

Little Disciples Childcare



Welsh Language Policy

At Little Disciples Childcare, our aims and objectives are to provide and develop a reliable, affordable, and quality Childcare facility before school, after school, and during the school holidays.

Approved by:	Senior Management Team
Adopted by:	Trustees of the Little Disciples Management Committee
Scheduled review date:	September 2024
Agreed by Person in Charge: <i>Signature & Dated</i>	
Agreed by Responsible Individual: <i>Signature & Dated</i>	

Welsh Government have committed themselves to developing “a truly bilingual Wales” with a goal of having 1 million Welsh speakers by 2050. One of their key principles is that all children in Wales have the “right to feel a sense of belonging to Wales and to enjoy experiences in and of the Welsh language.”

The aim of Little Disciples Childcare is to offer every child attending the opportunity to engage in good quality play experiences. The dominant language of the setting is English, but we offer our children opportunities to learn /develop their Welsh language skills incidentally through play. We understand the importance of Welsh language and the part it plays in our Welsh culture. We are committed to ensuring that children learn skills at our setting they can use later in life.

As childcare providers registered with Care Inspectorate Wales (CIW), we are encouraged to offer the ‘Active Offer’. What this means is that services are provided in Welsh without someone having to ask for it. We recognise that we are not yet meeting the Active Offer but have developed this Welsh Language Policy to help us move towards achieving it.

Staff and Volunteers:

The level of Welsh service we can offer is fully dependent on the Welsh language skills of our staff. We are committed to supporting our staff to improve their Welsh language skills and working towards becoming more inclusive of the Welsh language.

Little Disciples Out of School staff have the following Welsh language skills:

	No Welsh	Taster	Entry	Foundation	Intermediate	Advanced	Proficient	Fluent
		e.g. colours, numbers	e.g. greetings, talk about the weather or family	e.g. able to ask and answer questions on familiar topics with some help	e.g. is still learning Welsh but can converse on subjects such as work and travel	e.g. uses Welsh daily in informal context but not confident in formal situations	e.g. uses Welsh confidently, leading discussions	e.g. excellent Welsh oral and written skills
Number of staff:	1	4	0	2	0	0	0	0

Our commitment to staff and volunteers:

- We will recruit Welsh speaking staff when possible, requesting it as a ‘desirable’ skill on any job description and accompanying recruitment paperwork.
- We will support any member of staff wanting to improve his/her language skills and support them to attend relevant Welsh language training (staff can refer to the Staff Training Policy for further information).
- We will encourage staff to communicate with one another and with children in Welsh when possible.
- We will regularly evaluate the Welsh Language skills of the workforce and ‘match’ Welsh speaking staff to Welsh speaking children.
- We will encourage Welsh speaking/ learning staff to wear a ‘Cymraeg’ or ‘Dysgwr’ badge or lanyard so that children and parents can recognise their language ability.
- We will assign a member of staff to be a Welsh Champion to help promote the use of Welsh in our setting.

Children

Any child is welcome to attend Little Disciples Childcare, regardless of their Welsh language ability. As English is the dominant language of our Setting, any child with Welsh language skills will be supported to use as much of it as possible in the setting.

We acknowledge that some children who attend our Setting receive Welsh medium education while others will receive English medium education. We want to support all children who use our Setting to use the Welsh they already know and encourage them to learn more through play.

Our commitment to our children:

- Children who attend our Setting have the right to speak Welsh if they wish to do so.
- Children will be greeted verbally in Welsh/bilingually.
- We will provide opportunities for children to use the Welsh they already know (e.g. greetings/ during meal times etc.)
- We will create opportunities for children to learn more Welsh through play activities.
- We will encourage children to speak Welsh with one another and with staff incidentally throughout the sessions.
- We will provide Welsh language resources (books/games/media/music) and ensure they are as readily available as English language resources.
- We will provide bilingual labelling and signage (Welsh on the left and English on the right, or Welsh on top and English on the bottom).
- Where possible, Welsh speaking keyworkers will be paired with children who can speak Welsh.
- We will encourage the use of external Welsh-language/bilingual activities e.g. workshops.
- We will celebrate and encourage children to engage in Welsh culture.
- We will promote Welsh language community events for children to attend outside Setting.

Parents and Carers

We understand that although children who attend Little Disciples Childcare, may have some Welsh language skills, often parents will not. In some cases, parents will have no Welsh language skills at all, while others may have some, but not feel confident in using it. In other cases, parents will be confident Welsh speakers and will wish to use it with staff.

Our commitment to parents/carers:

- We will ask parents from the beginning what their language preference is and if they are learning Welsh.
- We will greet parents in Welsh or bilingually.
- We will communicate with parents verbally in English with use of incidental Welsh where possible.
- If a parent/carer is learning Welsh we will encourage them to use Welsh as much as possible in verbal communication.
- We will ensure that no parent is excluded from any of the Settings activities on the basis of language .
- We will offer support and guidance to enable parents/carers to learn or improve their Welsh.
- We will promote local Welsh language events for the family to enjoy outside of Setting.

Optional

- We will ensure that all written communications (policies, letters, emails, marketing) is available in Welsh on request.
- We will ensure all social media correspondence is bilingual, with Welsh appearing first.

Further support:

Welsh in Business www.cymraeg.gov.wales

Welsh in Business Officers help promote Welsh in your business, free of charge. They provide a bespoke service offering practical advice and tools as well as helping to find further relevant support. *Welsh in Business Officers* can:

- Help identify how to increase Welsh language customer services.
- Translate signs, menus, social media messages and promotional materials for free.
- Help improve Welsh language interaction between your staff and customers.
- Direct you to learning providers that will help improve Welsh language skills.
- Show how to recruit Welsh speakers and Welsh learners.
- Help you understand who your customers are and how the Welsh language can be important for them.
- Offer support on how to market and promote your business amongst Welsh speakers.
- Give advice on local networks that can support your business.
- Provide bilingual merchandise such as open and close signs and badges that indicate you and your staff speak Welsh or are learning.

Dysgu Cymraeg: Camau www.learnwelsh.cymru

A specific *Learn Welsh* scheme for the Early Years, Childcare and Playwork workforce. They offer:

- Online 10 hour taster courses.
- Online Welsh language awareness course.
- Camau – 20 hours of formal taught courses, available for 5 different levels of Welsh language competency and in various learning models. The ‘Beginners’ course is available specifically for the Out of School Childcare sector.

Clybiau Plant Cymru Kids’ Settings www.clybiauplantcymru.org

Welsh language resources and videos specifically designed of the Out for School Setting sector are available from the website. Settings can access mentoring support and aftercare from *Clybiau Plant Cymru Kids Settings’ Language Coordinators* following the taught training offered by Camau (see above) to help implement Welsh learned into the setting.

Care Inspectorate Wales ‘Active Offer’ www.careinspectorate.wales/

As part of the inspection frameworks CIW will look at if a service is providing the Welsh language ‘Active offer’. More information about the ‘Active Offer’ is available on the [‘More than just words’](#) page.

Welsh Language Commissioner www.comisiynyddygybraeg.cymru

If a Setting finds difficulty in maintaining the standard of Welsh, it should contact the Welsh Language Commissioner. They have:

- A team of experienced staff located across Wales available to give practical advice
- Help produce a Welsh Language Promotion Plan through an online questionnaire that can be used to supplement your Welsh Language Policy, help set targets, and can be reviewed over time and revised.
- Provide guidelines on best practice
- Conduct research that demonstrates the benefits of using the Welsh language
- Provides training and how and why you should offer Welsh Language services.