

Appendix 2 Welsh Language Promotion Strategy - Outcomes of workshop November 2017

Attended by 36 employees from a range of services.

Overall summary

There was a positive atmosphere, lots of discussion and no negative comments during the event. The presenters- Jane Davies (Social Services), Claire Homard, Ffion Hughes, Sioned Foulkes (Education) and Gill Stephen (Menter Iaith) were well received. Social Services and Education provided examples of actions they are taking to promote the Welsh language. Sioned and Ffion who support schools to work towards the Siarter Iaith provided examples of initiatives to increasing the use of Welsh in schools but could also be applied to a work/social setting.

One of the additional outcomes was that there were opportunities to network. Some services have arranged to meet with Menter Iaith to look at how they can develop their Welsh language services. Menter Iaith have successfully worked with both Leisure and Social Services in the past supporting them to recruit Welsh speakers and develop Welsh services.

There was also opportunity to promote support available for Welsh learners, in particular the Paned a Sgwrs facilitated by Jane Davies.

Ideas generated to increase the number of active Welsh speakers in the County were mainly operational but did include some strategic suggestions as well. Some of the ideas generated have already been included within the Welsh in the Workplace policy and others are already requirements under the Welsh Language Standards.

There is need to ensure that support and training opportunities for Welsh learners is promoted widely as there were varying degrees of knowledge of what opportunities are available and where to access information.

Outcomes

Examples of potential actions identified by participants to promote the Welsh language and increase active Welsh speakers in the county include:

- Managers
 - Supporting learners- praising learners
 - Encouraging everyone to use their Welsh
 - Knowing Welsh language skill level of employees within a team
 - Including Welsh language as an objective in appraisals
 - Using Welsh (whatever level of skill) at meetings e.g. opening and closing meetings in Welsh

- Services
 - Celebrating Su'mae Day and St David's Day
 - Develop more plays in Welsh
 - Using Welsh with customers (including basic Welsh)
 - Using Welsh during market days
 - Encouraging local businesses and providers to use Welsh
 - Including Welsh language in contracts/Service level agreements/community benefit clauses

- ICT
 - Promote Welsh Apps
 - Welsh language to have a prominent position on Infonet
 - Use technology for learners- pop-ups on Infonet

- Information
 - Ensuring all information is bilingual
 - Promote benefits of bilingualism

- Meetings and Greetings
 - Increasing the use of Welsh to start and close meetings/events
 - Start and close emails bilingually
 - Greet people bilingually

- Promotion
 - Promotion of what we do e.g. schools
 - Use of Welsh on the Wall posters
 - Regular communication about things that can help
 - Recruit Welsh speakers or willing learners

- Support and training
 - Employee /Team Charter to use Welsh everyday
 - Promote Welsh training and learning opportunities
 - Central funding for translation

The final exercise asked participants to indicate whether FCC should be aiming to increase or maintain the number of Welsh speakers in the county. 29 people responded; 100% felt that FCC should be aiming to **increase** the number of Welsh speakers in the county.

Short terms actions

Ideas that could be implemented immediately, include:

- Bilingual greetings and endings on emails
- Starting and finishing meetings bilingually
- All services to participate in Su'mae Day and St. David's Day
- Employee/Team Siarter Iaith (Welsh language Charter)
- Welsh Language Learners page on Infonet
- Welsh phrase of the week