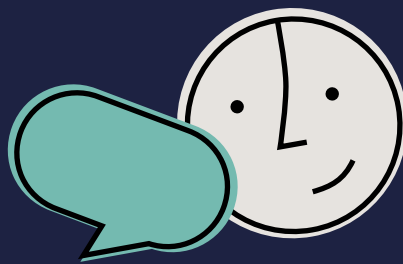




2025

Life for African Mothers

Welsh Language Policy



Document Control Sheet

Approved documents are valid for use after their approval date and remain in force beyond any expiry of their review date until a new version is available.

Name of document:	Welsh Language Policy
Ref Number:	Welsh Language Policy
Version:	1
Date of this version:	January 2025
Produced by:	This Policy has been prepared and reviewed by the LFAM Board of Trustees
What is it for?	This document is intended for all LFAM Volunteers, Trustees and Board members and anyone associated with LFAM, whether in the UK or LFAM's partner country and in any capacity.
Evidence base:	N/A
Who is it aimed at and which settings?	All Board members, Trustees, Employees & Volunteers in all settings
References:	
Monitoring and Evaluation:	This policy will be monitored and reviewed for effectiveness by the Board
Training and competences:	Training will be evidenced by signing of the Policy
Reviewed by:	LFAM Board
Approved by:	
Date approved:	
Signed on behalf of LFAM:	
Name /Role	
Signed on behalf of LFAM:	
Name/Role	
Review Date:	January 2027
Contact for Review:	CEO LFAM



Overview of the Welsh Language Act

The Welsh Language (Wales) Measure 2011

The Welsh Language (Wales) Measure 2011 gives the Welsh language official status in Wales. It also says that the Welsh Language Commissioner's principal aim in exercising his or her functions is to promote and facilitate the use of the Welsh language. When exercising functions in accordance with this principal aim, the Commissioner must have regard to:

- o the official status which the Welsh language has in Wales
- o the duties to use Welsh which are imposed by law, and the rights which arise

from the enforceability of those duties,

- o the principle that, in Wales, the Welsh language should be treated no less

favourably than the English language in Wales, and

- o the principle that persons in Wales should be able to live their lives through

the medium of the Welsh language if they choose to do so.

A list of the bodies to which the code applies

- o Pembrokeshire Coast National Park Authority
- o Blaenau Gwent County Borough Council
- o Brecon Beacons National Park Authority
- o Bridgend County Borough Council

- o Caerphilly County Borough Council
- o Cardiff Council
- o Carmarthenshire County Council
- o Ceredigion County Council

- o Conwy County Borough Council
- o Denbighshire County Council
- o Flintshire County Council
- o Gwynedd Council

- o Isle of Anglesey County Council
- o Merthyr Tydfil County Borough Council
- o Monmouthshire County Council
- o Neath Port Talbot County Borough Council
- o Newport City Council
- o Pembrokeshire Coast National Park Authority
- o Pembrokeshire County Council
- o Powys County Council
- o Rhondda Cynon Taf County Borough Council
- o Snowdonia National Park Authority
- o Swansea City and County Council
- o Torfaen County Borough Council
- o Vale of Glamorgan Council
- o Welsh Ministers
- o Wrexham County Borough Council



LFAM Approach to the Welsh Language Measure (2011)

We acknowledge the fact that under the Welsh Language (Wales) Measure 2011 the Welsh language has official status and should be treated no less favourably than the English language.

We understand it is a gold standard to provide services in the language of choice of our customers. We also believe that it shows respect to our workforce to encourage and facilitate the use of their chosen language in the workplace.

We will ensure that we make constant progress towards achieving this ambition, and this Welsh Language Policy sets out our current commitments in relation to using Welsh.

The scope of our commitments in this policy should be interpreted reasonably – they are limited to activities and services in Wales or which are delivered to people living in Wales, and also limited to activities and services which we are able to control or influence.

Aims & Goals

- Corporate Brand -Our corporate brand is in English only.

Our stationery and business cards are in English only. We will ensure that stationery and business cards are available in the medium of Welsh if requested.

Advertising and Marketing

- Generally, our advertising is in English only in the Welsh press. Our recruitment advertising is in English only, although we specify that Welsh is desirable in all posts advertised.

Correspondence (Paper and Electronic)

- At the moment, we generally write to people in English. We acknowledge our customers' freedom to correspond with us in Welsh and we will respond in their preferred language wherever it is practically possible. We will give positive consideration to bilingualism when sending and receiving correspondence, based on the nature and purpose of the correspondence.

External Communication

- Visitors or callers to the organisation will be greeted in the preferred language of the member of staff but enquiries in Welsh or English will be welcomed.
- Staff will be encouraged to use Welsh and LFAM will encourage and support staff who wish to improve their language skills.



Internal Communication


- We recognise that each member of staff and customer has the freedom to use the Welsh with each other, as enshrined in the Welsh Language (Wales) Measure 2011 and we expect staff to respect the linguistic preferences of their colleagues and customers. We will support and facilitate the use of Welsh and English in the workplace by creating opportunities for staff to use Welsh regularly.

Internal Publications

- Our internal publications are in English only - as that is the preferred language of our current Board, Trustees & Volunteers. We will use more Welsh in our internal publications wherever it is reasonable to do so & always when requested to.

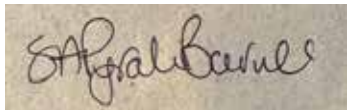
Dated January 16th 2025

Review date January 2027



Signed.....

Role.....CEO.....



Signed

Role.....COO.....

