

Equalities and Welsh Language Statement

Operating as **Cwmni2**, I am a single employee/Director and therefore do not employ any other members of staff, however, in providing bilingual services to other individuals and organisations, I ensure that I treat all clients and potential clients with respect, regardless of their background and circumstances.

This statement sets out my aims, values and practice around the issues of Equalities and Welsh Language, as a company and single employee/Director.

My Commitment

I recognise and understand that people have different requirements based on their individual circumstances and backgrounds.

I will treat all my clients with respect, regardless of their age, disability, ethnic origin, gender reassignment, human rights, marital status, nationality, pregnancy and maternity issues, religious beliefs or non-belief, sex, sexual orientation, use of Welsh language, BSL or other languages, and any responsibility they have for dependents.

Aims

I am committed to the principle of equality of outcome when providing services to others, and ensure that my work supports individuals and organisations with their own work to achieve fair and just outcomes that are free from discrimination.

In Person, In Practice

- I avoid knowingly discriminating on any grounds;
- I monitor my own language, both spoken and written in English and Welsh, and my non-verbal behaviour, for inadvertent discrimination.
- I undertake personal development in order to increase my knowledge in relation to Equalities and Welsh Language issues;
- I will challenge, in a supportive, diplomatic and constructive way, any service providers, clients or training course participants whom I feel may be using discriminatory language or behaviour;

About this statement

It is available as a pdf on the company website and can be made available to all clients and potential clients as part of any contract/tender submission. It is subject to continual review and is updated and re-published online in order to ensure that it remains current and appropriate (date and version noted below).