

Black Mountains College

Welsh Language Policy

1. Introduction

At Black Mountains College (the “**College**”), we believe that a sustainable future is strengthened by an understanding of place, culture, and community. The Welsh language forms an important part of Wales's living heritage and is closely connected to the landscapes, histories, and communities in which our learners live and work.

Through our place-based approach to learning, we seek to celebrate and support the language as part of the communities, landscapes, and traditions that shape our educational work.

2. Purpose

The College is committed to promoting and supporting the Welsh language and Welsh culture as an integral part of its educational provision and organisational values.

This policy sets out the College's commitment to ensuring that Welsh-speaking learners, staff, and stakeholders are treated fairly and are able to engage with the College through the medium of Welsh wherever reasonably practicable.

3. Policy Statement

The College recognises the Welsh language as an important part of Wales' cultural heritage and identity. We are committed to:

- Promoting the use and visibility of the Welsh language across the College;
- Supporting learners and staff who wish to use Welsh in their studies, work, and interactions with the College;
- Providing opportunities for learners to develop Welsh language skills where appropriate; and
- Encouraging a positive and inclusive bilingual culture.

4. Commitments

The College will, where reasonably practicable:

Communication

- Provide key public information bilingually in Welsh and English.

- Welcome correspondence in Welsh and respond in Welsh where possible.
- Include Welsh language content on the College website and in promotional materials.

Learners

- Ask learners about their Welsh language preferences during enrolment.
- Consider, and make reasonable efforts to accommodate Welsh language needs when planning courses, learning resources, and student support services.
- Promote awareness of Welsh language and cultural perspectives through teaching where possible and appropriate.
- Support learners to use Welsh in learning activities and assessments where reasonably practicable and where permitted by awarding or validating bodies.

Staff

- Encourage and support staff to develop their Welsh language skills.
- Promote awareness of Welsh language and cultural issues through staff development activities.
- Consider Welsh language skills where relevant to recruitment and workforce planning.

Culture and Environment

- Promote Welsh language events, activities, and celebrations.
- Use bilingual signage and materials where appropriate.
- Support the Welsh Government's vision of increasing the use of Welsh in everyday life.

5. Monitoring and Review

The College will review this policy annually and consider learner, staff, and stakeholder feedback to identify opportunities to strengthen Welsh language provision and support continuous improvement.

6. Responsibility

Overall responsibility for the implementation of this policy rests with the Chief Executive and Senior Leadership Team. All staff are expected to support the College's commitment to the Welsh language through their day-to-day work.

Version	Date Reviewed	Who reviewed	Next review date
1	15/6/26	Christianne Wakeham	July 2027