, Medrwn Mon... in these discussions.</p> <p>4. However, Fforwm Iaitn Môn see one fundamental weakness in the mitigation measure that once again raises suspicions regarding Horizon's understanding of language planning in mitigating impact. "Support immigrants to become part of the community"- in the context of the Welsh language in Anglesey this is meaningless unless it means that the developer is going to support incomers to learn Welsh. Fforwm Iaitn Môn needs more information – the role of Fforwm Iaitn Môn's partners should be considered to realise this.</p> <p>5. Appropriate training materials – it is not clear what is meant by this.</p> <p>6. Community language services – clarity needed. Uncertain whether translation equipment, or child care provision to immerse in Welsh is being offered here.</p>	<p>Horizon and Fforwm Iaitn Môn are in agreement that bilingual CIOs will be employed and funded by the project. The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) includes an obligation that Horizon will employ two CIOs and fund IACC to employ two CIOs as well as a Welsh language officer. The Welsh Language Officer and CIOs will lead on delivering community language services which could include developing appropriate training materials and deliver these to community groups.</p> <p>The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) includes an obligation to provide a Community Fund for the purpose of mitigating any intangible and residual impacts of the Wylfa Newydd Project on the communities in the Key Socio-economic Study Area (KSA) through schemes, measures and projects which promote the economic, social or environment well-being of those communities and enhances their quality of life. CIOs will support to groups wishing to access the Community Fund.</p>	Not agreed	

¹⁶ Lyon, J. 1996. Becoming Bilingual: Language Acquisition in a Bilingual Community. Clevedon: Multilingual Matters.

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				<p>7. There are possible tensions that could arise for various reasons including language. Fforwm Iaitn Môn needs more information which indicates to what extent the police are receiving support to reduce these tensions, ensuring a bilingual workforce to work in the communities alongside CIO's.</p> <p>Potential community conflict: "Linguistic conflicts due to divided ethnic and national loyalties are often bitter and violent. In recent years, there have been major incidents in several countries, such as India, Spain, Canada (Quebec), Belgium, the USA, South Africa, and the Celtic-speaking areas of Britain. The reasons for conflict vary greatly. In some cases, the use of a language is declining, and the reaction is a desperate attempt to keep it, and the community it represents, alive. ... One reason is that language provides a particularly clear link with the past – often the only detailed link, in the form of literature." (page 303, 2006)¹⁷</p>			
	<p>Measure 19 of WLCMES Support early years provision</p>	<p>FfIM027</p>	<p>Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)</p>	<p>1. The second part of a mitigation measure is found here. The first part is to carry out forward planning with the data and investment being released by the developer beforehand so that the providers can arrange capacity (see the comments for FfIM 021). The second part of the mitigation will be to continue to monitor and continually respond and Fforwm Iaitn Môn welcome this.</p> <p>2. There is no commitment to invest here. Fforwm Iaitn Môn support the fact that this is part of the DCO s.106 which is a legal agreement but how will the other organisations such as Mudiad Meithrin and Menter Iaitn Môn gain access to real financial investment.</p> <p>3. Concern remains regarding lack of details e.g. reserve fund for this.</p> <p>4. Receiving this information in a timely manner is essential in order to plan the work of Menter Iaitn Môn, which does not have natural capacity to meet the demand without additional investment. It is not a natural growth in population, it is a direct response</p>	<p>In terms of early years provision, Schedule 6 of the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) notes that IACC may utilise the Education (Contingency) Fund for pre-school provision.</p>	<p>Not agreed</p>	

¹⁷ 'How Language Works', David Crystal 2006

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				<p>to the Wylfa Newydd DCO Project, and the impact of that needs to be mitigated financially.</p> <p>5. The main role of Menter Iaitn Môn is to realise Theme 2, Welsh Government's 2050 Strategy namely to Increase Use of the Welsh Language. Without certainty for these actions, the development can undermine and counteract the work and investments of Mentrau, charities and organisations in Anglesey and the commitment of the partners of Fforwm Iaitn Môn to the Anglesey Language Strategy to reach 60% by 2021.</p> <p>6. The Urdd has nurtured generations of young men and women to be proud of their country, open to the world and embodiments of our language and culture, as well as possessing the worldwide values that are respected in Wales. By now, over 4 million children and young people have been members of the Urdd since it was established in 1922. It is impossible to overemphasise the importance of the organisation in Wales. Its contribution to generations in Wales, to the lives, confidence and mental health our young people over the years has been massive. Certainty is needed that Horizon will support the efforts of Urdd Môn to continue with the above vision.</p> <p>7. Roughly speaking, 9000 workers on an island with a population of 70,000 where 57% are Welsh speakers can mean 10% non-Welsh speakers, making Welsh a minority language, for the first time ever. In terms of language development, a community with less than 70% of Welsh speakers calls for proactive action to maintain the language.</p> <p>8. Concern remains regarding the role of the WLCC in this stage.</p> <p>9. Fforwm Iaitn Môn acknowledges that there are positive effects to be identified too, but without definite commitments it can undermine and counteract the work and investment of the Mentrau, charities and organisations in Anglesey over the decades.</p>			
	Measure 20 of WLCMES	FfIM028	Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)	<p>1. This appears to be a sensible mitigation measure and Fforwm Iaitn Môn urge the developer to hold the liaison meetings in Welsh and to acknowledge that the translation equipment is for non-Welsh speakers. It is not clear whether the developer is</p>	Horizon and Fforwm Iaitn Môn are in agreement that a Community Translation Service will be funded through the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019).	Not agreed	

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	Support a community translation service			<p>also funding the Services of the interpreter, namely the main cost over time.</p> <ol style="list-style-type: none"> 2. Community Councils and local organisations will welcome use of the translation service and equipment. 3. Fforwm Iaitn Môn are concerned, however, that the 'matter' referred to for this mitigation measure is "to mitigate the impact on the Welsh language as the result of the influx of workers who will not be living at home and their families from outside the main study area" – it does not appear that the measure corresponds to this problem, or simply scratches the surface. To reiterate, it does not appear that the developer is dealing with the seriousness of the threat to the Welsh language in our communities 4. 2001 - 60% Welsh speakers, 2011 - 57% Welsh speakers, Investment from the government, the county and agencies to overturn the percentage and to aim for 60.1% as part of the efforts of Cymraeg 2050. But now the influx of up to 9,000 non-Welsh speakers to the island – the scale is unprecedented and a real threat to the future of the language on the island. Translation equipment does not do justice to this serious 'matter' and once again undermines the credibility of the consultation on language planning to mitigate the impact of the development on our heritage. <p>"How languages die...Cultural assimilation is an even bigger threat. Much of the present crisis stems from the major cultural movements which began 500 years ago, as colonialism spread a small number of dominant languages, such as English, Spanish, Portuguese, and French, around the world. When one culture assimilates to another, the sequence of events affecting the endangered language seems to be the same everywhere.</p> <p>There are three broad stages. The first is immense pressure on the people to speak the dominant language – pressure that can come from political, social, or economic sources. It might be 'top down', in the form of incentives, recommendations... But wherever the pressure has come from, the result – stage two is a period of emerging bilingualism, as people become increasingly efficient in their new language while still retaining competence in their old. Then, often quite quickly, this bilingualism starts to decline, with the old language giving way to the new. This leads to the third stage in which the</p>	<p>This measure is supported by a number of others in helping to integrate workers and their families. Welcome packs will be provided to workers and their families. The CIOs and Welsh Language Officer, secured in the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019), will contribute to integrating workers and their families as well as in building capacity and confidence among the local population. IACC as an employer will have a key role in shaping the roles of these officers.</p> <p>Community organisations will be able to apply to access the Community Fund secured in Schedule 12 of the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019).</p> <p>The Welsh Language Education (Annual) Contribution and Welsh Language Education (Contingency) Fund will support the integration of workforce children.</p> <p>Horizon would provide language awareness training to all workers and welcome packs will be provided to all families. The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) states that Horizon will require provision of language and culture awareness training to the Workforce and will require staff members to demonstrate linguistic courtesy and awareness of the Welsh Language Policy.</p>		

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				<p>younger generation becomes increasingly proficient in the new language, identify more with it, and finding their first language less relevant to their new needs. This often accompanied by a feeling of shame about using the old language, on the part of the parents as well as their children. Parents use the old language less and less to their children, or in front of their children; and when more children come to be born within the new society, adults find fewer opportunities to use that language to them. Those families which do continue to use the language find there are fewer other families to talk to. Outside the home, the children stop talking to each other in the language. Within a generation – sometimes even within a decade – a healthy bilingualism within a family can slip into a self-conscious semilingualism, and thence into a monolingualism.” (page 337, 2006)¹⁸</p>			
Mitigation and enhancement measures relating to accountability	<p>Measure 21 of WLCMES</p> <p>Ensure internal oversight of the WLCMES and Horizon’s Welsh Language Policy</p>	FfIM 029	<p>Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)</p>	<ol style="list-style-type: none"> Confirmation of the membership needed. As far as Fforwm Iaith Môn can see there is no ‘Strategy’, just a series of measures. Concern remains regarding carrying out the Strategy, as the commitments are bound to a DCO s.106, it is unclear how this Management Group will come within the structure after the agreement with the local authority has been formalised. Concern remains regarding the power of the Management Group to try to influence and effect some of Horizon’s decisions. Concern remains regarding the relationship of the WLCC with this group – lack of details and structure. The relationship between this Management Group and the Group of External Stakeholders is unclear (measure 22 – FfIM 030). <p>Regular reports on percentages of language speakers, the Welsh Government Language Strategy (Cymraeg 2050) and local Welsh language strategies should be standing items on the agenda</p>	<p>Horizon will establish an internal Horizon management group as secured in the Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019). The purpose of the group would be to:</p> <ul style="list-style-type: none"> provide internal oversight of the Developer’s Welsh language commitments and performance including its Welsh Language Policy; and assist the Welsh Language and Culture Coordinator in the delivery of the Welsh Language and Culture Mitigation and Enhancement Strategy. <p>Membership has not been decided but will include the Head of Strategic Development (Wales) and the WLCC. It is also likely to include the Horizon CIO as well as Horizon HR, supply chain, training, stakeholder management and communications staff. Some of the group (e.g. Head of Strategic Development Wales, the WLCC) will also be members of the Welsh Language and Culture Engagement Group.</p>	Not agreed	

¹⁸ ‘How Language Works’, David Crystal 2006

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				in order to provide a wider context to what is happening in the area.			
	Measure 22 of WLCMES Ensure external oversight of the WLCMES	FfIM030	Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)	<ol style="list-style-type: none"> 1. Fforwm Iaitth Môn welcome the establishment of an arms-length external Group but the role, the membership, expertise of the membership and the influence of the group is unclear. 2. The role of this Group with the DCO s.106 is unclear – Fforwm Iaitth Môn needs more information. 3. In order to make effective use of the time and expertise of local partners, we request a timetable and the arrangements for recording and monitoring the impact of the Group's actions. Recent experience of Horizon consultations demonstrates that the consultation is not taking place regularly enough and that the comments and feedback are not being recorded and reflected in Horizon's decisions at all times. 4. It is unclear whether the Group will reflect the interests of communities across the island. 	<p>The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) notes that:</p> <p><i>From Implementation the Developer and the Council agree to constitute a Welsh Language and Culture Engagement Group. The Parties agree that:</i></p> <ul style="list-style-type: none"> • the invited membership of the Welsh Language and Culture Engagement Group will be a representative from each of the Council, the Developer, the Welsh Government, Gwynedd Council, Menter Môn, and Llais Ni; and • the Developer will fund an independent chair. <p><i>The Parties agree that the duties and responsibilities of the Welsh Language and Culture Engagement Group are:</i></p> <ul style="list-style-type: none"> • To monitor the implementation of the obligations on behalf of the Developer and the Council as set out in this Schedule 1; • Review monitoring returns provided to it in accordance with paragraph [10.4]; • To feed back to the Parties any issues relating to Welsh Language and culture as seen from the representatives' areas of expertise. 	Not agreed	
	Measure 23 of WLCMES Evaluate the impact of the Project on Welsh language and culture	FfIM031	Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)	<ol style="list-style-type: none"> 1. Clarity needed on the relationship of the groups. 2. There is uncertainty in terms of what overlaps measures 21 (FfIM 029) and 22 (FfIM 030). As well as local representation, it would be good to include a representative from the Unllais committee who would represent the entire island. 	<p>Measure 21 the Welsh Language and Culture Engagement Group. Measure 22 relates to Horizon's internal management WLC group.</p> <p>The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) notes that:</p> <ul style="list-style-type: none"> • Horizon will, prior to Implementation, agree parameters for an annual evaluation of the impact of the Wylfa Newydd DCO Project on the Welsh language in the KSA with the Council and in consultation with the Welsh Government. • Horizon will thereafter undertake that annual evaluation in accordance with the approved parameters for the duration of the Construction Period and (5 years from the start of the Operational Period). 	Not agreed	
	Measure 24 of WLCMES Evaluate the impact of the Project on Welsh	FfIM032	Welsh Language Impact Assessment Report (APP-428) (Appendix B4-1 Welsh Language and Culture Mitigation and Enhancement Strategy)	<ol style="list-style-type: none"> 1. More details needed. It is not clear what the procedure is following the 10 years of construction. 2. Again clarity is needed, or a flowchart/Venn diagram to understand the inter-relationship between measure 21 (FfIM 029)/22 (FfIM 030)/23 (FfIM 031)/24 (FfIM 032) and the actions that will be 	<p>Measure 21 the Welsh Language and Culture Engagement Group. Measure 22 relates to Horizon's internal management WLC group.</p> <p>The Draft DCO s.106 (shared with Welsh Government and IACC on 23 January 2019) notes which</p>	Not agreed	

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	language and culture			<p>taken when aspects of the mitigation measures have not been implemented effectively.</p> <p>3. Fforwm Iath Môn request that the developer agrees that the objective of the mitigation measures is to restore the Island to having 60.1% Welsh speakers. This does not take into consideration the further increase that would follow further investment by the partners post 2021 so it must be identified that the impact of the development on the Welsh language is negative. But bearing 60.1% in mind – Fforwm Iath Môn ask Horizon to provide a timetable of Horizon’s estimate for Welsh speakers on the island annually, and according to Horizon’s language research, by which year would Horizon have succeeded in mitigating the impact of the development on the Welsh language for the Isle of Anglesey Language Forum to achieve the target of 60% Welsh speakers on the island once more.</p>	obligations/measures relate to the construction and operational periods.		

Cynllunio Seilwaith Cenedlaethol

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