

MALDWYN NURSERY & FAMILY CENTRE

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**Welsh Language Policy**

The purpose of this policy is to highlight the use of the Welsh Language within the nursery and how the nursery will promote the Welsh Language and ensure it is given prominence throughout.

**Children’s use of Welsh**

Children growing up in Wales have the right to feel a sense of belonging to Wales and its culture and to enjoy experiences in the Welsh language.

At Maldwyn Nursery and Family Centre English is the main medium of communication, however we aim to progressively develop Children’s welsh language skills through it being prominent throughout the nursery.

Some of the ways we will achieve this is:

* Using incidental Welsh throughout the day- So that children become familiar with them and begin to use them.
* Having Welsh books and resources available to them such as CD’s and DVD’s.
* Singing songs and rhymes in Welsh.
* Counting in Welsh.
* Having the Welsh language prevalent within the room.

**Staff use of Welsh**

Staff are encouraged to talk Welsh as much as they can within the day to children and other staff to a level which they are confident.

All staff should use incidental Welsh with the children and encourage children to talk Welsh where possible.

Staff should organise activities which promote the Welsh language and culture.

**Any staff member who wants to develop their Welsh skills are encouraged to access through the** [**Camau | Learn Welsh**](https://learnwelsh.cymru/work-welsh/camau/) **scheme.**

**Resources for staff**

Resources available for all staff to improve their level of spoken Welsh.

[www.bilingualfrombirth.com](http://www.bilingualfrombirth.com/), [www.mym.co.uk](http://www.mym.co.uk/), [www.mabonamabli.co.uk](http://www.mabonamabli.co.uk/), [www.twfcymru.com](http://www.twfcymru.com/), [www.bbc.co.uk/wales/learning](http://www.bbc.co.uk/wales/learning), <https://www.earlyyears.wales/en/welsh-language-support>

**Welsh Officer**

Ffion Jones is our appointed Welsh officer. Her role is to support the staff team developing their Welsh language abilities by offering day to day support and running training sessions with us all. Ffion provide us with new ideas to promote Welsh language between parents and families.

**Equal opportunities for Welsh Speakers-**

All correspondence will be accepted in Welsh and where possible a bi-lingual response will be given. The nursery will do all it can to ensure that the response time is as quick as possible while maintaining the quality of response.

**Recruitment of staff**

Maldwyn Nursery and Family Centre welcome applications from all individuals of all backgrounds and who speak all languages.

The nursery will be mindful of the overall needs of the nursery, our equal opportunities policy and the need to increase the proportion of bi-lingual staff.

Maldwyn Nursery and Family Centre recognises that individuals can express themselves, their views and their needs best in their preferred language. Making it possible for them to use their preferred language is therefore a matter of good practice. The Nursery is therefore committed to aspiring to an equality of language provision.

Policy written August 2021

By Ian Hancocks (Nursery manager)

Updated May 2023 C.Thorley