

Caban Y Faenol CYF

Welsh Language Policy - Introducing, transferring and developing Welsh language literacy and communication skills

Being a member of Mudiad Meithrin is dependent upon acceptance and implementation of this Welsh Language Policy. You are not permitted to change any element of this policy. If the setting experiences difficulty in maintaining the necessary standard of Welsh within the activities, you should contact your Support Coordinator for further advice and support.

Background

Since Mudiad Meithrin was established in 1971, its aim has been to offer every pre-school child in Wales the opportunity to have early years' experiences and services through the medium of Welsh. Caban Y Faenol believes that acquiring the Welsh language is of benefit to children.

Caban Y FAenol aims to support each child as they develop their information and skills in Welsh. Caban Y Faenol offers every child in the setting the opportunity to have early years' experiences through the medium of the Welsh language. Caban Y Faenol organises as many contact hours as possible with the Welsh language and uses only Welsh in its activities. Caban Y Faenol promotes Welsh-medium education, and takes advantage of opportunities to work with the local Welsh-medium Primary School and other partners who promote the Welsh language.

Children's Rights

Ensuring an environment where children are able to develop Welsh language skills is part of ensuring that Caban Y Faenol respects the rights of children under the United Nations Convention on the Rights of the Child, specifically:

Article 30: Children have a right to learn and use the language and customs of their families, whether these are shared by the majority of people in the country or not.

CODE OF PRACTICE

Caban Y Faenol CYF

The Manager will ensure that the policy is implemented, and will delegate responsibility for day-to-day implementation to the staff. Each member of staff must keep to and facilitate the implementation of the policy.

The Manager will ensure that each member of staff, parent / carer, volunteer and work experience student is aware of the policy and their responsibility to implement it. The Manager will ensure that each new staff member/volunteer receives a copy of the policy during their induction training.

Introducing the Welsh Language

Welsh is the only language used during the Cylch Meithrin sessions.

For children who come from Welsh-speaking homes, this will mean continuing to nurture and develop the Welsh language skills they already possess. We will support the children in building on their Welsh-language skills by providing learning experiences within the setting.

Children who attend the setting and come from non-Welsh speaking homes will be introduced to the Welsh language through the Language Immersion Method. The Language Immersion Method is a new way to introduce a language, mirroring the way a baby learns language for the first time. It refers to the fact that children receive their education or care in a different language to that which is spoken at home.

At Caban y Faenol this means that Welsh is the only language used in the setting and around the children. This means that all the session's provision and activity is delivered solely in Welsh. In doing this, the children are immersed in the target language throughout their time at the setting. The Language Immersion Scheme is a way of supporting children from non-Welsh speaking homes to acquire language in a way which mirrors the way they learn the language of the home... as they hear and use language which corresponds with the experiences offered by the setting.

However in some circumstances it may be that a child is having difficulties with their language and are receiving support from outside agencies. (e.g. speech and language

Caban Y Faenol CYF

therapy) If this is the case we will work closely with the outside agencies to ensure that we are meeting the needs of the child as this is our main priority. If the outside agencies/other professionals advise us that it is in the best interests of the child for us to speak English with that child then this is what we will do.

To facilitate the implementation of this policy, we have noted specific expectations below.

Caban Y Faenol will:

- plan for the progress of each child's Welsh language skills.
- plan to provide a variety of activities, play areas and themes in order to progress each child's Welsh language skills.
- Plan to provide a variety of activities in order to satisfy the needs, experiences, information and skills of the relevant Education Curriculum.
- Ensure the setting offers a rich Welsh-language atmosphere.
- Ensure the setting introduces local Welsh culture
- Contact the local Support Officer when a need for linguistic support has been identified.

Caban Y Faenol staff will:

- possess sufficient fluency in Welsh to undertake the duties of their role.
- follow the methodology of the Language Immersion Scheme.
- speak Welsh at all times with children in the setting.
- speak Welsh at all times with other staff.
- use full sentences when speaking with staff and children.
- ensure that their pronunciation is at all times clear and correct. This will support the development of the children's Welsh language skills.
- consistently repeat words and sentences in order to demonstrate language patterns.
- assist children in understanding the meaning of words and sentences through use of gestures and appropriate props.

Caban Y Faenol CYF

- respect the right of the child to use their chosen language.

Caban Y Faenol will:

- commit to implementing all elements of the Welsh Language Policy within the setting.
- commit to using Welsh in every activity associated with the setting, but ensure that no parent / carer / guardian or child is excluded from any activity due to their linguistic background.
- commit to using the Language Immersion Method to introduce the Welsh Language to children and develop their skills.
- ensure that there is a wide range of Welsh-language paper, digital and audial resources available to extend the children's Welsh language skills.
- use a wide range of activities, play areas and themes in the setting to support the development of the children's Welsh language skills as a natural part of these activities.
- ensure that the children have opportunities to acquire the Welsh language through play and by interacting with adults and other children in the setting.
- use a range of methods and techniques, activities, play areas and themes to develop the children's language skills through a holistic curriculum which includes opportunity for free and structured play, in conjunction with a specific language programme where appropriate.
- create opportunities to nurture Welsh language skills by introducing songs and nursery rhymes and by listening to stories in Welsh within the setting.
- make use of appropriate Mudiad Meithrin resources to introduce the Welsh language and develop the Welsh language skills of children in the setting, e.g. Dewin and Doti Resources, the *Croesi'r Bont* scheme where it is offered.
- take advantage of Welsh-speaking visitors and guest speakers by inviting them into the Cylch to enrich themes and learning experiences, wherever practically possible.
- ensure that the displays are only labelled in Welsh

Caban Y Faenol CYF

Working with parents / carers / guardians

Caban Y Faenol will:

- offer appropriate support to non-Welsh speaking parents / carers / guardians to enable them to participate fully in the life of the setting and to support their children's education.
- ensure that any written material (e.g. letter, e-mail, poster) produced in the name of the setting is provided in Welsh or bilingually.
- ensure that any digital information produced in the name of the setting is delivered in Welsh or bilingually (e.g. Social Media posts, website).
- respect the right of parents / carers / guardians to use their preferred language.
- promote schemes for parents / carers / guardians such as *Cymraeg for Kids* and *Clwb Cwtsh* etc.

Advertising Jobs

The Voluntary Management Committee will ensure that every person appointed to a post in the setting is aware of, understands and will commit to the Welsh Language Policy.

Caban Y Faenol will:

- ensure that job advertisements explain Caban Y Faenol's commitment to the Welsh language.
- ensure that job advertisements note that Welsh language skills are essential for the post. This can include a note to state that applications are welcomed from learners as well as fluent speakers.
- ensure that all staff appointed have sufficient fluency in Welsh to undertake the duties of the post. In cases where it is not possible for us to appoint an individual who already has the necessary Welsh language skills, any new member of staff appointed who needs to improve their language will be required to undertake a relevant Welsh course. Where it is decided to appoint an individual who needs to

Caban Y Faenol CYF

develop their Welsh language skills to undertake the duties of the post as there is no suitable person who already has the necessary Welsh language skills.

- undertake to conduct all job interviews through the medium of Welsh. Where this is not possible (e.g. where (all) members of the Interview Panel are not Welsh speaking), the manager will ensure that at least one question in each staff interview is requested and answered in Welsh. This may mean that Caban Y Faenol invites the local Support Officer to the interviews to ask the question, and to report back to the Interview Panel on its perception of the individual's Welsh language skills. It may also be possible to arrange simultaneous translation to be able to conduct the interviews through the medium of Welsh.

Promoting Welsh-medium Education

Caban Y Faenol will:

- encourage parents / carers / carers to continue their children's education through the medium of Welsh.
- take advantage of opportunities to work with the local Welsh-Medium Primary School (s).
- ensure effective transition between the setting and the local Welsh-Medium Primary School (s).
- share details of the local Welsh-Medium Primary School (s) with parents / carers / guardians.
- share relevant Welsh-medium education leaflets and promotional material with parents / carers / guardians.

Welsh and Additional Learning Needs

- Caban Y Faenol is committed to providing appropriate support for every child in the setting who has Additional Learning Needs. Caban Y Faenol will operate in

Caban Y Faenol CYF

accordance with the current Special Educational Needs (or Additional Learning Needs) Code of Practice for Wales and the Equality Act.

- Caban Y Faenol is Welsh speaking, and we will work with other agencies and professionals who support the child to ensure that appropriate support is provided through the medium of Welsh.

However, the Cylch Meithrin recognises that there are cases where a child has additional needs, and it may be necessary to provide additional, appropriate support for the child in their home language. All such cases are considered individually, with consideration of and reference to the guidance for the implementation of the Additional Learning Needs and Education Tribunal (Wales) Act on each occasion.

If a case arises, the Cylch Meithrin will discuss with the parents / carers / guardians, the relevant professionals, and the local Cylchoedd Support Coordinator to agree the best way to provide the child with the necessary support / intervention.

Caban Y Faenol and Mudiad Meithrin will continue to operate and advocate to ensure that appropriate and appropriate support for Additional Learning Needs is available through the medium of Welsh for every child in Wales.

Related Policies

Staffing Policy

Useful Links

The Welsh Language Commissioner:

<http://www.comisiynyddygyymraeg.cymru/Pages/Croeso.aspx>

The National Centre for Learning Welsh: <https://dysgucymraeg.cymru/>

Mentrau Iaith Cymru: <http://www.mentrauiath.cymru/>

Merched y Wawr: <http://merchedywawr.cymru/>

Caban Y Faenol CYF

Yr Urdd: <https://www.urdd.cymru/en/>

Caban Y Faenol CYF