

Creating social inclusion, inspiring artistic ambition and providing a resource for the wider community

## Welsh Language Policy – updated draft

<b>Signed:</b>	<b>Date:</b>
<b>Chair of Trustees Celf o Gwmpas</b>	<b>Review date: 14<sup>th</sup> Sept 2021</b>

### Statement of intent:

Celf o Gwmpas recognises the importance of the Welsh language as an official language in Wales and as an intrinsic part of supporting a vibrant and thriving cultural life in Wales.

The Arts Council of Wales Corporate plan “For the Benefit of All” emphasises the need for accessibility and recognises that many barriers still exist. Celf o Gwmpas welcomes the vision in this document and in wishing to be part of ensuring this vision is delivered, recognise that we need to take note of the challenges laid out in the plan.

Celf o Gwmpas will work to incrementally develop our Welsh language ‘offer’ across our arts programmes and within the infrastructure of the organisation.

### Responsibilities:

#### Trustee responsibilities:

Trustees recognise that they have a responsibility to promote and support the use of the Welsh language.

- The overall and final responsibility for implementing, monitoring and reviewing this policy rests with the Celf o Gwmpas Board of Trustees.
- Trustees recognise that accepting funds from some sources requires an adherence to Welsh language standards.
- Trustees recognise the need to routinely monitor the progress of the Welsh Language Action Plan and provide support for continual learning and improvement.

**Staff responsibilities:**

- Staff are responsible for ensuring that they are aware of the Welsh Language Policy and action plan.
- Staff have a responsibility to support the use of the Welsh language within the work of Celf o Gwmpas.
- Staff are encouraged to develop or build upon their own Welsh language skills and confidence

**Arrangements and procedures**

- Continue to work with PAVO's Welsh Language Active Offer officer in order to develop standards that will ensure we incrementally improve our skills and Welsh language offer, including within Centre Celf and Stiwdio Celf.
- Ensure systematic monitoring of the use of Welsh language across our arts programmes and internal infrastructure.
- Build consideration of the Welsh language into the annual project planning cycle and into project proposals.
- Annually review and update the Welsh Language Action Plan
- Annually review the Marketing Strategy and Fundraising Strategy to ensure appropriate consideration of Welsh language speakers and the promotion of the Welsh language.

**Awareness raising and training**

- Briefing for new staff during induction
- Annual refresher training for all staff and Trustees
- Consideration given to requests for time off and/or funds to attend Welsh Language courses