

Welsh Language and Culture Action Plan

Instilling a sense of pride in Wales and its language



t2 | group



/t2apprenticeships



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January - March 2018

t2 group is committed to promoting a sense of pride in Wales and its language to all employees, learners and employers.

The Welsh Government is launching a new Welsh Language Strategy – “Cymraeg 2050 – a million Welsh speakers”. The Welsh language is one of the treasures of Wales. The Welsh Government want to see the number of people able to enjoy speaking and using Welsh reach a million by 2050.

t2 group have a key role in delivering this target by training future Welsh-speaking post-holders who can offer services through the medium of Welsh.

As such we have developed a Welsh Language and Culture strategy to:

Create a Welsh ethos

- ensure that our ethos and priorities for Welsh training are understood and committed to at all levels within t2 group
- ensure that we deliver on our Welsh language initiatives
- ensure that appropriate Welsh displays are available.

Promote the use of Welsh language effectively to learners

- ensure that Welsh speaking learners are allocated to Welsh speaking tutors, where possible, to discuss the advantages and value of training through the medium of Welsh effectively with reluctant Welsh medium learners
- ensure that learners who have studied Welsh as a second language have an opportunity to develop their Welsh skills further
- ensure that staff with experience of working in the learner's vocational area can promote the advantages of working through the medium of Welsh and can also provide current information on opportunities for further learning and career progression.

Employers through:

- monthly Account Management calls
- monthly reviews with learners
- our Employer Portal at www.t2group.co.uk/employer
- our Why Learn Welsh website www.whylearnwelsh.co.uk
- regular satisfaction questionnaires
- newsletters

Learners through:

- monthly reviews with their Personal Development Manager
- our Why Learn Welsh website www.whylearnwelsh.co.uk
- regular satisfaction questionnaires
- newsletters

Government and funding bodies through:

- provider performance reviews
- Learner and Employer Voice

Staff through:

- monthly Welsh Language and Culture meetings
- quarterly alignment meetings
- one to one monthly meetings with your manager
- staff intranet
- our t2 Knowledge Bank at www.t2knowledgebank.co.uk
- our Why Learn Welsh website www.whylearnwelsh.co.uk
- newsletters

As such we will:

Ensure that learners are motivated to learn Welsh and to develop their Welsh skills further within their vocational area

Recruit Welsh speaking staff who are good Welsh language role models in their vocational areas to encourage learners in using and developing their Welsh language skills

Strive to ensure that we have learning programmes which match the needs of learners and employers.

This Action Plan aims to ensure that we deliver on our Welsh Language and Culture strategy and will be reviewed and added to each month with feedback from:



Welsh Language and Culture Action Plan

Action

Responsibility

January

Review progress against targets for developing our Welsh Dimension provision in line with Welsh Government targets

Feedback from NTFW Welsh Language champion activities

Finalise 'Achievers Edge' and 'Management Acumen' with a section on 'Rugby runs deep in Wales'

Finalise staff newsletter 'Include' with a section on 'Rugby runs deep in Wales'

Account Managers to target more Welsh speaking companies to encourage more people to undertake courses in Welsh

Continue to develop our Welsh Language Recruitment Strategy to encourage more Welsh speakers with relevant experience to join the company to deliver Welsh Language Provision to our Learners

Continue to review all e-learning for effectiveness

Evaluate and share best practice of learners promoting Welsh Dimension in their workplace

Communicate to all staff Welsh Word of the Week via email and the Intranet

Monthly email campaign promoting t2's support websites to all learners

Monthly email 'Tips & Guidance' for PDMs, Coach's and IG's

Promote our bilingual Welsh/English courses to potential employers and learners through a monthly email campaign

Continue to gain and develop case studies from Welsh learners

Events

1st Barry Island New Year's Day Swim
13th The Saturnalia Beer Festival
25th St Dwynwen's Day

Agree next meeting of the Welsh Language and Culture Committee

February

Review progress against targets for developing our Welsh Dimension provision in line with Welsh Government targets

Feedback from NTFW Welsh Language champion activities

Publish 'Achievers Edge' and 'Management Acumen' with a section on 'Rugby runs deep in Wales'

Publish staff newsletter 'Include' with a section on 'Rugby runs deep in Wales'

Account Managers to target more Welsh speaking companies to encourage more people to undertake courses in Welsh

Continue to develop our Welsh Language Recruitment Strategy to encourage more Welsh speakers with relevant experience to join the company to deliver Welsh Language Provision to our Learners

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Monthly email 'Tips & Guidance' for PDMs, Coach's and IG's

Promote our bilingual Welsh/English courses to potential employers and learners through a monthly email campaign

Promote to staff and learners 'Wales first Fairtrade Country'

Events

3rd RBS 6 Nations- Wales v Scotland
24th Rhyl 10 Mile Run
24th – 4th Crickhowell Walking Festival

Agree next meeting of the Welsh Language and Culture Committee

March

Review progress against targets for developing our Welsh Dimension provision in line with Welsh Government targets

Feedback from NTFW Welsh Language champion activities

Prepare 'Achievers Edge' and 'Management Acumen' with a section on 'Prince Wales Harry marries Meghan Markle'

Prepare staff newsletter 'Include' with a section on 'Prince Harry of Wales marries Meghan Markle'

Account Managers to target more Welsh speaking companies to encourage more people to undertake courses in Welsh

Continue to develop our Welsh Language Recruitment Strategy to encourage more Welsh speakers with relevant experience to join the company to deliver Welsh Language Provision to our Learners

Continue to review all e-learning for effectiveness

Evaluate and share best practice of learners promoting Welsh Dimension in their workplace

Communicate to all staff Welsh Word of the Week via email and the Intranet

Monthly email campaign promoting t2's support websites to all learners

Monthly email 'Tips & Guidance' for PDMs, Coach's and IG's

Promote our bilingual Welsh/English courses to potential employers and learners through a monthly email campaign

Promote to staff and learners 'St. David's Day'

Events

1st Saint David's Day
11th RBS 6 Nations - Wales v Italy
17th RBS 6 Nations - Wales v France

Agree next meeting of the Welsh Language and Culture Committee