

WELSH LANGUAGE POLICY

Approved by Trustees: 01/10/2026

Review date: 01/10/2027

1. Purpose

V-Aid recognises the importance of the Welsh language and aims to support its use within our work where reasonably practical.

We are committed to treating Welsh and English with respect and to making our activities as accessible as possible within the resources available to the charity.

2. Communication

People are welcome to communicate with V-Aid in Welsh or English.

Where reasonably practical, V-Aid will seek to respond in the language used or make suitable arrangements to support communication.

V-Aid may use Welsh-speaking staff, volunteers, partner organisations or other appropriate support where this is helpful and available.

3. Information and materials

Where resources allow and where appropriate to the activity, V-Aid may provide key information or promotional material in Welsh and English.

Not all documents, policies, training materials or communications will necessarily be available bilingually.

Decisions will take account of:

- the audience;
- the nature of the activity;
- available resources;
- partner arrangements;
- practical need.

4. Events and activities

Where practical, V-Aid will consider Welsh-language needs when planning volunteering activities, Community Humanitarian Response events, training and other community activity.

This may include:

- working with Welsh-speaking partner staff or volunteers;
- providing bilingual information where useful;
- making reasonable arrangements to support Welsh-speaking participants.

The approach taken will depend on the setting, participants and resources available.

5. Working with partners

Where activities are delivered through another organisation, V-Aid may work with that organisation to understand and respond to Welsh-language needs.

V-Aid will respect the language arrangements and requirements of the host organisation where appropriate.

6. Staff and volunteers

V-Aid welcomes Welsh-speaking staff and volunteers.

No staff member or volunteer will normally be expected to speak Welsh unless this is a genuine requirement of a particular role.

Where Welsh-language ability would be helpful, this may be taken into account when allocating volunteers or staff to activities.

7. Feedback

V-Aid welcomes feedback on how the Welsh language is supported within its activities.

Where practical, feedback may be used to improve future provision.

8. Review

This policy will be reviewed periodically and may be updated to reflect:

- changes in V-Aid's activities;
- available resources;
- feedback;
- relevant legal or funding requirements.

9. Related policies

This policy should be read alongside relevant V-Aid policies and procedures, including:

- Equal Opportunities Policy;
- Volunteer Policy;
- Data Protection Policy;
- relevant accessibility and communication arrangements.

Trustee approval

Approved by the Board of Trustees on: 01/10/2026

Signed on behalf of the Trustees:

Name: C.Lau

A handwritten signature in black ink, appearing to read 'C. Lau', with a long horizontal stroke extending to the right.

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