

Welsh Language and Equality Training and Development Matrix

1 Title	2 Purpose	3 Facilitator	4 Target group	5 2013/14	6 2014/15	7 2015/16	8 Numbers and costs	9 Comments
Welsh language awareness - promotion of culture	Raise awareness of importance of promoting and using Welsh	E Learning Package (as add on to induction module)	Childrens:19 Wellbeing:3	Directorate business managers to advise on priorities.			Total number: 22 Total cost: N/A	To be facilitated via E: Learning module
Welsh learner practice sessions	Following data capture exercise, identify staff/need and encourage staff learning Welsh to practice skills with other learners at lunchtimes	Improve comms to share events calendars. Consider Menter Bro Ogwr to facilitate sessions which will then become self-running		Data capture exercise unlikely to be concluded by end 2013	15	15	Total numbers: 30 Total costs: N/A for improving comms Menter Bro Ogwr fee per hourly session is £25. Estimate 6 sessions before group is self-facilitating To be covered by equalities budget	Improved comms involves ensuring that the Menter Bro Ogwr and other organisations events and activities are circulated to our known Welsh speakers
Welsh speaker practice sessions	Following data capture exercise, identify staff/need and encourage staff speaking or returning to speaking Welsh(to practice skills with other learners at	Improve comms to share events calendar. Consider Menter Bro Ogwr to facilitate sessions which will then become self-running		Data capture exercise unlikely to be concluded by end 2013	15	15	Total numbers: 30 Total costs: N/A for improving comms Menter Bro Ogwr fee per hourly session is £25. Estimate 6 sessions before group is self-facilitating To be covered by equalities budget	Improved comms involves ensuring that the Menter Bro Ogwr and other organisations events and activities are circulated to our known Welsh speakers

	lunchtimes							
Welsh in the workplace	Where a business need for Welsh Speaker has been identified by Group Manager	University of Glamorgan	Childrens: 3 Wellbeing: 38	Directorate business managers to advise on priorities.			Total number: 41 Total Cost: £2,500 over 3 years based on £500 per course To be covered by corporate training budget	Will also include ongoing support via telephone, CD's
Equality and diversity awareness - basic overview	Basic overview of the PSED outlining the nine protected characteristics and briefly covering the SEP.	E Learning module as add on to the induction module	Childrens:198 Grand Pavillion:11	Directorate business managers to advise on priorities.			Total number= 209 Total cost: N/A	Facilitated via E: Learning module.
Equality and diversity awareness - advanced	Detailed overview of the PSED, the specific duties, an outline of the nine protected characteristics and the SEP.	External training provider/partner	Childrens:74 Wellbeing:4	Directorate business managers to advise on priorities. Options appraisal ongoing to source training via WLGA. This would be cost			Officers involved in service/function reviews, EIAs and consultation and engagement activities. Corporate service managers and project leaders. Total number:78	400 schools based staff received this training in 2012/13 and (to date) in 2013/14.

				neutral.				
Focussed awareness raising sessions	Raise awareness of considerations of Protected Characteristics covering behaviour and terminology. Sessions cover sensory impairments, mental health conditions, physical and learning disabilities and cognitive impairments.	External expert groups such as Bridgend Coalition of Disabled People, Mental Health Matters, Stroke Association	Childrens:72 Wellbeing:3				Total number: 75 Costs involved will be minimal, (travelling expenses etc), to be covered by equalities budget	Also cover basic legislation in terms of physical access and communication, the Access to Work scheme, health and safety considerations etc.
Equality Impact Assessments	Sessions taking attendees through the toolkit and guidance identifying what needs to be assessed, when, by whom and how.	E: Learning Package and bimonthly workshops	Childrens:51 Wellbeing:4	Directorate business managers to work with Engagement Team to advice on priorities.			Officers involved in service reviews, EIAs and consultation and engagement activities. Corporate service managers and project leaders. Total number:55 total cost: N/A	Facilitated via E: Learning Package and bimonthly workshops.