



pedair



Hyfforddiant Ymwybyddiaeth Iaith – Bwletin newyddion Welsh Language Awareness Training – News Bulletin

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Croeso i'n cylchlythyr. Mae'n rhoi blas i chi o'r math o hyfforddiant rydyn ni wedi bod yn ei ddarparu ledled Cymru dros y flwyddyn ddiwethaf.

Caiff pob cwrs ei deilwra i gwrdd ag anghenion penodol yr asiantaeth a'i helpu i ymateb i'r gofynion o ran deddfwriaeth a pholisi a'r her o safbwynt gofal cwsmer cadarn.

Ynghyd ag hyfforddiant ymwybyddiaeth iaith, mae *laith* yn darparu ystod o gyrsiau ym maes cynllunio iaith cymhwysol a dwyieithrwydd. Cewch fwy o wybodaeth ar www.iaith.eu. Ac mae *Pedair* yn cynnig hyfforddiant a chymwysterau yn ddwyieithog ym maes rheoli ac arwain. Gellwch gysylltu â Clare Grist ar 07968 821788 am fanylion pellach.

Clare Grist



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Welcome to our newsletter. It offers an overview of the kind of training which we have delivered across Wales over the last year.

Each course is tailored to meet the specific needs of the agency, to help respond to legislative and policy requirements and meet the challenge of providing sound customer care.

In addition to language awareness training, *laith* delivers a range of courses addressing applied language planning and bilingualism. You may find out more on www.iaith.eu. And *Pedair* provides bilingual management and leadership training and qualifications. For further details, contact Clare Grist on 07968 821788.

Siarad am Sir Gâr

New Language Skills Strategy in Carmarthenshire



Mae Cyngor Sir Gâr yn un o'r awdurdodau lleol sydd wedi cyflwyno cyfres o weithdai Ymwybyddiaeth laith yn ystod y misoedd diwethaf.

Mae'r gweithdai yn gyfle i ystyried cwestiynau am y Gymraeg a sut i ddarparu gwasanaethau sy'n addas ar gyfer defnyddwyr dwyieithog y sir.

"Mae'r hyfforddiant wedi ei deilwra at ein gofynion ni yn Sir Gâr," meddai Llinos Evans, Swyddog Polisi a Phartneriaeth. "Mae 'na gyfle i godi ymwybyddiaeth yn gyffredinol yn rhan gynta'r diwrnod. Ond mae Cwmni laith a Pedair wedi ymateb hefyd i'r gofyn penodol a oedd gyda ni o safbwynt cael cyfle i edrych o ddifri ar ein Strategaeth Sgiliau laith newydd ac ystyried sut i fwrw ati i'w gweithredu. Dyna sy'n digwydd yn ail hanner y diwrnod."

Yn gyfochrog â'r hyfforddiant ei hun, mae'r Cwmni wedi llunio CD-rom, *Siarad am Sir Gâr*, sy'n cynnig toreth o wybodaeth ychwanegol.

"Mae hwnnw'n adnodd gwerthfawr iawn i'r rheolwyr sy'n cymryd rhan yn yr hyfforddiant," meddai Llinos Evans. "Mae e'n golygu eu bod nhw'n gallu mynd nôl i'w timau a'u hadrannau a chael wrth law yr holl adnoddau sydd eu hangen i fedru rhaedru'r neges ymhellach."

Carmarthenshire County Council is one of the local authorities which has recently commissioned a series of Language Awareness workshops.

The workshops offer an opportunity to address issues relating to the Welsh language and the delivery of services appropriate to the needs of bilingual service users in the county.

"The training has been tailored to meet our needs here in Carmarthenshire," according to Llinos Evans, Policy and Partnership Officer. "The first part of the day offers an opportunity to raise awareness generally, but as well as this, Cwmni laith and Pedair have responded to the specific need to address our new Language Skills' Strategy and to get ready for its implementation. This is the focus for the second half of the day."

To complement the training, Cwmni laith has produced a CD-rom *Siarad am Sir Gâr* which offers detailed background information.

"This is a really valuable resource for the managers taking part in the training," says Llinos Evans. "It means that they can go back to their sections and have at hand all the resources they need to cascade the message further."

Iaith a Gofal

Language and Care

Cynllun iaith Gymraeg newydd oedd y sbardun i *Gweithredu dros Blant* fynd ati i gomisiynu hyfforddiant ymwybyddiaeth iaith a oedd yn cynnig gwell ffocws i'w staff.

Dros y flwyddyn ddiwethaf mae Cwmni iaith, mewn partneriaeth â Pedair, wedi cyflwyno cyfres o weithdai ledled Cymru.

“Mae'r hyfforddiant wedi rhoi cyfle i'n staff fedru rhoi'r Cynllun iaith newydd yn ei gyd-destun,” meddai Wenda Hatherley, Dirprwy Gyfarwyddwr Gwasanaethau Plant, *Gweithredu dros Blant*. “Mae e'n golygu wedyn bod modd deall pam bod dewis iaith yn beth mor bwysig i ddefnyddwyr sy'n siarad Cymraeg a sut y gall yr iaith rydych chi'n ei defnyddio fel gweithiwr ddylanwadu cymaint ar natur y gwaith rydych chi'n ei wneud gyda phlant a phobl ifanc a'u teuluoedd.”

Yn ogystal ag edrych ar sefyllfa'r Gymraeg yn y Gymru gyfoes, mae'r hyfforddiant hefyd yn trafod y cysylltiad annatod rhwng iaith, hunaniaeth a mynegiant. “I ddarparwyr fel *Gweithredu dros Blant* yn y sector gofal cymdeithasol, sy'n aml yn gweithio gyda phobl dan bwysau mawr, mae'r hyfforddiant yn taflu goleuni ar nifer o bethau pwysig,” meddai Wenda Hatherley.

It was their revised Welsh Language Scheme which alerted *Action for Children* to the need to commission more focused language awareness training for their staff.

Over the last year Cwmni iaith, in conjunction with Pedair, have delivered a series of workshops across Wales.

“The training has offered staff an opportunity to place the revised Welsh Language Scheme in context,” says Wenda Hatherley, Deputy Director of Children's Services for *Action for Children*. “It has helped us understand why language choice is so important for our Welsh-speaking service users and how our use of language as workers has such a bearing on the work which we do with children and young people and their families.”

As well as addressing the position of the Welsh language in contemporary society, the training also looks at the vital link between language, identity and expression. “For social care providers such as *Action for Children*, who often work with people experiencing a lot of stress, the training sheds light on several important issues,” says Wenda Hatherley.



Hyfforddi'r Hyfforddwyr

Training the Trainers

Ers rhai blynyddoedd, mae Cwmni Iaith a Pedair wedi datblygu cwrs newydd sbon, *Hyfforddi'r Hyfforddwyr*.

Daw darpar hyfforddwyr at ei gilydd am ddeuddydd i ddysgu am egwyddorion ymwybyddiaeth iaith ac am dechnegau hyfforddi a chyflwyno. Yna, ar drydydd diwrnod yr hyfforddiant ymhen pythefnos neu dair wythnos, mae cyfle i bawb ddod nôl at ei gilydd i wneud cyflwyniad eu hunain a derbyn sylwadau adeiladol ac awgrymiadau sut i symud ymlaen.

“Rydyn ni wedi defnyddio'r hyfforddiant gryn dipyn dros y blynyddoedd diwethaf,” meddai Sali Wyn Islwyn, Cyfarwyddwr Datblygu Cymunedol, Bwrdd yr Iaith Gymraeg. “Mae e wedi rhoi cyfle i staff y Bwrdd a'r Mentrau ddatblygu eu sgiliau cyflwyno a hyfforddi a mireinio rhai o'r negeseuon craidd y maen nhw'n awyddus i'w rhannu.

“Mae'r cyfle i baratoi cyflwyniad, a dod yn ôl ar gyfer y trydydd diwrnod, yn golygu bod modd rhoi rhywbeth at ei gilydd sydd o ddefnydd go iawn i unigolion. Mae gyda nhw set o adnoddau wedyn sy'n gallu bod yn wirioneddol ddefnyddiol yn eu gwaith bob dydd.”

Over recent years, Cwmni Iaith and Pedair have developed a brand new language awareness course, *Training the Trainers*.

People keen to develop their training and presentation skills come together for two days to learn the principles of language awareness and to pick up useful training and presentation techniques. On a recall day within two or three weeks, group members have an opportunity to deliver their own training session / presentation, receiving constructive feedback and ideas for further development.

“We've used the training a lot over recent years,” says Sali Wyn Islwyn, the Welsh Language Board's Director for Community Development. “It's given staff of both the Welsh Language Board and the Mentrau Iaith an opportunity to develop their training and presentation skills and to hone some of the key messages which they're keen to share.

“The chance to prepare their own presentation, and to come back together for the third day, means that they are able to put something together which is useful. It means that they have a set of resources to hand which can be really relevant and useful in their work from day to day.”



‘They All Speak English Anyway.....’

Mae 15 mlynedd ers cyhoeddi un o'r pecynnau hyfforddi cyntaf i drafod ymwybyddiaeth iaith a'r Gymraeg.

Nawr, mae fersiwn newydd o *They all Speak English Anyway* yn mynd i weld golau dydd yn dilyn comisiwn gan Gyngor Gofal Cymru.

“Dan ni'n edrych ymlaen yn arw at gyhoeddi fersiwn newydd o *They all Speak English*,” meddai Sioned Wyn Williams, Pennaeth Datblygu ac Arloesi, Cyngor Gofal Cymru. “Ers y cyhoeddiad cyntaf yn 1994 mae 'na gryn newid wedi digwydd yng Nghymru gyda datganoli a sefydlu'r Cynulliad Cenedlaethol ac mae sefyllfa'r Gymraeg hefyd wedi newid wrth reswm.

“Ond er y newid, mae nifer o'r un cwestiynau'n dal i godi. A dyna pam rydan ni'n comisiynu'r fersiwn newydd yma gan Gwmni Iaith gan wybod bod nifer o'r cwestiynau gwreiddiol ynglŷn â iaith a grym a iaith a gwasanaeth yr un mor berthnasol i weithwyr gofal cymdeithasol rwan ag y buon nhw erioed.”

Yn ogystal â deunydd hyfforddi ar ffurf CD-rom, mi fydd y pecyn newydd hefyd yn cynnwys adnoddau ychwanegol ar y we ar gyfer astudiaeth bersonol a dysgu o bell.

It's 15 years since one of the first training materials addressing language awareness in the Welsh context was published.

Now, a new version of *They all Speak English Anyway* is to be produced in response to a commission by the Care Council for Wales.

“We're looking forward very much to being able to produce a new version of *They all Speak English Anyway*,” says Sioned Wyn Williams, Head of Development and Innovation, Care Council for Wales. “Since the first publication in 1994, things have changed significantly in Wales with devolution and the establishment of the National Assembly and the position of the Welsh language has also changed.

“But, despite the changes, several of the same issues still arise. And that's why we're commissioning this new version by Cwmni Iaith, knowing that many of the original issues regarding language and power and language and service delivery are just as relevant for social care workers as they have ever been.”

In addition to a CD-rom version of the training materials, the new pack will include additional web based resources for personal study and distance learning.

