HEDDLU GOGLEDD CYMRU
NORTH WALES POLICE

GRŴP GWASANAETHU POBL - PEOPLE SERVICES GROUP

Raising the bar- Oral Welsh Language Competency – Level 1, 2 and level 3 Protocol

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1. Appointment of external staff (except Cleaners and modern apprenticeship)
With effect from **1st January 2008** in accordance with the North Wales Police Welsh Language Protocols, officers and staff appointed **externally** as a result of adverts placed on or after that date will be subject to successfully demonstrating elementary spoken skills in the Welsh language **Level 2** *prior* to and in order to gain appointment. Prior to confirmation of appointment during the probationary period all officers and staff will be required to successfully obtain **Level 3**.

Both levels come from the standardised 5 point Welsh Language Competency Framework that the force has already adopted.

Level 2 Welsh Language- The level enables post holders to understand the essence of a request from the public or colleagues and responding to simple requests such as giving and receiving instructions or directions.

Level 3 Welsh Language – The level enables post holders to understand and respond through the medium of Welsh to general enquiries, taking and passing messages, describing people and locations.

There is no requirement to be able to write in Welsh in these protocols.

2. Cleaners and modern apprentice appointments' are the only exceptions to the above.

Cleaners and modern apprenticeships appointed **externally** as a result of adverts placed on or after 1st January 2008 will be subject to successfully demonstrating elementary skills in the Welsh language **Level 1** *prior* to and in order to gain appointment. Although further levels are not required in line with the Welsh Language Protocol the Force would support and encourage progression to further levels if required/requested within these posts.

Level 1 Welsh Language offers basic linguistic courtesy and pronunciation.

Reason for implementing Welsh levels
Raising the bar illustrates a degree of commitment, awareness and sensitivity to the Welsh speaking and bilingual communities in the North Wales Police area and readily links in to PDR skill areas e.g. Respect for Race and Diversity, Community and Customer Focus and Effective Communication.

Responsibility of Post holder
It will be the responsibility of the applicant/post holder to reach the required levels; however he / she will be supported through the Force Welsh Language CD's 1 and 2 (distance learning packs) and, once appointed, by attendance on the Force Level 3 Welsh course.

The Force has agreed 9 days training during the probationary period will be allocated for Welsh language Level 3. Learners will be able to attend during duty time. This will be delivered by a contracted external training provider; currently this means the Welsh Language Department of Llysfasi College.

3. Commencement of Volunteers/Specials and Cadets
With effect from **1st January 2008** in accordance with the North Wales Police Welsh Language Protocols, all Volunteers, Specials and Cadets recruited **externally** as a result of adverts placed on or after that date will be subject to successfully demonstrating elementary oral skills in the Welsh language **Level 1** *prior* to and in order to commence duties. Although further levels are not required in line with the Welsh Language Protocol the Force would support and encourage progression to further levels if required/requested within these posts.

Level 1 Welsh Language offers basic oral linguistic courtesy and pronunciation.

4. ELIGIBILITY FOR PROMOTION- internally
From the 1st Jan 2008 all police officer and police staff will be required to demonstrate Level 2 oral skills in the Welsh language prior to gaining a promotion. *The applicant will be tested before any 'promotion' interview takes place.*

Promotion for police staff is defined as "Any post that the individual has successfully applied for and which involves a raise in grade".

There is no requirement to write in Welsh for the purpose of this protocol

It will be the responsibility of the member of staff to reach Level 2 however he / she will be supported by means of the Force Welsh Language CD's 1 and 2 (distance learning packs) and the force level 2, 4-day Welsh language training course. It will be possible to attend this in duty time. They will also be informed of other community based and alternative learning opportunities.

This Level 2 comes from the standardised 5 point Welsh Language Competency Framework that the force has already adopted. In reality this includes the ability to meet and greet in Welsh, to use basic oral Welsh language skills and the ability to pronounce place-names accurately. It also ensures a degree of commitment, awareness and sensitivity to the Welsh speaking and bilingual communities in the North Wales Police area.