

ARFOR PROGRAMME

Agreement of Principles

As part of the ARFOR Programme we have produced an Agreement of Principles that outlines the principles we want organisations/businesses/enterprises/individuals to commit to in exchange for support.

This includes:

- Llwyddo'n Lleol
- Enterprising Communities
- Challenge Fund
- Identity

ARFOR's aim is to ensure economic prosperity that will also support the sustainability of communities and the prosperity of the Welsh language as an everyday language.

Signing the Agreement of Principles is a commitment to acknowledging and working to respond to the Strategic Objectives of ARFOR:

1. **Creating opportunities for young people and families (aged ≤ 35) to stay in or return to their native communities** – and supporting them to succeed locally via enterprise or career development and ensuring a livelihood that achieves their aspirations.
2. **Creating enterprising communities within the Welsh-speaking heartland** – by supporting commercial and community enterprises that aim to retain and increase local wealth by utilising the unique identity and qualities of their areas.
3. **Maximising the benefit of activity through collaboration** – by establishing a learning mindset, by doing and improving continuously, learning from activity in individual areas and expanding it, tailored to local conditions.
4. **Strengthening the identity of communities that have a high concentration of Welsh speakers** – by supporting the use and visibility of the Welsh language, promoting a sense of place and local loyalty, as well as increasing awareness of region's common features.



ARFOR is an economic programme, with the aim of creating a robust foundational economy to ensure the long-term sustainability of our communities and the prosperity of the Welsh language.

The Objectives above are in-line with Welsh Government strategies and priorities, namely:

- [Programme for Government 2021-26](#),
- [Economic resilience and reconstruction mission](#)
- [Cymraeg 2050: A million Welsh speakers](#)

The Principles

1. Anyone who receives support is required to review and increase their use of the Welsh language. (You can contact the [Helo Blod](#) service for free advice on how you can use more Welsh in your organisation.)
2. Organisations that receive support are expected to support their staff / customers to use the Welsh language, and to promote and encourage their staff to develop their Welsh language skills by attending the [National Centre for Learning Welsh's](#) courses.
3. Anyone receiving support is expected to conduct a language assessment in cooperation with the Welsh Language Commissioner and to work towards the [Cynnig Cymraeg/Welsh Offer](#) accreditation within the ARFOR Programme's timescale.
4. Anyone receiving support is required to offer living wage rates as set by the [Living Wage Foundation](#). [More information about Responsible Business principles can be seen here.](#)
5. It is expected that anyone receiving support considers signing up to the [Green Growth Pledge](#).
6. It is expected that anyone receiving support considers signing up to the [Code of Practice on Ethical Employment in Supply Chains](#)
7. It is expected that anyone receiving support considers signing up to the [Equality Pledge | Business Wales \(gov.wales\)](#)



Name of Organisation:	
Name of Responsible Person:	
Signed:	
Date:	