

Welsh Language Policy

JHAW/CHIC recognises the importance of promoting equality and diversity, and that everyone has a right to participate and be included in the life of their community through volunteering. With this in mind, although there is no legal requirement for third sector organisations to have a Welsh language policy in place, JHAW/CHIC has decided to adopt an appropriate language policy voluntarily, to publicly demonstrate our commitment. We recognise that providing a quality service in both English and Welsh is good practice and of benefit to many.

JHAW/CHIC will therefore provide aspects of its service bilingually where appropriate, practicable and affordable.

Identity

JHAW/CHIC will use the bilingual version of its name and logo in all internal and external documents and publicity.

Funding

JHAW/CHIC will include an element for Welsh translation and/or proofreading in all funding applications that have bilingual outputs.

Correspondence

JHAW/CHIC welcomes correspondence in English and Welsh.

All items received in Welsh will be answered in Welsh.

We will endeavour to ensure that all correspondence in Welsh receives attention within the same timescale as correspondence in English.

We will work towards ensuring all standard letters and documents will be bilingual.

JHAW is a Registered Charity in England and Wales, Charity Registration Number: 1178852.

Recruitment

JHAW/CHIC will endeavour to increase the number of Welsh language speaking volunteers by advertising volunteering opportunities bilingually where possible.

Welsh language skills may be determined when recruiting volunteers / staff / Trustees - there is however no obligation for the individual to declare their Welsh language ability.

Public meetings and events

We will work towards ensuring that notices and promotions of all public meetings and conferences will be bilingual. English and Welsh text will be treated equally in terms of size, weight etc.

Press releases

We will work towards ensuring that, where appropriate, all press releases will be bilingual.

Websites and Information Technology

We will provide bilingual website pages for specific projects when that has been agreed as part of the funding.

Governance

We will provide all internal policy documents in Welsh, on an ad hoc basis, if requested.

Forms and questionnaires

All forms made available to the public will be made available in English and Welsh.

Review

From October 2027, this policy will be reviewed on an annual basis.

This policy was reviewed on: 23 September 2026.

Next review due: October 2027.