



Comisiynydd y
Gymraeg
Welsh Language
Commissioner

The Welsh Language Commissioner's Education Pack

Introduction for Teachers and Practitioners

The aim of this education pack is to provide a range of resources for teachers and practitioners to use when teaching secondary school learners in Wales about the role of the Welsh Language Commissioner and the relevance of the Commissioner's work to their use of Welsh in their everyday life. The pack includes:

- **Six PowerPoint presentations** to be used in the classroom to introduce and encourage discussion about the background and role of the Welsh Language Commissioner and learners' use of Welsh:



- **Presentation 1:** The position of the Welsh Language today
- **Presentation 2:** Who is the Welsh Language Commissioner and what is their role?
- **Presentation 3:** Public organisations in Wales
- **Presentation 4:** Private businesses/ organisations and charities in Wales
- **Presentation 5:** Using Welsh in sport activities
- **Presentation 6:** What can we do to promote the use of Welsh?

- **A script for teachers/ practitioners** to accompany the six PowerPoint presentations.

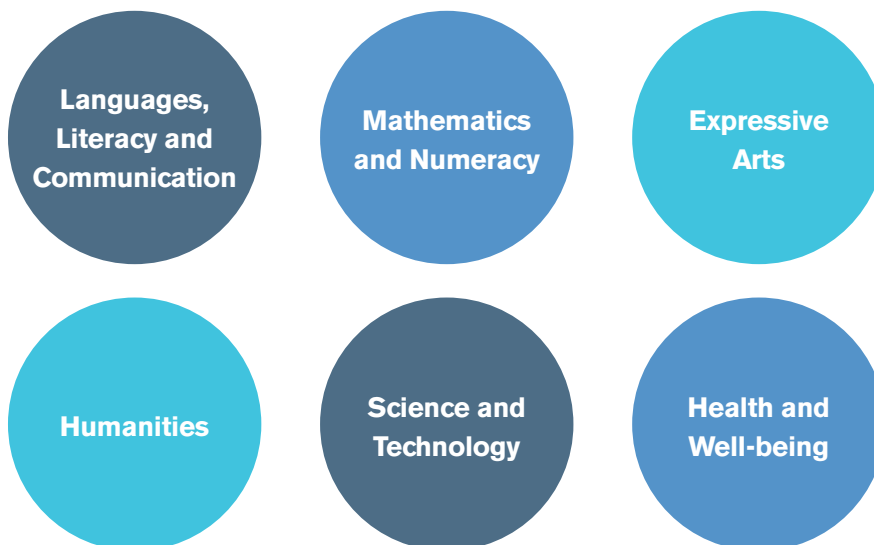


- **A pack of suggested cross-curricular activities** to accompany the six PowerPoint presentations along with appendices of supporting resources and a list of further useful resources to deepen learners' understanding of the Welsh Language Commissioner's role.



The pack has been designed to align with the requirements of the Curriculum for Wales, offering a range of activities that give learners the opportunity to *learn about their own cultural identity and foster pride in their own sense of identity and belonging to Wales as citizens of a bilingual Wales in a multilingual world.*¹

A number of activities give learners the opportunity to develop the Curriculum for Wales' mandatory cross-curricular skills, which are **literacy, numeracy** and **digital competence**, and to encourage them to apply and develop them further across the Curriculum's **six areas of learning and experience**:



One of the main aims of the package is to give learners the opportunity to realise the **four purposes of the Curriculum for Wales**, which are intended to encourage every child and young person to develop as:

- ambitious, capable learners
- enterprising, creative contributors
- ethical, informed citizens of Wales and the world
- healthy, confident individuals who are ready to lead fulfilling lives as valued members of society.

The package is designed to be flexible so that teachers and practitioners can use it in a way which suits their learners and the time available. The activities are suitable for a range of secondary ages and can be adapted and differentiated as required.

1 [Languages, Literacy and Communication: Statements of what matters - Hwb \(gov.wales\)](#)

Activities

1. Discussion/ expressing opinion task

Share some of the discussion cards (Appendix 1) with learners in small groups and encourage them to discuss and express their opinion on the information/ statements/ questions displayed, using suitable language for expressing opinion.

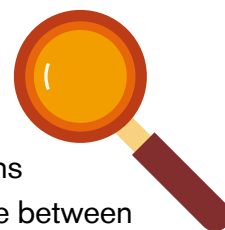
2. Ranking tasks

- Select nine of the 'Advantages of Bilingualism' cards (Appendix 2) and give them to learners in small groups. Ask them to discuss the statements on the cards and put them in order of priority in the form of a diamond ranking diagram, explaining and justifying their views. (The activity can be adapted by giving learners ten cards to discuss initially and asking them to reject one of the statements before ranking the remaining nine in the form of a diamond diagram.)
- The above ranking activity can also be completed using nine or ten of the 'Advantages of Welsh' cards (Appendix 3) (some of the statements on the 'Advantages of Bilingualism' cards could be used in this task too if you wish).
- Share a number of blank cards (Appendix 4) of your choice (e.g. eight, ten or twelve) with learners in small groups. Ask them to discuss and list the most obvious words that come to mind when thinking of the Welsh language, before writing each word on individual cards and ranking the cards in order of importance, according to the views of the group.



3. Sorting tasks

- Give the cards seen in Appendix 5 to learners in small groups and ask them to sort them into three piles – public organisations, private organisations or businesses, and charities. Then, encourage them to discuss the difference between public organisations and private organisations/ businesses and charities in terms of the requirements placed on them in the context of the Welsh language.
- Give the True or False (Appendix 6) cards to learners in small groups and encourage them to sort them into True/ False piles. The statements on the cards are based on the content of presentations 1 to 4. The appropriate statements can be used at the end of each PowerPoint presentation in turn, or they could all be used together after sharing the six PowerPoint presentations.



4. Additional cross-curricular tasks

Here are a few examples of additional cross-curricular tasks that you could encourage learners to complete in response to the content of the PowerPoint presentations and/ or the initial discussion tasks:



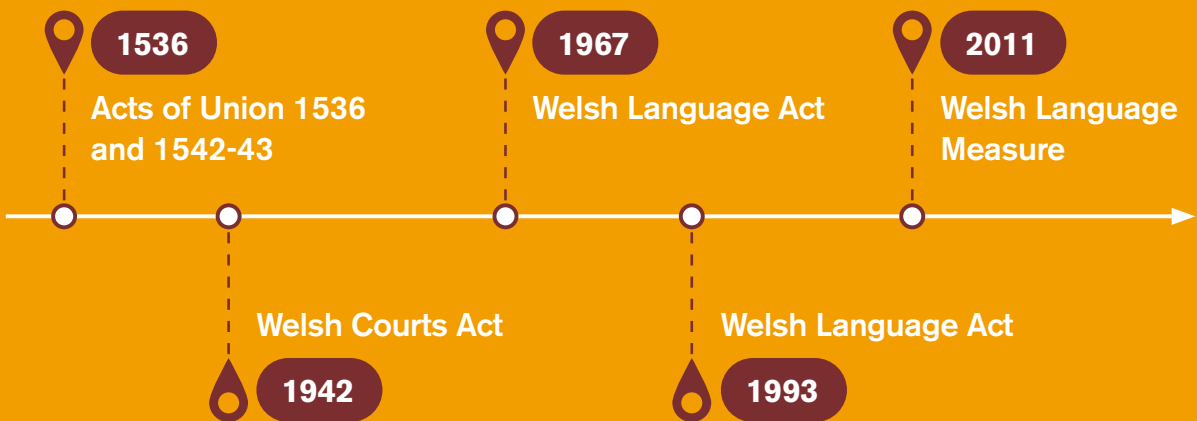
Write a letter/ email to the Welsh Language Commissioner about a failure by a particular organisation to protect the rights of Welsh speakers,
 or
 Write a letter/ email to the Welsh Language Commissioner following a positive experience to praise a particular organisation's use of Welsh.

Create a digital pamphlet presenting information about the role of the Welsh Language Commissioner.

Research important dates and events in the history of the Welsh language and organise them onto a timeline (e.g. the Acts of Union 1536 and 1542-43; the Welsh Courts Act 1942; the Welsh Language Act 1967; the Welsh Language Act 1993; the Welsh Language Measure 2011, etc).



The History of the Welsh Language





Research and present information about other minority languages across the world (research work, data handling, locating on a map, etc.), as well as some of the other countries that have Language Commissioners and the work of IALC (International Association of Language Commissioners).

Compare Welsh with one of the world's other minority languages.



Role-play/ create a dialogue based on a situation where a customer has not received the Welsh service that they were hoping for from an organisation in Wales.

Create a digital advert or write a speech encouraging businesses/ charities to offer more bilingual services, listing the advantages.

Create a poster or pamphlet on the 'Advantages of Bilingualism' or the 'Advantages of Speaking Welsh' for other pupils in the school.



AR AGOR OPEN


Conduct a survey of the use of Welsh by local businesses and present and analyse the data.



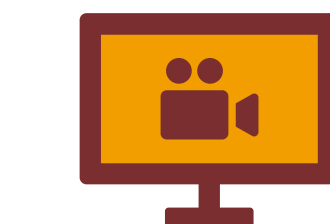
Write a speech or create a short oral presentation/ video summarising the vision and importance of the Welsh Government's Cymraeg 2050 strategy.

Organise an event to promote the use of Welsh in the school or the local area.

Research important events (both positive and negative) in the history of the Welsh language (e.g. The Acts of Union 1536 and 1542-43; the history of the Welsh Not; the establishment of Urdd Gobaith Cymru; the Fate of the Language (Tynged yr Iaith) lecture; the history of the Welsh Language Society; the Beasley case; the establishment of S4C, etc.) and create a short oral presentation or 'documentary programme'.



Design a suitable 'Defnyddia dy Gymraeg' (Use your Welsh) logo to be used in school to encourage other pupils to use their Welsh as much as possible.



Watch this video clip: [Hoff Air Cymraeg/ Favourite Welsh Word](#), before expressing their opinion on their favourite Welsh words. How about creating a list or dictionary of the class' favourite Welsh words?


Create a list of the rights of Welsh speakers to be displayed in class/ school.

Create a presentation for parents, school governors and the wider community on the advantages of bilingualism.

Create a list of five things they could do to promote and protect the Welsh language. What about creating 'resolutions' as a class/ year group of things that they would like to do to promote the use of Welsh in school during the term/ year?



Discussion/ expressing opinion cards

 Cut out and share the cards with learners in pairs/ small groups to encourage them to discuss and express their opinion on the statements on each card.

Can you provide a brief explanation of the role of the Welsh Language Commissioner?

Why do you think the post of Welsh Language Commissioner is needed?



The Welsh Government's Cymraeg 2050 Strategy states that the Welsh language is "one of the treasures of Wales" which "defines us as people and as a nation".

Do you agree with this statement? Why? Provide reasons to support your view.

The Welsh Language Act 1993 and the Welsh Language Measure 2011 give equal status to the Welsh language and the English language in Wales.

What is your opinion on this? Try to explain your view.

Do you agree that it is important that people in Wales have the right and freedom to speak Welsh if they wish? Why is the Welsh Language Measure 2011 important in this respect?

Do you believe that it is important for Welsh speakers to use Welsh as much as possible when using services in Wales? Why? Provide reasons to support your views.

Do you believe that it is important that Welsh speakers inform the Welsh Language Commissioner if a public organisation in Wales fails to respect the rights of Welsh speakers in their view? Why? Provide reasons to support your view.

Why do you think the post of Welsh Language Commissioner is needed?

What is meant by the word 'right'?

Can you think of other rights that we have in our everyday life?

Why are rights important?

What is the purpose of rules? Why do you think rules are needed? What kind of rules do you have to follow in your everyday life? What is the impact of those rules?

Can you provide a brief explanation of the role of the Welsh Language Commissioner?

Why do you think it is important that organisations use Welsh on websites, social media and digital services in this day and age?

Why do you think that Welsh is such an important skill in the world of work these days?

Do you think that the Welsh Language Standards are important to encourage more people to use their Welsh every day?

“It’s important that Welsh speakers in Wales can live their everyday life through the medium of Welsh if they wish to do so.”

Do you agree or disagree with this statement? Why? Provide reasons to explain your views.

If you can speak some Welsh, how much opportunity do you have to use your Welsh every day? Do you have plenty of opportunity/ too little opportunity?

If you can speak some Welsh, do you make as much use as you can of Welsh in your everyday life?

If you can speak some Welsh, what can you do to make full use of Welsh in your everyday life?

Can you explain how Welsh speakers’ rights to use the language have changed over recent years? What is your opinion on this?

Do you think it’s important that everyone in Wales shows respect towards the Welsh language, whether they speak Welsh or not? Provide reasons to support your views.

**If you can't speak any/
much Welsh, do you
wish that you could?
Why? What would be
the benefits of speaking
Welsh, in your opinion?**

***“Protecting the Welsh
language is not the role
of one individual or
organisation – all of us
have a responsibility to
help and play our part if we
wish to ensure the future of
the language.”***


**Do you agree with this
statement?**

***“The Welsh language
belongs to everyone
in Wales, whether we
speak it or not.”***

**Do you agree with
this statement?**



Ranking Cards – Advantages of Bilingualism

 **Cut out the cards. Choose nine or ten cards and ask learners in small groups to discuss the statements on each card and rank them in the form of a diamond ranking diagram.**



Bilingual people tend to be more flexible, sensitive and creative (cognitive skills).

Speaking two languages provides more career opportunities and can increase your chances of getting a job.

Bilingual people tend to be able to focus more easily on a range of tasks at the same time (multitasking).

Bilingual people tend to be more flexible, sensitive and creative (cognitive skills).

Bilingual people tend to have a better ear for other languages and learn additional languages more easily.

Speaking two languages provides more career opportunities and can increase your chances of getting a job.

Speaking two languages gives you another skill to put on your CV or job application form.

Research shows that bilingualism delays the onset of Dementia and other symptoms of Alzheimer's disease later in life.

Bilingual people tend to show more empathy than those who only speak one language.

Speaking two languages broadens your horizons and can open doors to more than one culture, history, identity and community.

Being able to switch confidently from one language to another nurtures confidence and a sense of pride in the individual.

Speaking more than one language can offer more study options – e.g. a wider choice of university courses.

Speaking more than one language helps people to be more open-minded and show more appreciation and tolerance for other cultures and backgrounds.

Bilingual people tend to get better results in intelligence tests.

People who speak two languages tend to do better when working under pressure.

Speaking more than one language offers a wider range of social activities.

Bilingual people are often better communicators in both languages.

A bilingual person can communicate with a wider range of people than someone who only speaks one language.

Speaking two languages increases our opportunities to socialise and make friends.

Speaking two languages improves our concentration and memory.

Research shows that bilingual people have lower levels of stress than people who only speak one language.


Bilingualism improves our understanding of how language works (e.g. grammar etc.).

Being bilingual offers more opportunities in terms of hobbies and interests.

Speaking two languages improves, rather than limits, our opportunities.



Ranking Cards – Advantages of Welsh

-  **Cut out the cards. Choose nine or ten cards and ask learners in small groups to discuss the statements on each card and rank them in the form of a diamond ranking diagram.**



The ability to speak Welsh gives people a strong sense of identity and belonging.

The ability to speak Welsh is another skill to put on a CV or job application form.

Pupils in Welsh-medium education perform just as well, if not better, in English than children in English-medium education.

The ability to speak Welsh offers more social opportunities and experiences and opens the door to an enriching community life.

The ability to speak Welsh gives people a strong sense of identity and belonging.

The ability to speak Welsh is a skill in the workplace and more and more employers are now either required to have a bilingual workforce or wish to have a bilingual workforce.

The ability to speak Welsh enables people to enjoy the unique culture of Wales – be that Welsh-language music, Welsh-language television programmes and films, Welsh-language literature, and Welsh language events such as the National Eisteddfod, and so on.

The ability to speak Welsh helps people to enjoy a closer relationship with the history, heritage, identity and traditions of Wales.

The ability to speak Welsh offers more career opportunities in Wales and can increase people's chances of getting a job.

The ability to speak Welsh is another skill to put on a CV or job application form.

Speaking more than one language can offer more study options – e.g. the option of Welsh-medium university courses.

Being able to speak Welsh shows that we are unique here in Wales.



Being able to speak Welsh helps us show more empathy towards other languages and cultures.

Appendix 4

Appendix 4

Appendix 4

Public/ private organisations/ charities sorting cards



Cut out the cards. Ask the learners to work in small groups to sort the cards into three piles – public organisations, private organisations or businesses, and charities. What is the difference between them in terms of the requirements placed on them in the context of the Welsh language?



The National
Museum

The National
Lottery
Community
Fund

Public organisations

**Local
Authorities
(including
schools)**

**National
Parks**

**Welsh
Government
Ministers**

**The National
Museum**

S4C

**The National
Lottery
Community
Fund**

Public organisations

Tribunals

Police forces

**The Fire and
Rescue Service**

**Higher and
further
education
colleges**

Universities

**Health
Boards**

Private organisations/ businesses

**Lidl
supermarket**

Principality

Boots

**Welsh Rugby
Union**

Xplore
(science centre
in the Wrexham
area)

**Aldi
supermarket**

Charities

WWF Cymru

NSPCC Cymru

RSPB Cymru

**Macmillan
Cymru**

**The Duke of
Edinburgh's
Award**



True or False sorting cards



Cut out the cards.

Ask the learners to work in small groups to discuss the statements and sort them into True/ False piles.

Around 15% of the world's population is bilingual.

The Welsh language is one of the oldest living languages in Europe.



Statements based on Presentation 1

Around 15% of the world's population is bilingual.

On average, one language dies somewhere in the world every 14 days.

It is estimated that around 1,000 minority languages will have died by the turn of the next century.

The Welsh language is one of the oldest living languages in Europe.

In the 2021 Census, 35% of the total population of Wales aged over 3 years old reported that they can speak Welsh.

Protecting the Welsh language is not down to one individual or organisation – we all have a responsibility to help and play our part in order to ensure the future of the language.

Statements based on Presentation 2

The role of the Welsh Language Commissioner was established by the Welsh Language (Wales) Measure 1985.

Before the Welsh Language Act 1993 and the Welsh Language Measure 2011, Welsh speakers did not have the same rights as we have today.

According to the Welsh Language Measure 2011 and the Welsh Language Act 1993, the Welsh language and the English language must be treated equally in Wales.

Since January 2023, Efa Gruffudd Jones has been the Welsh Language Commissioner.

The role of the Welsh Language Commissioner was established to protect the rights of Welsh speakers.



Statements based on Presentation 3

Over 120 public organisations implement the Welsh Language Standards in Wales.

The National Museum and S4C are examples of public organisations in Wales.

Lidl supermarket and NSPCC Cymru are examples of public organisations in Wales.

Most public organisations in Wales are required to fulfil duties in relation to the Welsh language, namely the Welsh Language Standards, that are imposed on them by the Welsh Language Commissioner.

By now, a large number of public organisations required to meet the Welsh Language Standards provide around 50% of their web pages in Welsh.



Statements based on Presentation 4

Private organisations and businesses and charities in Wales are not required to meet the Welsh Language Standards but the Welsh Language Commissioner strongly encourages them to provide services in Welsh.

Part of the Welsh Language Commissioner's work is to show organisations, businesses and charities the advantages of providing their services bilingually.

Currently, around 15 organisations have received recognition from the Welsh Language Commissioner.

Examples of private organisations in Wales include the Welsh Rugby Union and the Duke of Edinburgh's Award.

Examples of charities in Wales include WWF Cymru and NSPCC Cymru.



Answer sheet

Statements based on Presentation 1

- Around 15% of the world's population is bilingual. *(False – Around 43% of the world's population is bilingual.)*
- On average, one language dies somewhere in the world every 14 days. *(True)*
- It is estimated that around 1,000 minority languages will have died by the turn of the next century. *(False - It is estimated that around half of the 7,000 minority languages spoken around the world will have died by the turn of the next century.)*
- The Welsh language is one of the oldest living languages in Europe. *(True)*
- In the 2021 Census, 35% of the total population of Wales aged over 3 years old reported that they can speak Welsh. *(False - in the 2021 Census, 17.8% of the total population of Wales aged over 3 years old reported that they can speak Welsh.)*
- Protecting the Welsh language is not down to one individual or organisation – we all have a responsibility to help and play our part in order to ensure the future of the language. *(True)*

Statements based on Presentation 2

- The role of the Welsh Language Commissioner was established by the Welsh Language (Wales) Measure 1985. *(False - The role of the Welsh Language Commissioner was established by the Welsh Language (Wales) Measure 2011.)*
- Before the Welsh Language Act 1993 and the Welsh Language Measure 2011, Welsh speakers did not have the same rights as we have today. *(True)*
- According to the Welsh Language Measure 2011 and the Welsh Language Act 1993, the Welsh language and the English language must be treated equally in Wales. *(True)*
- Since January 2023, Efa Gruffudd Jones has been the Welsh Language Commissioner. *(True)*
- The role of the Welsh Language Commissioner was established to protect the rights of Welsh speakers. *(True)*

Statements based on Presentation 3

- Over 120 public organisations implement the Welsh Language Standards in Wales. *(True)*
- The National Museum and S4C are examples of public organisations in Wales. *(True)*
- Lidl supermarket and NSPCC Cymru are examples of public organisations in Wales. *(False – Lidl is a private company and NSPCC Cymru is a charity.)*
- Most public organisations in Wales are required to fulfil duties in relation to the Welsh language, namely the Welsh Language Standards, that are imposed on them by the Welsh Language Commissioner. *(True)*
- By now, a large number of public organisations required to meet the Welsh Language Standards provide around 50% of their web pages in Welsh. *(False - By now, a large number of public organisations required to meet the Welsh Language Standards provide over 95% of their web pages in Welsh.)*

Statements based on Presentation 4

- Private organisations and businesses and charities in Wales are not required to meet the Welsh Language Standards but the Welsh Language Commissioner strongly encourages them to provide services in Welsh. *(True)*
- Part of the Welsh Language Commissioner's work is to show these organisations, businesses and charities the advantages of providing their services bilingually. *(True)*
- Currently, around 15 organisations have received recognition from the Welsh Language Commissioner. *(False - Currently, over 100 organisations have received recognition from the Welsh Language Commissioner.)*
- Examples of private organisations in Wales include the Welsh Rugby Union and the Duke of Edinburgh's Award. *(True)*
- Examples of charities in Wales include WWF Cymru and NSPCC Wales. *(True)*

**PowerPoint
presentation
scripts for
teachers and
practioners**



Presentation 1: The position of the Welsh language today



Slide 1:

Title slide.

Slide 2:

Did you know that around 43% of the world's population is bilingual (in other words, they can speak two languages)?

And that almost 20% of the world's population is multilingual (in other words, they can speak more than two languages)?

Many of us here today may be a part of those statistics, if we can speak more than one language.

Slide 3:

Discuss in pairs/ small groups -

- How many of you can speak more than one language? If so, what are they?

Slide 4:

Discuss -

- If you can speak more than one language, how does that make you feel?

Slide 5:

Discuss -

- If you only speak one language, would you like to be able to speak more than one language? Why?

Slide 6:

What could the advantages of bilingualism be, in your opinion?

Slides 7-17:

Ask pupils to share their own ideas, then discuss the advantages as they appear on each slide.

Slide 18:

Did you also know that, on average, one language dies somewhere in the world every 14 days? That equates to two languages a month and 24 languages a year.

It is estimated that around half of the 7,000 minority languages spoken around the world will have died by the turn of the next century.

The Welsh language is one of the oldest living languages in Europe. But what is the position of the Welsh language in this context? What needs to be done to protect and strengthen the language to ensure that it is not in danger of disappearing, like so many other minority languages?

Slide 19:

In the 2021 Census, there was a small increase in the percentage of people who are able to speak Welsh amongst the young adult age groups (16 to 19 years and 20 to 44 years), which is encouraging.

Slide 20:

However, the percentage of the population aged 5 to 15 years who stated that they can speak Welsh fell between 2011 and 2021, from 40.3% in 2011 to 34.3% in 2021, a decrease of 6.0 percentage points. This was the biggest percentage point decrease in any age group.

The 45 to 64, 65 to 74 and 75 and over age groups saw reductions too.

Slide 21:

And, in total, 538,000 of the Welsh population aged over 3 years old (17.8% of the total population) reported that they are able to speak Welsh. This was a decrease of around 23,700 people compared to the 2011 Census.

Slide 22:

Discuss -

- How do these figures make you feel?
- Why do you think that fewer people in general reported that they can speak Welsh in the 2021 Census compared to the 2011 Census?

Slide 23:

In 2017, Welsh Government published the Cymraeg 2050: A Million Welsh Speakers strategy to address the decrease in the number of Welsh speakers in Wales.

The Cymraeg 2050 strategy aims to promote and facilitate the use of Welsh, and encourage more people to speak and use their Welsh, in order to reach the target of a million Welsh speakers by 2050.

Slide 24:

“The Welsh language is one of the treasures of Wales. It is part of what defines us as people and as a nation. Our ambition as Welsh Government is to see the number of people able to enjoy speaking and using Welsh reach a million by 2050.”

Cymraeg 2050, Welsh Government**Slide 25:**

“The challenge of achieving a million Welsh speakers by 2050 calls for far-reaching changes. Boundaries need to be pushed and ambitious action taken to enable more people to learn and use Welsh.”

Cymraeg 2050, Welsh Government**Slide 26:**

There are three themes to achieving the aim of the Welsh Government’s Cymraeg 2050 strategy.

1. Increasing the number of Welsh speakers;

2. Increasing the use of Welsh;

3. Creating favourable conditions for speaking and using Welsh.

Slide 27:

Discuss -

- How many of you here can speak, or understand, some Welsh?
- If you can speak some Welsh, how much of it do you use in your everyday life? Where? And with who? Do you make as much use of your Welsh as you could? If not, why?

Slide 28:

Discuss -

If you don’t speak any Welsh, do you wish that you could? Why? How would your life be different if you could speak Welsh, in your opinion?

Slide 29:

Discuss -

Do you think that Welsh Government’s Cymraeg 2050 strategy is important? Why?

Slide 30:

A large number of organisations in Wales have a role to play in helping to achieve the Welsh Government’s aim of reaching a million Welsh speakers by 2050, and the Welsh Language Commissioner is one of those.

Slide 31:

However, it is important to remember that the Welsh language belongs to everyone in Wales. Protecting the Welsh language is not down to one individual or organisation – we all have a responsibility to help and play our part in order to ensure the future of the language, whether we speak Welsh or not.

Slide 32-36:

Quiz

- Around what percentage of the global population is bilingual?

(43%)

- On average, how many languages die somewhere in the world each year?

(24 – 1 every 14 days.)

- Can you think of three advantages of being bilingual?

(See the statements on slides 7-17.)

- In the 2021 Census, what percentage of the total population of Wales aged over 3 years old reported that they can speak Welsh?

(17.8%)

- The aim of Welsh Government's A Million Welsh Speakers strategy is to reach a million Welsh speakers by which year?

(2050)

Presentation 2:

Who is the Welsh Language Commissioner and what is their role?



Slide 1:

Title slide.

Slide 2:

The role of the Welsh Language Commissioner was established by the Welsh Language (Wales) Measure 2011.

The Welsh Language Measure 2011 gives rights to Welsh speakers in Wales.

Slide 3:

Discuss -

- What is meant by the word 'right'?

- Can you think of other rights that we have in our everyday life?

- Why are rights important, in your opinion?

Slide 4:

The main functions of the Welsh Language Measure 2011 is to:

- Give official status to the Welsh language in Wales;

- Encourage people in Wales to use the Welsh language and make it easier for them to do so;

- Ensure that the Welsh language is treated no less favourably than the English language;

- Create the Welsh Language Standards, which are a set of rules that designated organisations in Wales must follow in order to ensure fairness for the Welsh language;

- Investigate complaints if there is interference with people's freedom to use Welsh.

Slide 5:

The role of the Welsh Language Commissioner was therefore established to protect the rights of Welsh speakers in Wales.

Slide 6:

Before the Welsh Language Measure 2011, the Welsh Language Act 1993 had given equal status to the Welsh language and the English language in the public sector in Wales. This meant that public sector organisations in Wales had to treat the Welsh language and the English language equally.

The public sector includes local authorities, public bodies, the courts and the Government (but more on that later on).

Slide 7:

So, before the Welsh Language Act 1993 and the Welsh Language Measure 2011, Welsh speakers did not have the same rights as they have today, and it was more difficult for them to use their Welsh every day. Welsh speakers

today are very fortunate, therefore, compared to those who wished to live their life through the medium of Welsh around 40 years ago when very few services were available in Welsh.

Slide 8:

Discuss -

How do you feel about the fact that Welsh speakers in Wales have more rights now compared to Welsh speakers before the Welsh Language Act 1993 and the Welsh Language Measure 2011? Is it important, in your opinion?

Slide 9:

Discuss -

Even if you don't speak Welsh, do you think that it's important that Welsh and English are treated equally in Wales? Why?

Slide 10:

According to the Welsh Language Measure 2011 and the Welsh Language Act 1993, both Welsh and English must be treated equally in Wales, and people in Wales have the right and freedom to use Welsh every day.

Slide 11:

This also ties in with the aim of the Cymraeg 2050 strategy that Welsh *"is a routine part of everyday life, so that speakers at all levels feel confident in its use in formal and informal situations, and that products and services are offered proactively in Welsh."*

Slide 12:

A major part of the Welsh Language Commissioner's role is to protect the right and freedom of Welsh speakers to use their Welsh every day, if they wish.

Slide 13:

So, who is the Welsh Language Commissioner?

Since January 2023, Efa Gruffudd Jones has been the Welsh Language Commissioner.

An advisory panel supports the Commissioner, and the Commissioner has staff in locations across Wales.

Slide 14:

What does the Welsh Language Commissioner do?

The Welsh Language Commissioner aims to ensure fairness, justice and rights for Welsh speakers by promoting and facilitating the use of Welsh (in other words, encouraging Welsh speakers to speak and use Welsh, and making it easier for them to do so).

The Commissioner's vision is a Wales where people can use Welsh in their everyday life and live their life in Welsh. A big part of this involves increasing the provision of Welsh language services and other opportunities for people to use the language.

Slide 15:

The Commissioner's role is to ensure that the Welsh language is not treated less favourably than the English language, and to increase the use of Welsh in all sectors in Wales, particularly in the workplace (where people work) and in the community.

Slide 16:

According to the Commissioner:

"We know that many people receive Welsh-medium education but that they do not use the language after leaving school. The workplace is a key place to use their Welsh language skills and to provide opportunities for them to use the language professionally and informally... We need better arrangements in order to recruit a bilingual workforce that can use the Welsh language in their work and with the public every day."

Slide 17:

The Commissioner can also investigate whether there has been interference with people's rights to use Welsh in particular circumstances.

Someone interferes with your freedom if they:

- Tell you not to use Welsh;
- Say that you will suffer in some way because you're using Welsh.

Slide 18:

According to recent statistics, 18% of Welsh speakers said that they had experience of someone else preventing them from speaking Welsh in their everyday life. This increased to 29% of those asked who were aged between 16 and 34.

Slide 19:

Welsh speakers can contact the Commissioner if they have not been able to receive a service in Welsh from an organisation or if they are dissatisfied with the way that an organisation has considered the Welsh language when making decisions.

They can complain about:

- A lack of opportunities to use Welsh;
- Difficulties in using Welsh at work;
- Dissatisfaction with how an organisation treats or considers the Welsh language.

Slide 20:

Watch this Short video clip:

[Welsh Language Commissioner - The Facts](#)

Slide 21:

Welsh speakers' experiences of being prevented from using their Welsh:

"I was stopped because they could only speak English. I should be able to speak my own language in my own country. I continued to speak Welsh because the people I was dealing with were Welsh speakers."

Slide 22:

"I was at work, they were telling me to stick to English so that it's clear and so that everyone could understand what I was saying, it didn't really bother me, I changed to English for the rest of the shift."

Slide 23:

"I couldn't use Welsh in a job interview because the person didn't understand Welsh."

Slide 24:

Listen to this case study:

Following an investigation, the Welsh Language Commissioner has determined that Bupa Dental Care interfered with an individual's freedom to use the Welsh language whilst working in one of the company's dental practices.

The Commissioner determined that Bupa had interfered with his freedom by indicating in an email, and in a subsequent letter addressed to him, that he should not communicate in Welsh with other members of staff.

The reasons given by Bupa Dental Care for the interference were that it was necessary to avoid administrative errors and that the use of Welsh in this specific case constituted to the individual breaching conditions in his employment agreement.

The Commissioner was not of the opinion that there was justification to interfere with this individual's freedom to communicate in Welsh with his colleagues.

As a result of the investigation, Bupa Dental Care committed to give its staff assurances that they could use Welsh in Wales and accepted that the use of Welsh does not lead to errors being made.

Slide 25:

Discuss -

If you can speak some Welsh, have you had an experience of someone preventing you or making it difficult for you to use Welsh (e.g. in a shop/ cafe/ place of leisure)? What happened? How did you feel? How did you respond to this?

Slide 26:

Discuss -

If you don't speak Welsh, do you think it's right that Welsh speakers are stopped from speaking Welsh if they wish to do so?

Slide 27:

Discuss -

Do you think it's important that everyone in Wales shows respect towards the Welsh language, whether they speak Welsh or not?

Slide 28:

Influencing policy

The Welsh Language Commissioner's Policy Team seeks to influence the Welsh Government and other bodies to ensure that their policies in important areas such as:

- education,
- economic development,
- housing and planning, and
- health and care

lead to an increase in the number of people who speak Welsh and have the opportunity to do so daily.

Slide 29:

Discuss -

Do you agree that it is important that people in Wales have the right and freedom to speak Welsh if they wish? Why is the Welsh Language Measure 2011 important in this respect?

Slides 30-35:

Quiz

- When was the post of Welsh Language Commissioner established?

(By the Welsh Language Measure 2011.)

- What is meant by the 'public sector'?

(The public sector includes local authorities, public bodies, the courts and the Government.)

- Who is the Welsh Language Commissioner and since when has she been in post?

(Efa Gruffudd Jones, since January 2023.)

- According to recent statistics, how many Welsh speakers said that they had experience of someone else preventing them from speaking Welsh in their everyday life?

(18% of the total population, 29% of young people aged 16 to 24.)

- What is the Welsh Language Commissioner's vision?

(A Wales where people can use Welsh in their everyday life and live their life in Welsh.)

Presentation 3:

Public organisations in Wales



Slide 1:

Title slide.

Slide 2:

According to the Welsh Language Measure 2011 and the Welsh Language Commissioner, most public organisations in Wales are required to provide opportunities to use Welsh – in other words, opportunities for Welsh speakers to see, hear and use Welsh within or with those organisations. This can be in written form, over the phone, on-line or face to face.

Slide 3:

According to the Welsh Language Commissioner, it is essential that organisations make it clear that they offer Welsh language services and encourage people to use them:

“Promoting Welsh language services requires more than simply providing them; organisations must highlight Welsh language services.”

Slide 4:

This includes:

- providing assurance that a Welsh language service is available;
- ensuring that Welsh language services can be accessed at least as quickly and as easily as English services;
- ensuring that the initial contact is in Welsh by default, or making a proactive offer to use Welsh;
- ensuring that using Welsh will not place users under any disadvantage in terms of the result or speed of the process; and
- ensuring that the language of the service is easy to understand.

Slide 5:

Most public organisations in Wales are required to fulfil duties in relation to the Welsh language, namely the Welsh Language Standards, that are imposed on them by the Welsh Language Commissioner.

The Welsh Language Standards are similar to rules or directions that require organisations to conduct themselves in a particular way or take particular action, in relation to the Welsh language.

Slide 6:

Discuss -

What is the purpose of rules? Why do you think rules are needed? What kind of rules do you have to follow in your everyday life? What is the impact of those rules?

Slide 7:

The purpose of the Welsh Language Standards is:

- to make it clearer to people in Wales what they can expect from organisations in relation to the Welsh language, and to enable them to use Welsh in their dealings with organisations;
- to make it clear to organisations what their duties are in relation to the Welsh language;

Slide 8:

- to improve the quality of Welsh language services in Wales so that they are just as good as English services;
- to create more opportunities to use Welsh;
- to promote and facilitate the use of Welsh and to ensure that the Welsh language is treated no less favourably than the English language.

Slide 9:

Who implements the Welsh Language Standards?

Over 120 public organisations implement the Welsh language standards, including:

- Local Authorities (including schools)
- National Parks
- Welsh Government Ministers

- The National Museum
 - S4C
 - The National Lottery Community Fund
 - Tribunals
 - Police forces
 - The Fire and Rescue Service
 - Higher and further education colleges
 - Universities
 - Health Boards
- and more.

Over time, more and more organisations will be covered by the Welsh Language Standards.

Slide 10:

The Welsh Language Commissioner, through the Welsh Language Standards, encourages public organisations in Wales to give equal status to the Welsh language by:

The leaders and managers of public organisations need to ensure that they are using the Welsh language and supporting others to use the language as much as possible in their daily work.

Slide 11:

According to the Welsh Language Commissioner:

“Organisations need to create more purposeful opportunities to enable workforce members to use the Welsh language.”

Slide 12:

Organisations should use the Welsh language in written formats (e.g. correspondence – letters, emails, forms, posters, leaflets, websites, on social media etc.); over the phone; face to face; in information technology, and ensuring that documents and meetings are fully bilingual, and so on.

Slide 13:

According to the Welsh Language Commissioner:

“As more services move online and as organisations promote digital person to person contact, it must be ensured that the Welsh language is treated no less favourably than the English language. Organisations must ensure that a Welsh digital service is available which is just as easy to use.”

Slide 14:

By now, a large number of public organisations that are required to meet the Welsh Language Standards provide over 95% of their web pages in Welsh.

There is a year on year increase in the use of Welsh language posts on social media, and by now 90% of organisations' X (Twitter) and Facebook posts are available in Welsh.

Slide 15:

But there is still room for improvement:

The Welsh language is treated less favourably than the English language in 33% of website pages that were reviewed during the year.

Slide 16:

Discuss -

Why do you think it is important that organisations use Welsh on websites, social media and digital services in this day and age?

Slide 17:

The Welsh Language Standards also encourage public organisations to:

- ensure that as many members of the workforce as possible can speak Welsh and are encouraged to do so – by:
- placing more value on Welsh as an important skill in the world of work;
- advertising posts and recruiting and appointing more Welsh speakers where possible;

Slide 18:

- conducting job interviews in Welsh;
- increasing opportunities for workers to use Welsh at work;
- offering Welsh language lessons to workers who cannot speak Welsh.

Slide 19:

Across those public bodies who are required to meet the Welsh Language Standards, 69% of job advertisements are available in Welsh.

Slide 20:

According to the Welsh Language Commissioner:

“Employers in Wales need bilingual workforces as there is a need to provide Welsh language Services.”

Slide 21:

Discuss -

Why do you think that Welsh is now such an important skill in the world of work?

Slide 22:

The Welsh Language Standards also encourage public organisations to:

- Promote the use of Welsh within their organisation, and make it as easy as possible to use Welsh – by increasing opportunities to use Welsh within the organisation, making people within the organisation aware of the Welsh language and encouraging them to use it.

Slide 23:

The impact of the Welsh Language Standards:

- 82% of the Welsh speakers sampled agree with the statement ‘I can usually deal with public organisations in Welsh if I wish to do so’.
- In addition, 72% agree with the statement that the Welsh language services provided by public organisations are improving.

Slide 24:

- By now, 95% of Welsh speakers report that they receive a greeting in Welsh when they call a public organisation.
- By now, 95% of public organisations' websites are available in Welsh.
- 90% of public organisations' X (Twitter) and Facebook messages are available in Welsh.

Slide 25:

- Nearly 75% of Welsh speakers see that there is an opportunity for them to use Welsh in their everyday lives.
- 26% believe that the opportunity to use the Welsh language in their everyday lives is increasing.

Slide 26:

Discuss -

Do you think that the Welsh Language Standards are important to encourage more people to use their Welsh every day?

Slide 27:

Are you familiar with the laith Gwaith badge and the Commissioner's laith Gwaith scheme which have been in place for almost 20 years now?

Workers who can provide a service in Welsh to the public wear badges or lanyards bearing the laith Gwaith logo, which is an orange speech bubble, to encourage people to use Welsh with them. Organisations offering services through the medium of Welsh can also display laith Gwaith posters to make the public aware of this.

Slide 28:

The main purpose of the laith Gwaith scheme is to encourage users to speak Welsh first and to make it clear that Welsh speakers or services are available.

Since its launch in 2005, the speech bubble has been used in a myriad of ways, for example, sewn onto the clothing of hospital workers, on the helmets of engineers, and as temporary tattoos for children.

On average, around 50,000 badges, lanyards and posters are distributed to public organisations, businesses, charities and members of the public each year.

Slide 29:

If you see a member of staff or a member of the public wearing a laith Gwaith badge, remember to start a conversation with them in Welsh!

Watch the bilingual Use Your Welsh video clip:
[Use your Welsh](#)

Slide 30:

Discuss -

If you saw a worker for a public organisation in Wales wearing a laith Gwaith badge, would you be likely to speak some Welsh with them, if you're able to? Why/ why not? Do you think that this is important?

Slides 31-36:

Quiz

- What are the Welsh Language Standards?

(Rules or directions that require organisations to conduct themselves in a particular way or take particular action, in relation to the Welsh language.)

- What is the purpose of the Welsh Language Standards?

(See the information on slides 7 and 8.)

- How many public organisations implement the Welsh Language Standards?

(Over 120.)

- What percentage of social media posts are now available in Welsh?

(90%)

- What is the purpose of the Welsh Language Commissioner's laith Gwaith scheme?

(The main purpose of the laith Gwaith scheme is to encourage users to speak Welsh first and to make it clear that Welsh speakers or services are available.)

Presentation 4: Private businesses/ organisations and charities in Wales



Slide 1:
Title slide.

Slide 2:
In contrast to public sector organisations, private organisations/ businesses and charities in Wales are not required to meet the Welsh Language Standards but the Welsh Language Commissioner strongly encourages them to provide services in Welsh.

Slide 3:
This can include encouraging them to use Welsh along with English (e.g. when dealing with customers, on signs, in marketing material and correspondence, on social media); recruiting bilingual staff and using Welsh internally within their organisations/ businesses or charity.

Slide 4:
What is the difference between public organisations, private organisations/ businesses and charities/ the third sector? Can you think of any examples of private organisations/ businesses and charities?

Slide 5:
Do you have any personal experience of using some Welsh with private organisations/ businesses or charities (e.g. in a shop/ cafe), or have you experienced others do so?

Slide 6:
Part of the Welsh Language Commissioner's work is to show these organisations, businesses and charities the advantages of providing their services bilingually.

Watch this short video clip:

[Welsh - an everyday language](#)

Slide 7:
Discuss -
What do you think would be the advantages of using Welsh for private organisations/ businesses and charities in Wales?

Slides 8-10:
Discuss and summarise some advantages:
e.g.

- It would make the organisation/ business/ charity more accessible to more people and would therefore attract more customers.
- It would signify that the organisation/ business/ charity is showing respect to the Welsh language and Welsh culture.
- It would differentiate the organisation/ business/ charity from others and make it more unique.

Slide 11:
Discuss -
Can you think of some more advantages?

Slide 12:
If they are keen to do so, the Welsh Language Commissioner will work with private organisations/ businesses and charities to create their Welsh Language Development Plan, and provide training for them on how to develop bilingual services.

They can then gain recognition from the Commissioner under the Welsh Offer (Cynnig Cymraeg), to show their users that they take pride in the Welsh language and are prepared to use it.

Slide 13:
Today, over 100 organisations have been recognised by the Welsh Language Commissioner, benefiting from working with

the Commissioner on their Welsh Language Development Plans and receiving recognition under the Cynnig Cymraeg, which promotes and develops the bilingualism of their business.

Slide 14:

Examples of businesses include:

Lidl and Aldi supermarkets

Principality

Boots

Welsh Rugby Union

Xplore (science centre in the Wrexham area).

Slide 15:

Examples of charities include:

WWF Cymru

NSPCC Cymru

RSPB Cymru

Macmillan Cymru

The Duke of Edinburgh's Award.

Slides 16-20:

Here are the opinions of a few organisations/ businesses and charities in Wales on using the Welsh language under the Cynnig Cymraeg:

Here are the opinions of a few organisations/ businesses and charities in Wales on using the Welsh language under the [Cynnig Cymraeg](#):

“ It is particularly important for us as an educational charity that our beneficiaries, including young learners, can access our products in Welsh and hear and experience scientific terminology in context. ”

Katie Williams,
Business Development
Officer Xplore!



“ The Cynnig Cymraeg makes our commitment to the Welsh Language credible. It also helps us to develop the Welsh language provision we offer. ”

Brân Devey,
Ramblers Cymru
Communications and
Engagement Manager



“ Our main aim is to ensure that we do as much as possible to support young Welsh speakers and learners to enjoy new experiences by taking part in the Duke of Edinburgh's Award. ”

Jessica Rumble,
Operating Officer with the Duke
of Edinburgh's Award in Wales



“ By supporting food bank clients bilingually, we can provide the necessary resources to support them in the long term. ”

Joanna Hillier,
Arfon Foodbank Programme
Assistant



“ At Lidl, we're committed to being an inclusive retailer, for our customers, communities and colleagues. In Wales, protecting and promoting the Welsh language is a huge part of what it means to be inclusive. ”

Ute Thomas,
Lidl Wales Regional
Manager



Slide 21:

Watch this short video clip which summarises the Cynnig Cymraeg:

[Cynnig Cymraeg \(bilingual\)](#)

Slide 22:

Discuss -

Do you think that it is important that private organisations/ businesses and charities in Wales take pride in the Welsh language and show users that they are willing to use it, even though they are not required to do so under the Welsh Language Measure 2011?

Presentation 5: Using Welsh in sport activities



Slide 1:
Title slide.

Slide 2:
Discuss -
How many of you enjoy sport or are members of sports clubs outside school?

Slide 3:
Discuss -
How many of you have experience of participating in sports/ attending sports clubs where Welsh is used?

Slides 4-7:
According to research from Sport Wales, Welsh speakers are more likely to take part in sports and volunteer.

- Pupils who speak Welsh are more likely to enjoy sports than pupils who do not speak Welsh.
- Pupils who speak Welsh are more likely than pupils who do not speak Welsh to participate in sport outside of the curriculum three or more times per week.
- 46% of pupils who speak Welsh participate in sport outside of the curriculum three or more times per week, compared to 35% of pupils who do not speak Welsh.
- Pupils who speak Welsh are more likely than pupils who do not speak Welsh to participate in sport in both an extracurricular and community club setting at least once a week.

Slides 8-12:

- Pupils who speak Welsh are more likely than pupils who do not speak Welsh to feel 'very confident' in trying new sports.
- 31% of pupils who speak Welsh feel 'very confident' in trying new sports, compared to 25% of pupils who do not speak Welsh.
- The top three sports that pupils who speak Welsh participate in at least once a week in a community club setting are football, swimming, and rugby.
- Pupils who speak Welsh are more likely to volunteer or help with sport at school or in their community than pupils who do not speak Welsh.
- 28% of pupils who speak Welsh volunteer or help with sport at school or in their community, compared to 21% of pupils who do not speak Welsh.

Slide 13:
However...

50% of pupils who speak Welsh are still keen to enjoy more sport opportunities through the medium of Welsh.

Slide 14:
The Welsh Language Commissioner tries to encourage sports clubs to use Welsh when coaching children, young people and adults. These are many reasons why sports clubs should use Welsh when coaching.

Slide 15:
Discuss -
Can you think of reasons why sports clubs should use Welsh when coaching children, young people and adults? What would be the advantages to the clubs themselves and the users?
(e.g. It is an opportunity to attract more members and volunteers, and to ensure that existing members who are Welsh speakers are treated fairly; Welsh speakers can feel more confident and comfortable when participating in sports or volunteering in their mother tongue.)

Slide 16:

Sports clubs can use Welsh when coaching, as well as using Welsh when corresponding with members of the public (e.g. through letters, emails and on social media).

Watch this bilingual video clip of the Scarlets rugby club's use of Welsh:

[Defnyddia dy Gymraeg/ Use your Welsh - Scarlets](#)

Slide 17:

Discuss -

Do you think it's important that children, young people and adults can participate in sports or volunteer with sports clubs through the medium of Welsh, if they wish to do so? Why?

Presentation 6:

What can we do to promote the use of Welsh?



Slide 1:

Title slide.

Slide 2:

Today, nearly 75% of Welsh speakers see opportunities to use Welsh in their everyday life.

Slide 3:

Discuss -

- Would you agree with this statement based on your personal experience?

Slide 4:

Discuss -

- If you can speak some Welsh, how much opportunity do you have to use Welsh every day? Do you think that you have plenty of opportunity/ too little opportunity?

Slide 5:

Discuss -

- Do you make as much use as you can of Welsh in your everyday life?

Slide 6:

Discuss -

- Can you make as much use as you would like to of the Welsh language in your everyday life?

Slide 7:

Discuss -

- If you can't speak Welsh, would you like to be able to use Welsh in your everyday life?

Slide 8:

A large number of organisations in Wales have a role to play in helping to achieve the Welsh Government's aim of reaching a million Welsh speakers by 2050.

The Welsh Language Commissioner is one of these and the Commissioner's main vision is a Wales where people can use Welsh in their everyday life and live their life in Welsh.

Slide 9:

According to the Commissioner:

"As the Welsh Language Commissioner, I work to ensure that the people of Wales, including children, and young people like you, can enjoy using the Welsh language every day. I want for us all to be able to use and speak Welsh as an exciting and vibrant language, which flourishes today and in the future."

Slide 10:

However, it is important to remember that the Welsh language belongs to everyone in Wales, whether we speak it fluently or not. Protecting the Welsh language is not the role of one individual or organisation – all of us have a responsibility to help and play our part.

Watch this video clip:

[Defnyddia Dy Gymraeg/ Use Your Welsh \(bilingual video\)](#)

Slide 11:

Discuss -

What can you do to make use of any Welsh you have in your everyday life?

Slide 12:

Think about your use of Welsh:

- in school
- with your friends
- with members of your family
- socially outside school
- digitally/ on social media
- with public/ private organisations/ businesses and charities
- in the world of work (e.g. weekend/ holiday jobs).

Slide 13:

Discuss -

After watching the presentations in this pack, what do you think are the main reasons for using your Welsh as much as possible in every aspect of your life?

Slide 14:

Here are a few ideas for using some Welsh when using services every day:

[If there's an option, use Welsh](#)

[Ordering coffee](#)

[Cashpoint](#)

[Self-service](#)

[Choose a language on your phone](#)

[Living in Welsh](#)

[Just use your Welsh](#)

Slide 15:

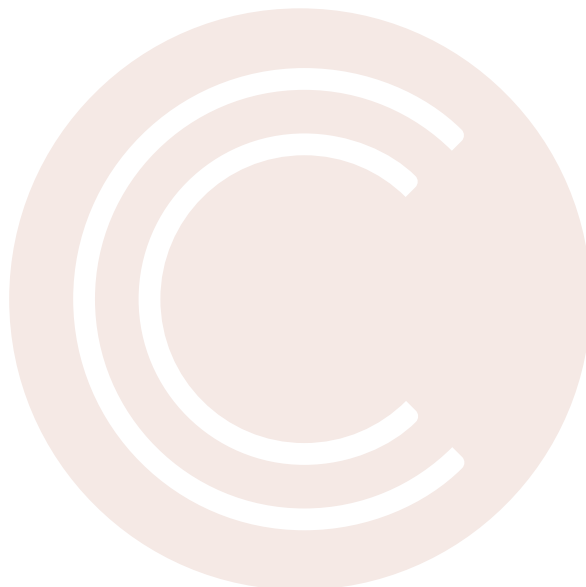
Discuss -

Even if you can't speak Welsh, do you think it's important that you, and everyone in Wales, shows respect towards the Welsh language?

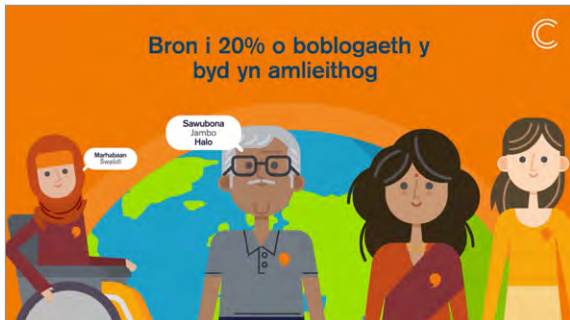
Slide 16:

Closing message from Efa Gruffudd Jones, the Welsh Language Commissioner:

[An interview with the Welsh Language Commissioner](#)



Additional resources and links



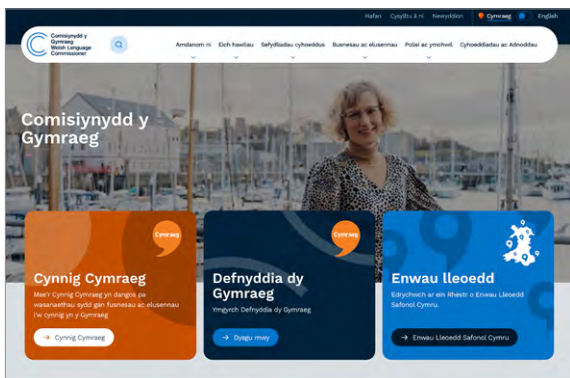
- **Short videos based on the content of this pack:**

The Welsh language today (with voiceover):

[The Welsh Language Today 1](#)

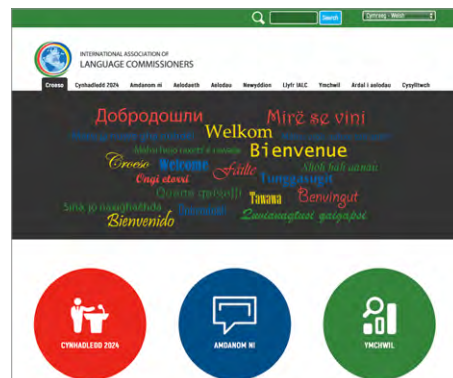
The Welsh language today (without voiceover):

[The Welsh Language Today 2](#)



- **The Welsh Language Commissioner website:**

[Welsh Language Commissioner](#)



- **IALC website (International Association of Language Commissioners):**

[International Association of Language Commissioners - Home](#)