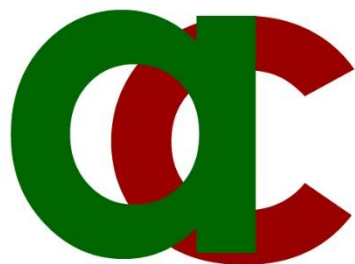


2017

Welsh Language Policy



angling

cymru

Revised:

3/8/2017



Welsh Language Policy

Introduction

Angling Cymru (AC) represents the interests of its National Governing Bodies and the angling community, in general, throughout Wales and, in so doing, recognises the importance of the Welsh language to the people and culture of Wales and, therefore, treats both the English and Welsh Languages on the basis of equality.

1.0 Providing a bilingual service

Welsh and English are the official languages of AC. AC is committed to providing a service in Welsh and English.

1.1 AC Activities

AC is committed to ensuring that both languages are given equal consideration in all its activities and works towards reflecting the linguistic pattern of the community.

AC as the umbrella body for angling in Wales, aims to lead and encourage the sector through example by adopting the principle of equality of the Welsh and English languages confirmed in the Welsh Language Act 1993 through all its activities.

2.0 Delivery of services

2.1 New policies and initiatives

When AC plans and formulates new policies or initiatives, it will assess the linguistic consequences, ensuring they meet the required commitments.

New initiatives and policies adopted will promote and facilitate the use of Welsh whenever possible and move the organisation closer to implementing the principle of equality at every opportunity.

All staff will be made aware of the requirements our Welsh language policy.

2.2 Provision of services

Services provided by AC are wide-ranging and are under the management of the AC Board, which supports the development, and maintenance of a bilingual service, when and wherever possible.



2.3 Standard of Welsh service

AC welcomes dealings in Welsh and English and aims to provide an equal standard of service in both languages within its limitations, recognising most of its activities are conducted through the medium of English and with a disparity between English and Welsh language speakers within the confines of the organisation.

The aim will be to provide a standard of service in all our activities and in ensuring our information by means of literature and website is available through both mediums, i.e., Welsh and English.

2.4 Contact

Anyone who wishes to contact AC regarding our Welsh Language Policy should contact:

The Secretary
17 Gilbert Street
Holyhead
Anglesey
LL65 2NR
Tel: 01407 761055
Email: secretary@anglingcymru.org.uk

3.0 Direct contact

3.1 Written correspondence

AC welcomes correspondence in writing either in Welsh or in English, and the response will be answered in the language of the original correspondence.

3.2 Telephone communication

There may be difficulties when speaking through the medium of Welsh during initial telephone contact, however every effort will be made to address this problem, should it occur, by referring the caller to an appropriate Welsh-speaking member of the AC Board.

3.3 Electronic communication

AC welcomes electronic correspondence via e-mail either in Welsh or English, and will be answered in the language of the original correspondence.

3.4 National and regional Meetings

AC welcomes contributions made through the medium of Welsh and English at all national and regional meetings and is committed to arranging meetings in a structured way, which enables choice of language.

3.5 Public meetings and other meetings and events

AC and its constituent bodies arranges and conducts very many meetings and events. Our aim is to enable those who attend the events, to contribute in



the language of their choice. AC will also endeavour, where practicable to hold face-to-face meetings through the medium of Welsh or English.

3.6 Training

Where it is possible, AC will seek to provide training through the medium of Welsh.

3.7 General

Arrangements are in place to facilitate the delivery of AC's Welsh language policy. AC staff pledge to do their utmost to achieve the principle of equality whether through personal contact or by correspondence.

4.0 FWA's public image

4.1 Corporate identity

AC is committed to upholding its bilingual public image and Welsh identity.

4.2 Signs

All AC signs, banners, etc., are and will continue to be bilingual with the size, quality, legibility and prominence of text respecting the principle of equality.

4.3 Publishing

The aims for all its published documents, forms and explanatory notes to be completely bilingual in one document. If it is necessary, for any reason, e.g. size of document, targeted audience, for AC to publish Welsh and English versions separately, they will be published at the same time.

When publications are published separately the price to purchase a Welsh **and** English version together will not be greater than the price of purchasing an English or Welsh version only. Where forms and explanatory notes are published separately, users may have a Welsh and/or English copy.

4.5 Website

The website will endeavour to become bilingual and AC will to ensure that all future developments of the site adhere to the requirements of this policy.

4.5 Press notices

AC press releases or statements to the media within Wales will endeavour to be bilingual.

4.6 Advertising and publicity

Where AC publicises its services and activities within Wales by means of exhibitions and displays, it will do so bilingually. When these activities are held by AC, or in its name, the display material and any supporting material such as advertisements, posters, publicity literature and videotapes, will be fully bilingual. An exception will be activities that are aimed towards ventures



that primarily support the Welsh language, e.g. Urdd Eisteddfod and the National Eisteddfod or which are conducted outside the Principality

4.7 Staff recruitment advertising

Staff recruitment advertisements published by AC will be bilingual excepting:

- Advertisements published in Welsh medium magazines and newspapers will be in Welsh only
- Advertisements published in English medium media aimed at UK and wider audience will normally be in English only.

5.0 Implementing and monitoring the policy.

5.1 Staffing

In order to ensure a period of time when AC is able to deliver its services in Welsh to a high quality, effectively and efficiently, it will adopt a Linguistic Skills Strategy as part of its human resource planning. This Strategy will enable AC to maintain an overview of its linguistic skill needs and resources, and co-ordinate training and recruitment activities to facilitate the policy's objectives.

5.2 Learning Welsh

AC encourages staff; officers and coaches who wish to learn/improve their current language skills to undertake courses in the Welsh language and will enquire as to availability of such courses upon request.

5.3 Recruitment

When linguistic ability is considered to be essential or desirable for a post due to the nature of that post, this will be specified when recruiting to that post.

5.4 Partnerships

AC works in partnership with a number of organisations on many different levels. When AC works in partnership on any level, it will act in accordance with its own Welsh Language policy and will encourage its partners to work accordingly.

5.5 Monitoring and review

AC will regularly monitor and review this policy.

