

Welsh Language Policy

Approved by the Board of Directors: 21/10/2025
Next Review Date: 21/10/2026



1. Introduction

Glo i Natur CIC recognises that Wales is a bilingual country where both Welsh and English have official status. As an organisation rooted in the South Wales Valleys, we are committed to reflecting and celebrating the bilingual nature of our communities in all aspects of our work.

The Welsh language is an integral part of Wales's cultural identity and heritage. Our commitment to supporting its use strengthens our ability to engage effectively with communities, partners, and stakeholders across Wales.

2. Policy Statement

Glo i Natur CIC will endeavour to treat the Welsh and English languages on the basis of equality in its operations and communications within Wales.

We believe that:

- People should be able to communicate with us in the language of their choice.
- Supporting the Welsh language promotes inclusion, accessibility, and respect.
- Using Welsh appropriately in our work helps us connect with local communities.

3. Scope

This policy applies to all directors, employees, contractors, volunteers, and partners representing Glo i Natur CIC in Wales.

4. Objectives

Our Welsh Language Policy will:

- Enable members of the public to engage with us in Welsh or English.
- Promote the visibility of the Welsh language in our communications and branding.
- Ensure that Welsh is used and respected in our education, engagement, and outreach activities.
- Support directors, staff and volunteers to use Welsh in greetings, written communication, and public-facing materials.

- Demonstrate our commitment to the Welsh Government's goal of reaching one million Welsh speakers by 2050.

5. Guidelines

5.1 Communication

- Correspondence (e.g. letters, emails) received in Welsh will receive a reply in Welsh.
- Where staff or directors do not speak Welsh, professional translation support will be sought.
- Bilingual email signatures, out-of-office messages, and social media profiles will be encouraged.

5.2 Publications, Signage, and Branding

- Public materials produced in Wales (leaflets, reports, posters, signage, etc.) will be bilingual wherever resources allow.
- The company logo and website will display bilingual elements where appropriate.
- Press releases and advertisements relating to Welsh projects will be bilingual.

5.3 Website

- The Glo i Natur website will provide Welsh-language navigation and core content.
- Key pages (Home, About Us, Contact, Projects, Blog) will be available in both Welsh and English.

5.4 Social media

Glo i Natur CIC recognises that social media is a high-turnover platform used for both instant updates and scheduled information sharing.

- The CIC will endeavour to post in both Welsh and English for selected, planned, or scheduled posts, campaigns, and announcements.
- We acknowledge that much of our social media activity depends on the language capabilities of the individual administrator at the time.
- While bilingual communication will be encouraged and supported wherever possible, we recognise that it may not always be practical for spontaneous or reactive posts.

5.5 Education and Engagement

- Events such as guided walks, school visits, talks, and community sessions will, where possible, incorporate bilingual resources or Welsh-speaking facilitators.

- Where activities are delivered in predominantly Welsh-speaking communities, or with Welsh-medium schools and groups, Glo i Natur CIC will take additional steps to ensure that the language of delivery reflects the audience's linguistic needs and preferences.
- Educational materials and interpretation for the public will include bilingual content where funding allows.

5.6 Recruitment

- Job adverts for roles based in Wales will be bilingual.
- Welsh language skills will be listed as desirable or essential, depending on the role.
- Directors, staff and volunteers will be encouraged and supported to use Welsh in their work with the public.

5.7 Training and Support

- Directors and staff will be encouraged to undertake Welsh language training relevant to their role.
- Simple Welsh greetings and key phrases will be promoted among directors, staff and volunteers to create a welcoming bilingual culture.

5.8 Suppliers and Contractors

- We will seek to work with suppliers and partners who are sensitive to the Welsh language and share our values of equality and inclusion.

6. Monitoring and Review

This policy will be reviewed annually by the Board of Directors to ensure it remains relevant and achievable. Feedback from Welsh-speaking partners, participants, and the public will be welcomed and used to strengthen our bilingual approach.