Little Disciples Childcare

Welsh Language Policy

"Caring for children, supporting parents, and sparking imaginations – where quality, affordability, and excitement meet!"

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1.0	September 2024	Initial Release for Provider changes	S. Gocher	A. Stephens	Annually – May 2025
1.1	January 2025	Minor amendments – Pg numbers and Document Control	S. Gocher	A. Stephens	Annually – May 2025
2.0	March 2025	Added in information for Welsh Promise – Bronze Achieved	S. Gocher	A. Stephens	Annually – March 2026
2.0	March 2026	No changes	S. Gocher	S. Gocher	Annually – March 2027

Policy Statement

At Little Disciples Childcare, we are committed to providing a seamless and cohesive approach to childcare across all our services. This policy and procedure apply equally to both our Nursery Plus provision and our Breakfast, Afterschool, and Holiday Club services. This integrated framework ensures consistent standards of care, safety, and quality across all aspects of our provision, fostering a supportive and nurturing environment for every child in our care.

Introduction

The Welsh Government is committed to creating a truly bilingual Wales, with an ambition of reaching one million Welsh speakers by 2050. A key principle underpinning this vision is that every child in Wales should feel a sense of belonging to the country and be given opportunities to enjoy and engage with the Welsh language.

At Little Disciples Childcare, our aim is to provide all children in our care with high-quality, enriching play experiences. While English is the main language spoken in the setting, we are committed to creating meaningful opportunities for children to encounter and develop their Welsh language skills in a natural and playful way. We recognise the importance of the Welsh language in our national culture and identity and are dedicated to ensuring the children in our care leave with skills that will benefit them throughout life.

As a registered childcare provider with Care Inspectorate Wales (CIW), we are encouraged to implement the Active Offer—delivering Welsh language services proactively, without the need for individuals to request them. While we acknowledge that we are still on the journey towards fully achieving this, this Welsh Language Policy represents a key step in our commitment to progress.

Our Welsh Promise

Little Disciples Childcare is proud to be part of the Welsh Promise scheme delivered by Clybiau Plant Cymru Kids' Clubs. This national scheme supports out-of-school childcare settings to develop and embed Welsh language skills and cultural awareness in a meaningful and sustainable way.

We are delighted to have already achieved the Bronze Award of the Welsh Promise, recognising our commitment to:
- Embedding simple Welsh phrases into daily routines.
- Promoting Welsh culture.
- Providing bilingual signage and resources.
- Supporting staff development in Welsh language use.

We are now actively working towards the Silver Award, which involves:
- Increasing incidental Welsh across the setting.
- Expanding the use of Welsh within activities and interactions.
- Strengthening staff confidence and ability to support children bilingually.
- Further engaging with parents and the wider community in promoting Welsh language and culture.

This structured pathway is helping us take tangible steps towards providing the Active Offer and making the Welsh language a natural, enjoyable part of our children's experience.

Staff and Volunteers

The level of Welsh language service we can offer depends on the language abilities of our staff. We are committed to upskilling our workforce and promoting inclusivity of the Welsh language across all areas of our practice.

Current Staff Welsh Language Skills

Welsh Level	Description	Number of Staff
No Welsh	No knowledge of Welsh	2
Taster	Basic words (e.g. colours, numbers)	5
Entry	Simple greetings, talking about weather/family	0
Foundation	Able to ask/answer questions on familiar topics with some support	0
Intermediate	Can hold conversations on topics such as work/travel, still learning	1
Advanced	Uses Welsh daily in informal situations, lacks confidence in formal contexts	1
Proficient	Confident Welsh, able to lead discussions	0
Fluent	Excellent oral and written Welsh	0

Our Commitment to Staff and Volunteers:
We will seek to recruit Welsh-speaking staff, listing it as a 'desirable' skill on all job descriptions and recruitment documentation.
We will support staff wishing to develop their Welsh skills and encourage attendance at relevant training (see Staff Training Policy).
We will encourage incidental Welsh usage in day-to-day interactions between staff and children.
We will assess and record staff language levels regularly and, where possible, match Welsh-speaking staff with Welsh-speaking children.
We will promote the wearing of 'Cymraeg' or 'Dysgwr' badges or lanyards so children and parents can easily identify staff's language abilities.
A designated Welsh Language Champion will be appointed to lead and promote Welsh usage within the setting.

Children

We welcome all children to our setting, regardless of their Welsh language background. While English is the dominant language, we fully support the use of Welsh for children who are familiar with it and encourage all children to engage with the language through play.

We acknowledge that some children attend Welsh-medium schools while others are in English-medium education. Our setting provides opportunities for all children to use and build upon the Welsh they know, in a nurturing and playful environment.

Our Commitment to Children:
Children have the right to use the Welsh language in our setting.
Children will be welcomed in Welsh or bilingually.
We will create opportunities for children to use Welsh in daily routines (e.g. greetings, snack times).
Play activities will be used to encourage learning of new Welsh words and phrases.
We will support peer-to-peer Welsh language interaction.
We will provide Welsh resources (books, media, games) to match the availability and accessibility of English resources.
All signage will be bilingual, with Welsh displayed first (left/top).
Where possible, Welsh-speaking keyworkers will be paired with children who speak Welsh.
We will invite external bilingual/Welsh activities and celebrate Welsh culture throughout the year.
We will promote Welsh-language events for families outside the setting.

Parents and Carers

We understand that parents/carers will have a range of Welsh language abilities. Some may be fluent, others may have limited knowledge, and many may be learning or interested in doing so. We aim to be welcoming and inclusive, regardless of language ability.

Our Commitment to Parents/Carers:
We will ask about parents' language preferences during the induction process, including whether they are Welsh learners.
Parents will be greeted in Welsh or bilingually.
We will communicate in English with incidental Welsh where possible, adapting to the parent's comfort level.
Welsh-speaking or learning parents will be encouraged to use Welsh with staff if they wish.
No parent will be excluded from activities or information due to language.
We will offer support and signpost parents/carers who wish to learn or improve their Welsh.
We will promote local Welsh-language family events.
All written communications will be available in Welsh on request.
Social media content will be bilingual, with Welsh displayed first.

Further Support and Resources

We are committed to seeking out external support to enhance our Welsh language provision. Below are some useful services:

Welsh in Business Website: www.cymraeg.gov.wales
- Free advice, translation services, and resources to increase Welsh language provision in business.

Dysgu Cymraeg: Camau Website: www.learnwelsh.cymru
- Offers training tailored to the Early Years, Childcare and Playwork workforce, including taster and Camau courses.

Clybiau Plant Cymru Kids' Club Website: www.clybiauplantcymru.org
- Welsh-language resources, mentoring support, and guidance for out-of-school settings.

Care Inspectorate Wales – 'Active Offer' Website: www.careinspectorate.wales
- Guidance on embedding the Active Offer into early years provision.

Welsh Language Commissioner Website: www.comisiynyddygymraeg.cymru
- Offers advice, training, and tools to help services maintain and improve Welsh language standards.