Ecological
Land
Cooperative

Ecological Land Cooperative	
Policy Document	
Document Name:	**Welsh Language Policy**
Approved by Board of Directors on	18/08/23
Review Schedule	Every TWO years
Next review due	August 2025

Document Description

The Ecological Land Cooperative recognises that providing a quality service in both Welsh and English is best practice when working in Wales. We have decided to adopt a Welsh language policy to demonstrate our dedication to the principle of language equality.

Implementation & Quality Assurance

Implementation is immediate and this Policy shall stay in force until any alterations are formally agreed.

The Policy will be reviewed every two years by the Board of Directors, sooner if circumstances indicate this is necessary.

All aspects of this Policy shall be open to review at any time.

Aim and Scope

This Policy sets out the obligations of the ELC in relation to the Welsh Language Act principle that Welsh and English languages should be treated equally. Where capacity allows, both languages will enjoy the same status in our activities and services in Wales.

Related Legislation

The Welsh Language Act (1993)
The Welsh Language (Wales) Measure 2011

Context

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 will take steps towards achieving this ambition, with our current commitments and targets set out within this Welsh Language Policy

The scope of our commitments in this policy should be interpreted reasonably. They are limited to activities and services in Wales, and also limited to activities and services which we are able to influence.

As an England based organisation our current in-house Welsh speaking capacity is limited, but we will endeavour to support all Welsh language enquiries to the best of our ability.

1) **Signage**

1.1) Any signage provided by the ELC at sites in Wales will be bilingual following principles set out by the Welsh Language Commissioner including:

- Welsh text will be displayed in a way that it is likely to be read first
- Welsh text on signs will be accurate in terms of meaning and expression

1.2) Farm stewards will be encouraged to provide bilingual signage on any land rented or leased from the ELC, using the principles set out above.

2) Communications

2.1) The ELC will plan for Welsh language in all communications plans that relate to sites and farms in Wales, including budgeting for translation when required.

2.2) Key information on the ELC website will be bilingual. This includes information about the Ecological Land Cooperative, details on applying to be a farmer with the cooperative, and information about our sites and farms in Wales.

2.3) Social media posts regarding important announcements about sites and farms in Wales will be bilingual, using guidelines set out by the Welsh Language Commissioner.

2.4) Materials for steward applications and expressions of interest on sites and farms in Wales will be bilingual where possible.

2.5) Printed materials for use in Wales will be bilingual, following the suggested style guide by the Welsh Language Commissioner

3) Farm stewards

3.1) Advertising for new farm stewards for sites and farms in Wales will be conducted in both Welsh and English. Applications can be made in either Welsh or English.

3.2) We will strongly encourage farm stewards on sites and farms in Wales to adopt the ELC's Welsh language policy in their individual businesses

3.3) Non-Welsh speaking stewards on sites and farms in Wales will be encouraged to take Welsh lessons

3.4) The ELC will create a guide for all farm stewards in Wales to assist them in being bilingual.

4) Recruitment

4.1) When recruiting for roles that specifically relate to sites and farms Wales, the ELC will:

- Produce recruitment materials in both Welsh and English
- Advertise roles through Welsh speaking organisations
- Accept applications in either Welsh or English
- Specify an ability to speak Welsh as a desirable requirement
- Specify the willingness to learn Welsh as an essential requirement