



Welsh Language & Culture Policy

Bijou Day Nursery & Crèche, Cowbridge

Policy owner: Nursery Manager / Rheolwr y Feithrinfa

Version: 2.0

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Next review: June 2027 / Mehefin 2027

Approved by: Samantha Rennison, Responsible Individual / Unigolyn Cyfrifol

1. Policy Statement

Bijou Day Nursery & Crèche is committed to promoting the Welsh language and celebrating Welsh culture. As a nursery operating in Wales, we recognise our responsibility to support the Welsh Government's vision of one million Welsh speakers by 2050 (Cymraeg 2050) and to deliver the Welsh Language Active Offer (Cynnig Rhagweithiol) in line with the More Than Just Words framework.

This policy supports the Curriculum for Wales (Languages, Literacy and Communication Area of Learning and Experience), the Well-being of Future Generations (Wales) Act 2015, the Welsh Language (Wales) Measure 2011, CIW National Minimum Standards, and the More Than Just Words strategic framework for Welsh language in health, social services and social care.

2. The Active Offer (Cynnig Rhagweithiol)

We proactively offer Welsh language provision without families having to ask for it. This means:

- Greeting families in Welsh as well as English
- All policies, key documents, and our website are available bilingually
- Signage, displays, and labels throughout the nursery are bilingual
- Correspondence can be provided in Welsh on request
- Welsh-speaking families are supported in their preferred language
- Staff are encouraged to use incidental Welsh throughout the day

3. Welsh in the Curriculum

Our planning follows the Languages, Literacy and Communication Area of Learning and Experience within the Curriculum for Wales. Welsh language skills are developed across all areas — not confined to a single activity. Our Montessori-inspired approach integrates Welsh naturally across five areas: Language, Mathematics, Culture, Sensory, and Practical Life Skills.

3.1 Daily Practice

- Welsh songs, rhymes, and stories feature in daily circle time and transitions

- Incidental Welsh is used by all staff — greetings, instructions, praise, weather, colours, numbers, daily routines
- Staff use the Continuum of Welsh Language Patterns (Central South Consortium) as a framework for age-appropriate sentence patterns
- Bilingual resources (books, labels, flash cards) are available in all rooms for children to access independently
- Cultural events and national days (St David's Day, Shwmae Su'mae Day, Eisteddfod) are celebrated

3.2 Planning

- Weekly planning includes at least one dedicated Welsh language activity
- Cultural circle time is designated for Welsh language immersion
- Planning follows the Curriculum for Wales progression steps and skills are monitored and mapped to identify gaps
- Children's interests and voices guide the choice of Welsh language themes

4. Catering for a Range of Abilities

Most of our children speak English as their first language. We cater for the full range of abilities through differentiated activities:

- Children who are Welsh-first speakers are celebrated as role models for peers and staff
- Beginners are supported with visual cues, repetition, and praise
- More confident speakers are extended with increasingly complex patterns
- Speaking Welsh is the primary focus; reading and writing opportunities are always provided but not forced
- Children's progress in Welsh is tracked using the Curriculum for Wales progression framework

5. Environment

As a Montessori-inspired nursery, we do not use wall posters in the traditional way. Instead:

- Bilingual resources are embedded naturally across all rooms
- Labels on storage, equipment, and displays are in both languages
- Welsh music is played throughout the day
- Welsh books are available in every reading corner

6. Staff Development

- Staff who speak Welsh as a first language collaborate with management on correct pronunciation and spelling
- All staff are encouraged to develop their Welsh language skills through CPD — courses via "Dysgu Cymraeg" (the National Centre for Learning Welsh) are actively supported
- Welsh pronunciation and planning are discussed at staff meetings
- In-house training is provided when government guidance changes
- Staff members work as a team — more confident speakers support those who are less confident

7. Partnership with Parents

We involve families in supporting Welsh language development at home by:

- Sharing Welsh songs, words, and phrases via the FAMILY app
- Providing bilingual take-home resources
- Celebrating Welsh cultural events with families
- Welcoming Welsh-speaking parents to share their language in the nursery

8. Review

This policy is reviewed annually. If government guidance changes, the policy is amended at the time of the change. The Nursery Manager is responsible for monitoring the implementation of this policy.

9. Related Policies

- Inclusion & Equity Policy
- Additional Learning Needs (ALN) Policy
- Partnership Policy
- Curriculum & Learning Policy