

# Welsh Language Policy

## 1. General Statement

At The Carbon Community we respect the Welsh language as a vital part of Welsh national heritage, as an official language of Wales and as an important part of all our programs in Wales. We understand that the Welsh Language (Wales) Measure 2011 as a general standard, although The Carbon Community has not historically been a bilingual organisation, we are committed to changing that and are embarking on a programme to bring more Welsh into our activities. Organisation-wide change cannot be achieved overnight, so we appreciate the patience of our Welsh-speaking visitors. Our long-term goal is to ensure Welsh speakers feel welcome at our facility in Wales.

## 2. Public Image

**Brand** - Our official logo is currently in English, and it composed of an icon and words. We are in the process of developing a Welsh language version of the logo for use on signage, online presence, and materials. This is targeted for completion by the end of 2023.

**Signage** - Most of our external signage at our site in Wales is bi-lingual, including our discovery boards and finger posts where Welsh and English are given equal treatment. As signage is replaced or new signage is commissioned we will ensure that replacements are bilingual. Signage inside our barn is currently in English and we are in the process of translating all signage as it is replaced.

As on-site signage is replaced it is our intention to place the Welsh text first, with the English following.

Temporary signs or warning signs to indicate a hazard may not be bilingual, unless they are to be displayed for more than five working days.

**Printed Materials** - We currently produce printed material such as leaf identification guides, informative leaflets and maps, which are in English. We are assessing these publications to identify priorities and translation will be an integral part of the production process for new publications, where it is possible to do so.

## 3. Website and Digital Services

**Website** - Our website is currently in English and is undergoing a refresh in late 2023 early 2024. We are in the process of assessing the implementation of a 'translate' button as well as considering which pages to translate. Priority for translation will be given to webpages for funded projects that are required to be bilingual under the Welsh Language (Wales) Measure 2011 standards. Over time, we will translate the entire website.

**Social Media** - Our social media presence which is run by volunteers is predominantly monolingual English, our ability to improve this is dependent on volunteer recruitment. Should we be in a financial position to hire someone for our social media, we will ensure we are able to post in both Welsh and English.

#### **4. Staff, volunteers, training and recruitment**

**Staff and Volunteers** – We are a volunteer run organisation. We run regular volunteering sessions at our site in Llandovery. We are looking for volunteer supervisors with Welsh language capabilities to help at our main event, the Big Tree Measure 2023, in October 2023.

#### **5. Correspondence**

We currently do not have the ability to correspond in Welsh. Should communication in Welsh be received, The Carbon Community will work with a translator to ensure we are able to correspond appropriately.

**Welsh Language Enquiries** – For any queries relating to our Welsh Language Policy and activities please contact Heather Allen, [heather@carboncommunity.org](mailto:heather@carboncommunity.org)

**Status: Approved**

**Update: 28<sup>th</sup> September 2023**

**Next Review: Due by 30<sup>th</sup> September 2024.**