Clybiau Llywodraethwyr a Chylch Chwarae
Gresffordd Gresford
Governors' Clubs and Playgroup

Welsh Language Policy

Equality Act Impact Assessment	YES	NO	Ionawr 2025
Last Review Date	May 2026		
Date to be reviewed	May 2027		
Date Adopted by Management Committee	10.06.2026		
Responsible Individual - Mr Richard Hatwood			
Chair of Management Committee – Mrs Jan MacDonald			

1. Purpose

The purpose of this policy is to promote and support the use of the Welsh language in all aspects of GGCP's operations. GGCP is committed to providing an inclusive, bilingual environment that respects the language choice of children, families, and staff. This policy aligns with Welsh Government requirements, the Welsh Language Standards, Care Inspectorate Wales (CIW) guidelines, and the Welsh Government's Cymraeg 2050 strategy, which aims to reach one million Welsh speakers by 2050.

2. Scope

This policy applies to all GGCP staff, trustees, volunteers, and stakeholders. It covers the use of Welsh language in communication, service delivery, staff training, signage, and all activities provided by GGCP.

3. Policy Statement

GGCP is committed to:
- Promoting the Welsh language in its services, activities, and communications.
- Providing children with the opportunity to engage in Welsh language play, learning, and cultural experiences.
- Supporting the Welsh Government's target of one million Welsh speakers by 2050 and contributing to a bilingual Wales.

4. Welsh Language Rights and Inclusivity

GGCP recognises that:
- Every individual has the right to use Welsh and should feel welcomed and supported in doing so.
- Children should have the opportunity to hear, speak, and learn Welsh from an early age.
- Families, children, and staff from non-Welsh-speaking backgrounds should be encouraged to engage with the language and feel included in bilingual activities.

5. Objectives of the Policy

- To create a bilingual environment that supports the use of Welsh in day-to-day interactions.
- To offer a range of Welsh-medium resources and activities that encourage children's language development.
- To ensure that all communications, signage, and materials are available bilingually in Welsh and English.

6. Policy Implementation and Procedures

6.1 Communication with Children and Families
- Written Communication: All written materials, including newsletters, notices, and correspondence, will be available bilingually in Welsh and English.
- Verbal Communication: Staff will greet and interact with children and families bilingually, offering the option to speak Welsh or English whenever possible.
- Digital Communication: GGCP's website, social media, and email communications will include bilingual content to ensure accessibility for Welsh-speaking families.

6.2 Welsh Language in Activities and Curriculum
- GGCP will integrate Welsh language learning opportunities across its activities, including play, songs, storytelling, and cultural activities that promote Welsh heritage.
- Children will be introduced to Welsh vocabulary and phrases in a natural, engaging way, encouraging bilingualism from an early age.
- Resources such as books, games, and music will include Welsh-medium options, and bilingual signage will be used in play and learning spaces to support language recognition.

6.3 Supporting Welsh-Speaking Staff
- GGCP encourages bilingualism among its staff and will provide training and resources to support staff in using Welsh in their roles.
- Staff who are proficient in Welsh will be encouraged to use the language in daily interactions and support Welsh language activities with children.
- GGCP will provide opportunities for non-Welsh-speaking staff to develop their Welsh language skills through training, resources, and encouragement to practice Welsh at work.

6.4 Staff Training and Development
- GGCP will ensure that all staff receive training on the importance of bilingualism in line with Welsh Government standards and Cymraeg 2050 goals.

- Welsh-speaking staff will be encouraged to attend professional development related to Welsh language teaching for children, and non-Welsh-speaking staff will be supported to access Welsh language classes.
- GGCP will work with relevant organizations to access Welsh language resources, support, and training opportunities for its team.

7. Signage and Displays

- All signs, notices, and displays within GGCP's facilities will be bilingual, presenting Welsh language text in a way that is equal in size and prominence to English text.
- Learning spaces and play areas will include bilingual labels and displays, supporting children's recognition of Welsh vocabulary.
- GGCP will celebrate Welsh culture and heritage through displays and activities that highlight Welsh language events, such as Diwrnod Shwmae Su'mae, St David's Day, and Welsh Language Music Day.

8. Monitoring and Review

8.1 Monitoring Welsh Language Usage
- GGCP will keep a record of Welsh language use in its communications, activities, and interactions to evaluate compliance with this policy.
- Children's exposure to Welsh and engagement in Welsh language activities will be tracked informally to assess the effectiveness of GGCP's bilingual approach.

8.2 Policy Review and Updates
- This policy will be reviewed annually by the Board of Trustees to ensure compliance with Care Inspectorate Wales requirements, Welsh Government standards, and any updates to the Welsh 2050 target.
- Feedback from staff, families, and stakeholders will inform improvements and updates to the policy, supporting GGCP's ongoing commitment to bilingualism.

9. Welsh Language Standards Compliance

GGCP will ensure compliance with Welsh Government's Welsh Language Standards by:
- Providing bilingual resources, activities, and signage.
- Supporting Welsh-speaking staff and encouraging bilingual interactions with children and families.
- Ensuring that Welsh language rights are respected, and that all individuals feel valued and supported in using the Welsh language.

10. Commitment to Welsh 2050 Target

GGCP is committed to supporting the Welsh Government's Cymraeg 2050 strategy and will actively contribute to the target of one million Welsh speakers by:
- Embedding Welsh language learning into daily activities for children.
- Encouraging the development of Welsh language skills among staff.
- Promoting the value of bilingualism to children, families, and the wider community.

11. Complaints and Feedback

GGCP encourages families, staff, and the community to provide feedback on its bilingual provision and to report any issues with Welsh language use. Complaints will be handled in line with GGCP's Complaints Policy, ensuring that concerns are addressed promptly and constructively.

12. Policy Communication

GGCP will make this policy available to all staff, trustees, and families. New staff members will receive training on the policy during their induction, and all staff will be kept informed of any updates to the policy and the importance of Welsh language support.

13. Contact Information

For further information or to provide feedback on GGCP's Welsh Language Policy, please contact:
- Chair of Trustees: Mrs Jan MacDonald (01978 852342 or playgroup@allsaints-pri.wrexham.sch.uk)
- Responsible Individual: Mr Richard Hatwood (01978 852342 or headteacher@allsaints-pri.wrexham.sch.uk)