



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

Monitoring Report on the Welsh Language Standards

**Based on data recorded between 1 August 2020 and
31 July 2021.**

Introduction

The University of Wales Trinity Saint David has a statutory duty to comply with the Welsh Language Standards since 1st April 2018. This monitoring report provides information on the University's compliance with the Standards between 1 August 2020 and 31 July 2021.

The responsibility for overseeing internal compliance with the Language Standards rests with the University's Pro Vice Chancellor, with Rhagoriaith (the University's Welsh Services Centre) and the University's Human Resources department undertaking key roles in the operational implementation of the Standards.

As will have been the case for all other institutions across Wales, the University has faced challenges due to the Coronavirus pandemic, and continues to do so, but its work in promoting the Welsh language has continued, as well as encouraging staff to develop their skills and encouraging students to use their Welsh language.

The University

In its Strategic Plan for the period 2017-2022 the University notes that its vision is 'to be a University for Wales, with a commitment to well-being and heritage of the nation at the heart of all that we do.' One of its seven core values is 'Wales and its distinctiveness' by 'embedding the goals of the Well-being of Future Generations (Wales) Act in all of our activities, and by celebrating the vibrant culture, heritage and language of Wales.'

Its vision is to be a University for Wales promoting and embedding a dual sector education system that educates learners of all ages and backgrounds, and stimulates economic development within its region, across Wales and beyond.

As the oldest institution of higher education in Wales, the University will celebrate its bicentenary in 2022.

The University is home to a growing number of major organisations and businesses in Wales, with the headquarters of Theatr Genedlaethol Cymru, Y Coleg Cymraeg Cenedlaethol, The National Centre for Learning Welsh and S4C located on its Carmarthen campus.

The Standards

The Welsh Language Measure (Wales) 2011 ensures that the Welsh language has an official status in Wales. It is also a way of establishing a legal framework placing a duty on public bodies to comply with specific standards regarding the Welsh language.

The aim of the Standards is to:

- provide clarity to organisations on their Welsh language duties;
- provide clarity to Welsh speakers about the services they can expect to receive in Welsh;
- ensure consistency across Welsh language services and improve their quality.

1. Governance and Monitoring

- The Welsh Language Committee is responsible for monitoring the way the institution complies with the Welsh Language Standards. The Chair will also be responsible for updating the Senate and the Council's Governance Sub-committee regarding the way the University complies with the Standards.
- Following her appointment in December 2018, the Team Co-ordinator of Rhagoriaith: the University's Welsh Language Services Centre, is responsible for overseeing the University's daily compliance with the Standards. She will act as a point of contact for all staff of the organisation with regards to the Welsh Language Standards whilst also supporting the academic disciplines / professional units on a day to day basis.
- The University established a Language Standards Monitoring Committee during 19-20 to monitor progress and compliance and ensure implementation. The University's membership comprises key staff from various departments as well as two external members. A member of the University Council was invited to chair the Monitoring Committee. The Committee continued to meet online during 20-21 and a presentation was made by the Director of the Human Resources Unit on the implementation of the University's new bilingual online staff recruitment software at one of the meetings.
- During the year, the University responded to requests from the Commissioner for information:
 - a. Thematic study questionnaire regarding the impact of the Covid-19 crisis on the organisation's Welsh language provision
 - b. The consultation on the draft Code of practice
 - c. Compliance with the supplementary Standards
- The University also seeks to use the Commissioner's annual Assurance Report which highlights examples of good practice to organisations, and serves as a basis

for customer experience and compliance. Similarly, staff attend seminars of successful practice organised by the Welsh Language Commissioner's Office where good practice is shared by organisations throughout Wales. The Team Co-ordinator and the Executive Policy and Planning Officer attended the Policy Making Standards Seminar held in October 2020.

2. Attainment and Compliance

Some key developments have been achieved during the reporting period which highlight the University's commitment to increasing and improving its Welsh language services to students and staff:

- At the beginning of the academic year, a video was published for the attention of all new students explaining the support and assistance available to Welsh speakers. The video included information about the Coleg Cymraeg Cenedlaethol, the Language Standards, the Centre for Welsh Language Services including Rhagoriaith and Peniarth, the Language Skills Certificate, the S4C Centre - Yr Egin and the Atom in Carmarthen town.
- The University developed a Language Awareness module which was formally launched to staff by the Vice-Chancellor in October. Attention was drawn to the importance of the resource and the requirement for all staff to complete it. When communicating any messages about the Language Standards in the Staff Bulletin, a reminder is included for all staff of the need to complete the module. The module is currently being tailored for students and will be available during 21/22.
- Two videos were created for the Welsh Language Rights Day in December. One video for students was released on social media reminding them and encouraging them to exercise their rights to receive Welsh medium service. The video was also sent to Welsh speaking students who are members of the Coleg Cymraeg Cenedlaethol Branch.
- The second video, was created for staff, with the aim of raising awareness and reminding them of students' Welsh Language entitlement when receiving services from the University. The articles in the Staff Bulletin and the video demonstrated that it is the University's responsibility to provide services that meet those rights and staff were reminded of the Standards Guidelines and the Language Awareness e-module.
- In line with the Commissioner's Rights Day, a Welsh Language Rights Day message was designed with a banner on the home page of the University's intranet to attract the attention of students and staff.

- A 'pethau bychain' festival was held for a fortnight during the St David's day period with a number of activities organized online. 'Gwnewch y pethau bychain' is a well known phrase that Saint David said in a sermon to his followers, translating to 'Do the little things'. The festival encouraged staff to learn Welsh and also showcased many of the University's Welsh medium and Welsh language activities.

Dydd Gŵyl Dewi Hapus i chi gyd!



Ymunwch yng ngweithgareddau a digwyddiadau 'Pethau Bychain' heddiw yma: <https://www.uwtsd.ac.uk/cy/pethaubychain/>

- 10am: Lansio her 'Cerdded Cymru i Gicio'r Clo' <https://www.youtube.com/watch?v=RdNwV6ghivA&feature=youtu.be>
- 11am: Lansiad adnodd Profion Ffitrwydd yr Athrofa Iechyd a Rheolaeth <https://www.youtube.com/watch?v=9mcDVuzrFy0&feature=youtu.be>
- 12.30pm: Gwasanaeth Gŵyl Dewi - <https://bit.ly/2NA8q43>
- 1.30pm: Sesiwn flasu cyrsiau Plentyndod, Ieuenctid ac Astudiaethau Addysg
- 2pm: O Gymru, BA Perfformio, BA Vocal Studies ac MA Perfformio – tudalen Facebook y Brifysgol: <https://www.facebook.com/drindoddewisant>
- 2-3pm: Sesiwn flasu gwersi Cymraeg - Lefel Mynediad i Staff y Drindod Dewi Sant
- 3-4pm: Sesiwn flasu gwersi Cymraeg - Lefel Sylfaen i Staff y Drindod Dewi Sant
- 4pm: Darlith Flynyddol a Gwobrau Coleg Celf Abertawe
[Gwyliwch y ddarlith yn y Gymraeg yma o 4yp ar y 1af o Fawrth.](#)
[Gwyliwch y ddarlith yn Saesneg yma o 4yp ar y 1af o Fawrth.](#)
[Gwyliwch y gwobrau yn ddwyieithog yma o 4yp ar y 1af o Fawrth.](#)
- Cystadleuaeth Pice ar y Maen Y Gym Gym
- 5pm: Sesiwn anffurfiol i ddathlu Gwobrau Dydd Gŵyl Dewi Coleg Celf Abertawe 2021- Staff a Myfyrwyr.
 Join Zoom Meeting <https://uwtsd-ac-uk.zoom.us/j/98789093609?pwd=eXJqZXVlNEFHZ3AzaS9lL2JlR0lnZz09>
 Meeting ID: 987 8909 3609 Passcode: 133233

- During the reporting period, staff were also reminded of the e-mail address created for University staff seeking Welsh language advice.
- Advice was also provided to various professional units such as the Finance Unit, Student Services Unit, Marketing Unit, Research and Development Unit, Registry and Reception areas of the various campuses. This advice varied from responding to routine queries received to more formal meetings and/or presentation as and when requested.
- Welsh language courses have been offered to all staff, across all campuses and at different levels. This continued throughout the period with provision available online on a weekly basis (Standard 138, 139)
- Although the University's campuses have historically varied in their day-to-day use of the Welsh language, the introduction of the Standards and training provided has seen a much greater consistency.
- The University has three Institutes, and a Welsh language Sub Committee has been established in each one. Compliance with the Welsh Language Standards is included on the agenda of each meeting.

- The Translation Unit is a key part of the infrastructure that supports the Welsh language across the organisation. The Unit has adopted a specific system to prioritise translation work across the University during the reporting period to ensure that requests are dealt with in the most efficient manner in light of increasing demand and workload.
- Finally, weekly Staff Bulletins are used to communicate with the workforce, staff are regularly reminded of the importance of complying with the Standards and of the resources produced internally to support staff in their dealings with the public in Welsh.

3. Complaints

The University did not receive a formal complaint during the reporting period.

4. The Welsh Language Skills of those employed by the University at the end of July 2021

(i) Percentage of academic staff who could teach through the medium of Welsh

	% Able	% Not Able	% Unknown
Academic Staff 2021	14.8%	63%	22.2%
Academic Staff 2020	16%	62.7%	21.3%

(ii) Percentage of all staff (support and professional) who could speak Welsh

	Can speak Welsh fluently	Can speak Welsh but not fluently	Can't speak Welsh	Unknown
Percentage 20/21	21.5%	23.8%	40.8%	13.9%
Percentage 19/20	21.9%	23.0%	40.1%	15.1%

Number and percentage of staff who attended Welsh language training

16 members of staff completed training during the 2020-21 academic year to develop their Welsh language skills, with 4 undertaking an exam at the end of the academic year.

Courses/training delivered through the medium of Welsh for staff

Title	Numbers			Percentage
	Academic Staff	Professional Services	Total	
Equality and Diversity e-Learning module	5	3	8	5%
Understanding Health and Safety e-Learning module	4	9	13	7%
Welsh language Awareness e-Learning module	7	21	28	11.2%
Dealing Well with Change workshop	12	11	23	47%
Art of Giving Wellbeing workshop	4	7	11	100%
What Exactly is Health and Wellbeing in our Curriculum	6	1	7	100%
HEA Fellowship training	2	0	2	18.18%
Total	40	52	92	13.4%

The number of staff wearing a 'Iaith Gwaith' ('Working Language') badge or lanyard

All the University staff who speak Welsh and work in the front line dealing with the public are encouraged to wear a 'Iaith Gwaith' badge or a lanyard via the weekly Staff Bulletin. Although it can't confirm the exact figure, the University is confident that a high percentage of Welsh speakers who dealt directly with the public wore either a 'Iaith Gwaith' badge or a lanyard during the reporting period.

New posts and vacancies

The table below refers to the number of vacancies advertised where Welsh is an essential or desirable skill as well as the percentage of posts where Welsh speakers were appointed.

Year	Number of vacancies advertised with Welsh being an essential or desirable skill	Number of vacancies advertised with Welsh being a desirable skill	Number of vacancies advertised with Welsh being an essential skill	Number of vacancies advertised with Welsh not required	% of Welsh speakers appointed to vacancies with Welsh being an essential skill
20/21	207	158	49	62**	100%
19/20	106	83	23	0	100%*

*100% where the University was able to fill the post. In some instances, the University was unable to fill the post due to a shortage of applicants meeting the essential Welsh language skill requirements.

**These vacancies are not based in Wales (they are based in our London and Birmingham campuses), therefore Welsh language skills are not required.

The University is currently unable to provide data on the percentage of Welsh speakers appointed to vacancies with Welsh being a desirable skill.

2020/21 Targets

Noted below is an update on how the University met the targets that it set for the period August 2020 – July 2021.

	Target	Responsibility	Timetable	Update
1.	The University to formally adopt the Language Skills Strategy	Provost / Director of Human Resources Unit	April 2021	A decision was made to take a different approach to prioritise and focus on priority areas
2.	Collect data using the new levels as a baseline	Director of Rhagoriaith	May 2021	A pilot project was held with a number of Professional Units and one Institute to ensure that the new levels were appropriate for the University
3.	Provide training for managers regarding recruiting and appointing in the context of the Welsh language	Director of Rhagoriaith	May 2021	Advice and support have been provided to managers as they seek to recruit and appoint Welsh speakers
4.	Publish the Language Awareness e-module and ensure 50% of staff complete training by the end of July 2021	Director of Rhagoriaith and Learning and Development Manager	Autumn 2020	The e-module was launched by the Vice Chancellor. The module is mandatory for every member of staff
5.	Formulate an institutional policy on the impact of decision on the Welsh language	Director of Rhagoriaith	June 2021	A new member of staff was appointed to the Human Resources Unit and part of the staff member's role is to develop an Equality and Welsh Language Impact Assessment.
6.	Hold three specific campaigns to increase the use of the Welsh language	Director of Rhagoriaith	During 2020 / 2021	Different campaigns were held during the year with the first at the beginning of the academic year, another on Welsh language rights day in December and at St David's day to encourage students to use their Welsh language
7.	Ensure that the organisational website	Deputy Vice-Chancellor,	July 2021	Continuing

	complies with the specific Standards	Director of Marketing Unit and Director of Rhagoriaith		
8.	Establish staff recruitment processes that will comply with the specific Standards	Director of Human Resources Unit	April – July 2021	A new bilingual online staff recruitment system was introduced in January 2021.
9.	Ensure a 10% increase in the number of staff learning Welsh	Director of Rhagoriaith and Learning and Development Manager	July 2021	Due to the pandemic and the workload of staff, it has been very difficult to increase the numbers learning Welsh
10.	Ensure a 10% increase in the number of Welsh language appointments within the University	Senior Directorate and unit leaders	July 2021	In moving towards looking at priority areas, the University will appoint more Welsh speakers in order to increase Welsh medium provision

If you have any questions or comments about this monitoring report, please email the University at welshlanguage@uwtsd.ac.uk