

## Scope

This procedure applies to Itec Training Solutions Holdings Group and all employees thereof. Throughout this policy, any references to “the Company”, means the Itec Training Solutions Holdings Group and its subsidiaries and associated companies.

## Purpose

This strategy has been prepared by Itec Training Solutions Ltd (Itec), with the aim to promote the benefits and importance of the Welsh language and culture to all its learners and employees, and to encourage the use of the language in Itec delivery across all programmes.

## Organisational commitment

Itec recognises and is committed to its responsibility in promoting Welsh language and culture across all provisions. All employees are responsible for supporting the business in effectively achieving its commitments.

Itec have in place a Welsh action plan to increase Welsh-medium and bilingual provision. HR Director, Head of Quality and Senior Operational Managers are responsible for maintaining and driving the actions set out in the action plan.

## Commitments

We are committed to supporting our learners and employers to develop and use the Welsh language and raising knowledge around Welsh culture. Key commitments to our learners

- To learn about Wales and its culture.
- To receive feedback and updates in Welsh or bilingually.
- To be able to access Welsh language learning opportunities.
- To have the opportunity to complete qualifications in Welsh or bilingually.
- To promote Welsh language and culture across our marketing social media channels.
- To promote & encourage participation in the Skills competitions.

## Cymraeg 2050

Working in partnerships with Y Coleg Cymraeg Cenedlaethol supporting the scheme “towards Cymraeg 2050” which targets all learners, apprentices, and staff with the aim of developing everyone’s learner skills through:

- Awareness: Learners having an awareness of the Welsh language and its importance in their field
- Understanding: Recognising it is beneficial for all learners to understand the Welsh language to be able to provide a bilingual service using simple phrases.
- Confidence: Supporting learners to use their Welsh to communicate confidentially professionally.
- Fluency: Enabling fluent learners to operate bilingual in their fields and receive a significant element of their education through the medium of Welsh.

Supporting the plan in the six key themes, learners, staff, provision, resources, qualifications, and employers, including

- Increasing the linguistic profile of our staff internally and across our supply chain to be able to teach through the medium of Welsh.
- Working in partnership to utilise and develop Welsh Medium resource and qualifications
- Working with employers to understand the needs for a range of bilingual skills.

## Measuring Progress

We monitor and evaluate our activities outlined in our Welsh action plan to support our continuous improvement. Progress against targets is reviewed quarterly including:

- Measuring the linguistic profile of our staff internally and across our supply chain.
- Learner data targets, for the bilingual, significant and incidental Welsh used within delivery.
- Welsh Government target for priority areas delivered in relation to new starts in the contract year who have a qualification through the medium of Welsh to undertake their apprenticeship qualification bilingually or fluently.