

Welsh Language Standards Compliance

1. Background

The Welsh Language Commissioner issued a Compliance Notice to Learning and Work Institute (formerly NIACE Cymru) on 25 July 2016.

This Compliance Notice outlined Learning and Work's duty to meet the statutory Welsh Language Standards established by Welsh Government under the Welsh Language (Wales) Measure 2011. This Measure awarded official status to the Welsh language, with an aim for the Welsh language to not be treated less favourably than the English language.

The introduction of the Welsh Language Standards, which is a list of what organisations must do and deliver in Welsh, ensures that those in Wales who wish to live their lives in Welsh can do so. These Standards create Welsh language linguistic freedom to use for individuals in Wales.

As part of the compliance process, the Welsh Language Standards require Learning and Work to present an Annual Report each financial year that reflects on adhering to the demands of the Service Delivery, Policy Making, Operational Standards and Record Keeping.

2. Welsh Language Responsibility

The Wales Office Manager and Wales Project Officer lead on this work across the organisation supported by the Director for Wales to ensure procedures are in place to help staff understand their role in assisting Learning and Work to meet the Standards.

The Director for Wales reports to L&W's Wales Strategy Group on the Standards during the year and presents them with the annual report before it is published. The group meet three times a year – February, June and October.

Guidance is available to all staff to assist with compliance. New starters are informed of L&W's compliance with the Welsh Language Standards as part of their induction and existing staff are reminded annually when the annual report is published by the Office Manager.

Learning and Work publishes its Welsh Language Standards Annual Report in September of each financial year on its [website](#).

Promotion of our compliance with our Standards can be found on L&W's Wales [website](#).

This document is available in Welsh.