

*Thank you for joining me today to hear about Welsh in the workplace Defnyddio'r iaith Gymraeg yn y lle gwaith. This is not another talk about Welsh language standards and why they matter. You know this yes! And I get it were, busy the stakes are high, difficult decisions are needed to be made every day. Welsh language might struggle to make it to the top of your priority list.*

But have you had a situation on a particular project, patient request, event, and someone usually towards the end ask what about the Welsh language, who speaks Welsh? all this needs translation. And then the team might scramble around to find who can help. Who speaks Welsh who's confident has the skills needed? Maybe delaying the launch or project, appointment, or cost/ budget. Efallai boch chin siarad Cymraeg neu wybod tipyn bach ond ddim wedi ei ddefnyddio am sbel fawr and yn ddiffyg hyder. This might be you able to speak some welsh but lack the confidence *Ac os ydych chin defnyddio Cymraeg mewn pa fyrdd? How do we use Welsh at work? Professionally as well as socially,*

*Many Welsh speakers do not use their language at work, either because of lack of confidence, opportunities, or support. This is a shame, because using Welsh in the workplace can bring many benefits to both employees and employers, as well as to the Patients and families, I going to share with your key action points which will encourage y defnydd o'r iaith Gymraeg more Welsh language use in our workplaces.*

Bit more about myself. First language is Welsh, Meaning Welsh was spoken at home. I Grew up in Cardiff. Growing up speaking Welsh in Cardiff in the 90s there was one Welsh medium high school in whole of Cardiff and the Vale, as a group we were small but felt powerful. Y gorymdrech the fight to establish status of Cymraeg and S4C Welsh language television happened in the 70s. We had television Radio and used Welsh every day . It was our parents who had had that fight. There's Something about being a Welsh speaker in Cardiff, we were very comfortable switching and using English, even developed our own recognisable dialect know as called Glantaf Welsh after the school. But there was always huge pride as that school moto said Coron Gwlad ei Mamiaith. The crown of the country is its mothertonge. **(Slide)** I could speak write confidently a level assignments on antibodies or volcanoes. Then I went to University in Southampton, where everything I did was in English,

Moving back to Wales I worked in different health boards in South Wales for 20 years and being honest I never went back to using Welsh at work at all, As awareness of WLS grew I was asked to translate pamphlets, Check the

language. Or do an answerphone message but went no further. I wore the lanyards to show I spoke Welsh which did encourage a few more patients. You see language is situational. It depends on what were used to, and if we don't have the opportunity to use it in different settings away from our social circle. it's easy to become self-aware / Self-conscious. This is not something we discuss very often. I didn't always *trust* in my ability, and if were not given opportunity to use our Welsh regularly we can *lack confidence* in that ability as well - you would refer to that as a lack of 'hyder' in Welsh. But there is was always an awydd i wella. **(Slide)**

Then last year 2 very important things happened.

I changed jobs to Work in Cardiff University a different employer.

Here Welsh was spoken in every meeting as a greeting or staff having a conversation it was always an item on the agenda, and everyone who could, spoke Welsh, those learning or who previously weren't confident as they hadn't spoken since school. I was teaching physiotherapy in Welsh. Students are supported to do part of their degree in Welsh, I was marking assignments about healthcare, written in Welsh. Giving feedback not translation but thinking and expressing myself professionally in my first language and this was the first time in 20 years I'd been able to do this. I was working professionally in my first language for the first time in 20 years, My confidence as grown as a result.

Linked with this and the second most important event that happened this year was being part of the climb leadership program run by Dragons Heart. And this Dragon has taught me that to lead a change we need to change a culture and create opportunity for change, Newid y diwylliant a creu cyfleoedd.

So, my next ask is directly to you and think about where you work. When it comes to Welsh language? Is it on the agenda? If you need help with it who's there. How confident is your workplace to speak Welsh and for Welsh be heard in a professional setting. Remembering even fluent Welsh speakers have very few opportunities to use Welsh professionally which leads to less confidence to come forward and offer support, poeni yw fy ngymraeg digon da? Worried is my Welsh good enough? Peth pwysig yw bod Cymraeg yn cael ei ddefnyddio. Most importantly Welsh needs to be used.

As leaders within the NHS what actions do you take to promote the Welsh language? Do you give it a go yourself? Why not start a meeting with bore da and a Welsh introduction. It shows your ready to make a change.

The Welsh football team (**Slide**) this year have inspired a nation to get behind them and their campaign song, Yma o hyd was heard being belted by all fans. This wasn't only because it's a great song about overcoming adversity, but the leaders Gareth Bale Aron Ramsey would use their Welsh when they could in whichever way they could, and fans would see this and feel yes that represents me and my Country. 86% of people polled support the use of Welsh, more people are on the supporting side of the chart. You can use language to bring a team together. Like the Welsh football team here saying diolch i'r wal goch no translation need. There's a term in Welsh called Di Gymraeg meaning without Welsh. But does that really exist? Think about yourself as a Welsh speaker you might know a few words, are actively Learning, know a lot but a bit Sketchy when it comes to speaking and writing, or fluent and hyderys.

Be present and visible supporting the use of Welsh in any way you can. Don't worry about not being perfect. (**Slide**). Dweud eich bod yn dysgu, as the slide shows you'll still end up with what you need. A glass of wine.

Aim to Build a confident and skilled workforce, by increasing the visibility of Welsh. Defnyddioch beth chi galli.

Find out how staff feel about their capabilities ask them about speaking Welsh at work. Beth sydd yn dal chi nol? Whats holding you back?

Who could be your champion, what do they need. There's plenty of technology out there which can be used with the current software, for spell checking and grammar to support anyone lacking in confidence to Write in Welsh again . Dyma nhw fan hyn Cysill as cysgliad ar lein (here's a list slide) encourage staff to download and to try, consider writing Welsh documents to be translated and check the English. Rhowch tro arni It might be Quicker.

Include regularly as an agenda in meeting. Ask about any initiative, how does this enhance the promotion of Welsh? Where does it fit, thinking earlier and broader than translations. can we use Welsh in promotion/ name. How visible is it?

Think about yourself as a Welsh speaker no matter how much and what standard. Beth syn bwysid yw bod nin defnysddio y gymraeg. We need to use it

more to become more confident. We are all responsible for the language, we've all inherited the responsibility. All of us here are the stewards of the language. There was a decline of 6% of Welsh speakers in the last census. However, the landscape seems to be and shifting with Growth of numbers in south Wales. Do our services represent and support this growth.

Using Welsh can foster a sense of belonging and identity among staff, as well as promote diversity and inclusion in the workplace It will also help create a strong bilingual workforce for the future, as more Welsh students than ever before will be studying healthcare through the medium of Welsh. Defnyddiwch yr Iaith.

Did you realise 10% of this talk was Welsh?

*To conclude, using Welsh language in the workplace is not only good for patients, but also good for employees and good for society. In order to build the skills and confidence of staff it need to be used more. It can, improve our work quality, raise our morale and confidence, strengthen our teams, we need to use it and hear it. I hope I have convinced you that using Welsh in the workplace is worth it ac I ddim poeni am camgymeriadau.. As the football team say Gorau chwarae cyd chwarae. We need to do this together.*

*Diolch yn fawr iawn am wrando!*