**Families Need Fathers Both Parents Matter Cymru**

**Policy on Welsh Language Usage**

Families Need Fathers Both Parents Matter Cymru (“the charity”) is committed to treating the Welsh language no less favourably than English.

The management of the charity are aware of that the Welsh Language (Wales) Measure 2011 (Ref.1) makes Welsh an official language in Wales, and of the associated WCVA Guidelines on Welsh Language Standards (Ref.2).

The key points of the charity’s Policy consistent with this direction, and recognising that implementing a Welsh language scheme fits in naturally with the implementation of equal opportunities and diversity policies, the charity has the following aspirations:

* The English and Welsh languages will be regarded on the basis of equality.
* We would wish people who have dealings with the charity (service users, volunteers or staff) to be equally comfortable using their preferred language.
* We acknowledge that offering services which respect an individual's choice of language can make a significant difference to the experience of the individual.
* We will work towards providing our written material, including electronic media, bilingually, employing professional translation services if required.
* We will ensure that all staff and volunteers are aware of the requirements of this Welsh Language Scheme including any responsibilities placed on the organization by grant providers.
* We will promote awareness of resources such as Refs. 3 and 4.

 **References**

1. Welsh Language (Wales) Measure 2011, UK Government, <http://www.legislation.gov.uk/mwa/2011/1/contents/enacted>
2. Welsh Language Standards, Wales Council for Voluntary Action, [Welsh Language Standards - WCVA](https://wcva.cymru/welsh-language-standards/)
3. Welsh Language Commissioner, [Comisiynydd y Gymraeg | LLYW.CYMRU](https://llyw.cymru/comisiynydd-y-gymraeg)
4. The Mentrau Iaith, [The Mentrau Iaith | Mentrau Iaith Cymru](http://www.mentrauiaith.cymru/amdanom-ni/ein-gwaith/?lang=en)

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