

Shan Morgan
Ysgrifennydd Parhaol
Permanent Secretary



Llywodraeth Cymru
Welsh Government

Mr N Ramsay MS
Chair, Public Accounts Committee
National Assembly for Wales
Cardiff Bay
CF99 1NA

28 July 2020

Dear Mr Ramsay,

Cymraeg. It belongs to us all.

Although this has been a difficult and uncertain time for us all, I was very pleased earlier this year to launch our new strategy for promoting the use of Welsh within the Welsh Government to staff, *Cymraeg. It belongs to us all.*

I am extremely proud of the strategy because it sets an ambitious, long-term goal for use of the language, which should have a positive effect for generations to come. It has involved work by many colleagues from across the organisation over an extensive period.

The Welsh Government's first ever formal strategy on the internal use of Welsh sets a challenge for us to gradually become a bilingual organisation over the next thirty years. Our aim is that the Welsh Government should be truly bilingual by 2050; a workplace in which it is routine for the Welsh and English languages to both be used naturally and interchangeably. This means that, over the course of the next three decades, Welsh Government employees now and in the future will work together to grow the organisation's collective Welsh language capability to enable our workforce to at least be able to understand basic Welsh.

This is a long-term goal, but we need to put steps in place to work towards it now. We will strengthen learning and development by expanding and improving Welsh language



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training, as well as providing more opportunities to use the language. This will help us deliver first class bilingual services to the people of Wales.

As a result of the Welsh Language Measure (Wales) 2011, we have a statutory duty to adopt a policy, which promotes and facilitates use of Welsh in the workplace. In 2017 the Welsh Government's Welsh language strategy, *Cymraeg 2050: A million speakers* asked us to “lead by example” in our internal use of the language. And the First Minister, in his manifesto to become leader of the Labour Party in Wales, promised to “mainstream” the Welsh language across all our policy areas. Other public bodies have also made great strides in this area, both local authorities and national bodies, and so it was time for us to take more action ourselves.

The strategy sets a long-term goal. But we will concentrate initially on the first five years, 2020-2025, during which we will aim to become an exemplar when compared to similar bodies in Wales. This involves 10 actions underpinned by principles designed to ensure that we start on the path to 2050 in a gradual, reasonable and proportionate way. The principles are:

- **Making a long-term commitment and leading the way:** change will be incremental and will happen over time, but we intend to lead by example in the way we promote use of the language in the workplace.
- **Investing in staff and providing opportunities to learn Welsh and develop language skills:** it is crucial that effective and convenient training is provided, with people given both time and motivation to continuously improve their Welsh language skills.
- **Remaining an open, inclusive and diverse organisation:** everyone has the potential to be a Welsh speaker and this strategy does not conflict with our commitment to being open, inclusive and diverse – although Welsh language skills will progressively be needed for more posts, developing a bilingual workforce does not mean (or imply) those skills being a universal pre-requisite for joining the Welsh Government.
- **Continuously reviewing our ways of working to facilitate the increased use of Welsh:** when we introduce new internal policies and initiatives we will review the extent to which they provide further opportunities for staff to use Welsh in their day-to-day work.



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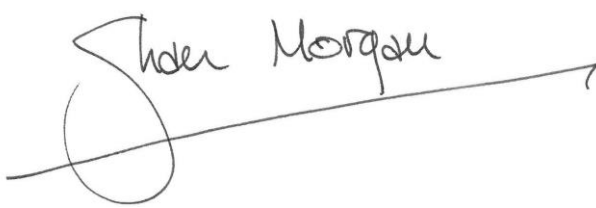
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In time, I hope the strategy can be used to inspire other organisations as they work towards our goal of seeing a million Welsh speakers by 2050.

I am confident we can achieve the goal, because the Welsh language belongs to us all.

Yours,


Shan Morgan

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