PINC COLLEGE

Coleg Pinc Welsh Language Policy

Pinc College is committed to providing holistic education of the highest quality and this policy is underpinned by Pinc College values, culture and methodology.

Our college Values

Individual - 'We celebrate everyone'

Inclusive - 'We value and support everyone'

Innovative 'We believe in the power to change'

We foster a culture that is **Respectful, Responsible, Safe and Kind**

The principles of the Pinc Method applies equally to our students and team members in everything we do. Our method holds the individual, their wellbeing and their specific needs in every aspect of our approach.

Intent and scope

Coleg Pinc is committed to promoting the Welsh language and providing inclusive learning experiences for neurodivergent learners. While not a Welsh-medium institution, the College actively integrates bilingual engagement through the curriculum, exhibitions, heritage site visits, and educational activities focused on Welsh history and culture, both within the National Museum of Wales and externally.

Students are encouraged to explore Welsh language, culture, and history through creative practice. This policy aligns with the Welsh Language (Wales) Measure 2011, the Welsh Language Standards, the Welsh Language and Education (Wales) Act 2025, and Welsh Government guidance on promoting the Welsh language in education. It demonstrates Coleg Pinc's commitment to Welsh language provision and inclusivity.

2. Key Principles

1. Welsh language is embedded into curriculum, creative practice, and museum-based activities.
2. Inclusive, neurodivergent-friendly approaches are fundamental to all teaching and learning.
3. Staff Welsh skills are actively applied to enhance learner experience.
4. Museum and heritage activities enrich knowledge of Welsh history, heritage, and culture.
5. Learners are encouraged to explore and use Welsh language creatively, including through public exhibitions such as *Ein Lle Ni*.
6. Welsh is recognised as an official language of Wales, equal in status to English, and learners have the right to use Welsh or English in communication.
7. The policy demonstrates Coleg Pinc's commitment to Welsh Government policy while respecting the needs of all learners.

3. Purpose

- Ensure that all post-16 Coleg Pinc learners experience Welsh language engagement in accessible, neurodivergent-friendly ways.
- Provide bilingual resources, instructions, and learning activities that enhance understanding of Welsh culture, history, and heritage.
- Support staff in using their Welsh language skills effectively to enrich the learning environment.
- Encourage learners to incorporate Welsh language into their own creative projects and exhibitions.
- Meet legal duties under the Welsh Language legislation and national standards.

4. Staff Competence and Responsibilities

- Current staff: 3 out of 4 are educated in Welsh to A Level or Mynediad Level 1 through dysgucymraeg.cymru / learnwelsh.cymru.
- Staff are supported to develop their Welsh Language skills through the Work Welsh Programme: https://learnwelsh.cymru/work-welsh/work-welsh-services/
- Welsh-speaking staff are identified and encouraged to use Welsh in their workplace practice.
- Job adverts will clearly indicate Welsh language skills where relevant.

- Staff are responsible for:
    - Using bilingual communication where possible (written, verbal, visual).
    - Adapting activities and resources for neurodivergent learners (visual supports, structured tasks, sensory considerations).
    - Encouraging learner engagement with Welsh at their own pace.
    - Participating in ongoing Welsh language and inclusive learning professional development.

5. Curriculum & Learning Materials

- Delivered through the UAL Level 2/3 Diploma in Creative Practice, with project themes such as Myths and Legends, Surroundings, and Art for Change embedding Welsh cultural content.
- Learning materials (handouts, worksheets, digital content) are bilingual and adapted for neurodivergent learners.
- Materials include visual supports, simplified language, audio descriptions, tactile elements, and clear instructions.
- Activities highlight Welsh history, heritage, culture, myths, and legends in accessible formats.
- Staff are encouraged to use basic Welsh phrases in teaching to normalise bilingual interaction.
- Collaboration will be sought with local and national Welsh-language bodies (e.g., Coleg Cymraeg Cenedlaethol**)** to strengthen provision.

6. Cultural and Heritage-Based Engagement

Coleg Pinc's location in the National Museum of Wales enables a rich bilingual and cultural curriculum. All museum activities are fully neurodivergent-friendly and include:

- Guided Tours: Bilingual handouts and key terms; small, structured groups; visual supports; sensory breaks.
- Interactive Exhibitions: Bilingual labels; tactile materials; quiet zones; step-by-step exploration.
- Creative Workshops: Instructions in English and Welsh; visual guides; one-on-one support; flexible timing.
- Storytelling Sessions: Bilingual narratives; visual storyboards; repetition of key points; sensory-friendly spaces.

- Digital & VR Content: Bilingual interactive media; captions; adjustable volume; visual navigation cues.
- Student-led Public Exhibitions, such as *Ein Lle Ni*, are fully translated into Welsh and English. These projects showcase learner artwork while developing real-world skills in exhibition-making and public engagement.

7. Communication & Signage

- Essential signage, instructions, and documents are bilingual.
- Symbols, pictograms, or icons are used alongside text for clarity.
- Website, promotional materials, and public-facing communications are published bilingually.
- Learners are encouraged to engage with Welsh language according to their comfort and ability.

8. Implementation, Monitoring & Evaluation

- Learner and staff feedback is collected regularly to assess the effectiveness of bilingual engagement and neurodivergent adaptations.
- The policy is reviewed annually to ensure alignment with Welsh language standards and the evolving needs of learners.
- Successful strategies are documented and shared across staff to support continuous improvement.
- A Welsh Language Action Plan will be developed with measurable targets in line with the 2025 Act.

9. Complaints & Feedback

- Anyone who feels this policy has not been followed, or has suggestions for improvement, may submit feedback in Welsh or English.
- A response will be provided in their chosen language within statutory timescales.

10. Review

This policy will be reviewed annually, or sooner if legislation or operational circumstances change.

Version Number	One
CLT Member Responsible for Policy	People
Governors Approval Date	
Date of Next Review	September 2026