



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

Welsh Language Standards Annual Monitoring Report

**Based on data recorded between 1st August 2022
and 31st July 2023**



This report is available in English and Welsh.

The report can be provided in other formats on request.

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

Introduction

This report reports on the compliance of the University of Wales Trinity Saint David when undertaking the requirements of the Welsh Language Standards, and thus provides the University's evaluation of how it promotes and facilitates opportunities to use the Welsh language and ensure that it isn't treated less favourably than the English language. The report is based on the period from 1 August 2022 to 31 July 2023.

In its Strategic Plan for the period 2017-2024 the University notes that its vision is 'to be a University for Wales, with a commitment to the welfare and heritage of the nation at the heart of everything we do.' One of its seven core values is 'Wales and its distinctive character' by 'embedding the aims of the Welfare of Future Generations (Wales) Act in all our activities, and through celebrating Wales's vibrant language, heritage and culture.' Its vision is to be a University for Wales that promotes and embodies a dual sector education system that teaches learners of all ages and backgrounds, and that stimulates economic development in our region, across Wales and beyond.

The University is home to an increasing number of important institutions 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 campus in Carmarthen.

During 2022/23, the University continued with its duty to implement the requirements of the Welsh Language Standards. As noted in this report, this has included raising awareness of the Standards' requirements, by holding engagement sessions with departments and institutes, holding self-assessment exercises, providing advice and guidance, as well as ensuring that reports are presented regularly to the relevant committees.

The University's aim is to increase the opportunities available to learn the language, to learn through the medium of Welsh and also to build confidence when using the language in the workplace. In partnership with the Coleg Cymraeg Cenedlaethol, a programme of opportunities is available for staff to learn Welsh at all levels.

This report sets out our compliance with the Standards and presents necessary data for the 2022-23 financial year. Although there are yet more improvements to be made, we note that we have made good progress with regards improving our services' Welsh medium provision. This demonstrates our commitment to play our part in the national effort to increase the number of Welsh speakers to a million by 2050.

Context

Since 1 April 2018, Universities in Wales have been subject to the Welsh Language Standards (no.6) Regulations 2017 established under the Welsh Language (Wales) Measure 2011. The Welsh Language (Wales) Measure 2011 ensures that the Welsh language has 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 these Standards is:

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

The Standards set for the University are included in the Compliance Notice.

[Welsh Language Standards Compliance Notice](#)

In accordance with the Standards' requirements, the University must produce a monitoring report corresponding with the previous financial year, and discussing how the University has complied with the Standards. The report must be published within 6 months of the end of the financial year relating to the report.

The following issues must be included in the report:

- **Compliance with the Standards**

The way in which the University complied with the Standards we were duty bound to comply with (by standard category: Service Delivery Standards, Policy Making Standards, Operational Standards.)

- **Welsh in the Workplace Skills**

Number of employees who have Welsh language skills at the end of the year in question.

- **Training**

Number of members of staff that attended specific training courses offered through the medium of Welsh during the year, and the percentage of all attendees that attended the Welsh language version.

- **Posts**

Number of vacancies and new posts advertised during the year, which were assessed for Welsh language skills, and categorised as a post where one or more of the following was applicable:

- Welsh language skills were essential
- Skills in Welsh needed to be learned when appointing someone to the post;
- Skills in Welsh were desirable; or
- No skills in Welsh were necessary

- **Complaints**

Number of complaints received (by category of standard: Service Delivery Standards, Policy Making Standards, Operational Standards.)

Governance and Committees

During the reporting period the University has appointed a new Vice-Chancellor, Professor Elwen Evans CB, who started her role back in June taking the reins as Vice-chancellor from Professor Medwin Hughes, DL. Previously, Professor Elwen Evans CB, was Deputy Vice-Chancellor and Operational Dean of the Faculty of Humanities and Social Sciences at Swansea University with responsibility for Welsh Language and Culture at the University.

Professor Medwin Hughes, DL, said: *“May I congratulate Professor Evans on her appointment and wish her well in the post. She’s renowned as a creative and dynamic leader who has a proven track record of supplying successful transformation programmes, cultural change and strategic development*

“She joins an institution that’s never been afraid of change. The nation’s welfare is at the heart of the University of Wales Trinity Saint David’s transformational journey. The new Vice-Chancellor will continue the work of establishing a new University for Wales. I can assure her that she can rely on the full support of the Universities as she starts this new and exciting chapter in our institutions’ history.”

At a strategic leadership level, the University's Deputy Vice-Chancellor is responsible for supervising compliance with the Welsh Language Standards. All issues relating to the Standards are discussed in the University's main Welsh Language Committee which reports directly to the University Senate.

From 1 April 2023, responsibility for the supervision of internal compliance with the Welsh Language Standards was transferred to the Corporate Governance Department. A new Welsh Language Standards Officer had been appointed to fill the vacancy following the departure of the previous post-holder. The Welsh Language Standards Officer began in her role in November 2023. The Welsh Language Standards Officer will act as a point of contact for all staff in the institution in the context of the Welsh Language Standards, in addition to supporting the academic disciplines and the professional units from day to day.

In addition to the above arrangement, and as a way of further facilitating the use of Welsh, the University has a Welsh Language Services Centre, which is responsible for the following:

- Overseeing the University's Welsh Language Strategy
- Welsh language training for staff and students across the University
- Strategic development of Welsh medium education
- Providing Welsh and Welsh medium resources to the education sector in Wales and beyond

Welsh Language Committee Structure

Welsh Language Committee

All issues relating to the Standards are discussed in the University's main Welsh Language Committee. This Committee has a specific role in monitoring the University's implementation of the Welsh Language Standards, in addition to being responsible for overseeing issues relating to the Welsh and bilingual provision and the experience of students studying through the medium of Welsh. This committee reports directly to the University's Senate and is chaired by the University's Director of Welsh Language Services Centre.

Welsh Language Sub-committees

The University has also ensured ownership of the Standards and all issues relating to the Welsh Language and Welsh medium issues across the institution by creating the following sub-committees:

- Welsh Language Committees in each of the 3 Academic Institutes
 - Institute of Education and Humanities
 - Institute of Science and Art
 - Institute of Management and Health
- A Welsh Language Network for the Professional Services – which includes representation from all of the University's support and central services units

Welsh Language Facilitators

These meetings include Welsh language facilitators who have been designated in each School and Unit and who meet either as members of the Institute Welsh Language Committees or through the Professional Services Welsh Language Network.

These individuals also meet to discuss good practice and ideas and operate as a network on Teams between meetings to ensure that services are supplied and promoted appropriately.

The sub-committee meetings are fed back to the main Welsh Language Committee by the Chair.

1. Promotion and Facilitation the Use of the Welsh Language During the Reporting Period [2022-23]

UWTSD Welsh Language Strategy 2022-2026

The Strategy was formally approved by the University Council in March 2023. The Strategy sets out the University's vision for promoting and facilitating the use of the Welsh language, by expanding and developing the Welsh medium academic provision, research and scholarly activity, as well as implementing the Welsh Language Standards: and through this root the bilingual ethos across the University's four campuses in Wales. This Strategy is the basis for increasing the opportunities for bilingual students to practice their Welsh, and to increase the Welsh medium provision as well as increase the number of students studying through the medium of Welsh.

Creating and appointing a new role – Welsh Medium Education Manager – is a sign of the University's commitment to the further development of Welsh medium education and this post is key to the Strategy's implementation.

Progress reports on the Strategy's implementation are presented and discussed in the Welsh Language Committee, as well as the Sub-committee.

Report on Progress

- The three Institutes have agreed on the content of their Action Plans for the development of Welsh medium provision and give formal reports on progress.
- A number of induction events and activities for Welsh speaking students were held by the Coleg Cymraeg Branch across the University's campuses drawing attention to the advantages of studying through the medium of Welsh, application processes for Welsh medium scholarships, the Welsh Language Skills Certificate and Welsh social life on our campuses.
- A project is underway to code Welsh medium modules, with the aim of improving the way the provision is promoted to students. Similarly, this will ensure that the University will present data more effectively to HESA/HEFCW. This work is achieved in collaboration with the Academic Office and the Corporate Governance Unit.
- A Post-graduate Certificate in Language Policy and Planning in the Llŷn and Eifionnydd National Eisteddfod with the Minister for Education and Welsh Language, Jeremy Miles in attendance.
- The University's role as main provider of the Sabbatical Scheme for teachers has been extended to 2025.

UWTSD Acknowledging Excellence in Welsh Medium Learning and Teaching:

As part of the Nexus Learning and Teaching Award Conference [29/6], an award focussing on teaching and/or providing Welsh medium/bilingual learning support was included for the first time. The winner of this excellence award was Gwenllian Beynon, Senior Lecturer in the Wales Institute for Science and Arts. She successfully created a strong bilingual culture by encouraging communication in Welsh among students and staff. As a result of her efforts Coleg Cymraeg Cenedlaethol funding is secured regularly by increasing the number of students studying bilingual modules. Most notably, she started the Annual Lecture and the award ceremony on St David's Day, which has become a significant event celebrating the Welsh language and culture. She also empowered the field's students to use the Welsh language effectively when conveying their ideas, which is obvious in their work.

Her support to students when using Welsh during discussions has improved their employability and has transformed the culture within Art and Design. In addition, her innovative mind brought in artists in residence to motivate Welsh medium students. In general, her commitment to bilingualism, Welsh culture, and supporting students has made her an extremely influential figure deserving of this important recognition within the University.

International Conference on Minority Languages (20-24 June 2023)

The Centre for Advanced Welsh and Celtic Studies (CAWCS) held the first International Conference on Minority Languages (ICML) for 30 years. Over 300 attendees from across the globe came to the UWTSD Campus during the week 20-24th June. The purpose of the conference was to bring academics, researchers and minority language experts together to share research, learning and new ideas in the field, network and hear about new ventures. Professor Elin Haf Gruffydd Jones, Director and Chair of the International Academic Committee for the conference, said:

“We have three full days with over 130 academic papers, panels and posters by extremely experienced speakers and early career researchers, from many countries and continents. This international exchange – of experiences, ideas, theories, methodologies, case studies, contexts, results and conclusions – is essential as we try to ensure a sustainable future for our languages and linguistic diversity across the world.”



In March 2023 UWTSD's Welsh Society welcomed the Intercollegiate Eisteddfod to the Lampeter campus; one of the highlights of the year for Welsh students. As many of 500 students came from UWTSD, Aberystwyth, Swansea, Bangor and Cardiff universities to compete in sports competitions and the Eisteddfod, with the celebrations culminating in a prestigious gig on the Saturday night, with performances by 'Dros Dro', Mali Haf and Morgan Elwy. It was a golden opportunity to promote the Welsh language and Welshness across the university's campuses.

Y Coleg Cymraeg Cenedlaethol Scholarships

UWTSD promotes the Coleg Cymraeg Scholarship annually. The scholarship is awarded to full time undergraduate students undertaking all or a part of their studies through the medium of Welsh/bilingually; £50 is awarded per 10 credits completed successfully through the medium of Welsh/bilingually (at least 50% of the modules must be bilingual). Up to £600 a year is awarded in three-year degree programmes, or £900 in two-year intensive degree programmes. During the report year, 141 Scholarships were awarded to UWTSD students.

UWTSD has drawn attention to these scholarships in a number of ways; in the open days; on the Branch's Instagram pages; e-mail were sent to students that noted that they can speak Welsh and at the start of the year before the deadline; lecturers promote it in their lectures and the Branch Officer visits every Welsh class at the start of the academic year.

Professional Policing Degree Course, Blue Light Academy

The aim of the Blue Light Academy (BLA) is to deliver programmes and undertake research that develop and enhance the ability of individuals and institutions to improve the effectiveness of the services they provide to the public.

The academy's development is based on the 'ethos of public service' and the aims of 'The Welfare of Future Generation Act'. The Academy has created a 'Welsh in the Workplace' (20 credit) module to prepare students and enable them to use their Welsh language skills in the workplace. During the report period 15 students successfully completed the module.

Following the success of delivering the module in the Blue Light Academy, the aim is to deliver the module as part of the Nursing course, from September 2024.

The above is evidence that the University considers itself to have an important role in developing the bilingual skills of workforces that are key to the Wales 2050 agenda.

2. Compliance with Service Delivery Standards (Standards 1-92a)

Compliance Arrangements

Compliance Plan

During the reporting period, the University has amended and issued its Compliance Scheme, which identifies how we will promote and facilitate the use of Welsh language services in addition to how we oversee compliance with the standards. The document is published on our website: [Compliance Plan](#)

Self-assessment

As a way of further overseeing and facilitating the University's compliance with the Standards, we have developed an engagement project, where meetings will be organised with the professional units and institutes individually to discuss the standards relevant to them and to collaborate on them. As part of this a process of internal audit is underway to ensure compliance and quality of experience. We will ask the departments to self-assess against the Standards relevant to their individual departments. The purpose of the self-assessment is to remind managers of the requirements of the Welsh Language Standards and give them an opportunity to set a baseline for their departments. The form will be sent again in order to identify progress and good practice. We have already launched the Pilot Scheme, and are working with the departments listed below to refine the process. However, this work will increase in the new year, as a Welsh Language Standards Officer has now started in the post.

- 13/7/23: Academic Office
- 17/7/23: Operations, Operational Estates and Facilities
- 11/12/23: Corporate Governance

Raising Awareness of the Requirements of the Welsh Language Standards

Essential Updates Day

In September (11/09) as part of Essential Updates, a presentation was given to academic and non-academic staff on the requirements of the Welsh Language Standards. The session was attended by over 400 staff via the TEAMS platform. Information was given on legislation and rights, the requirements of the Standards, internal arrangements for compliance, understanding barriers as well as disseminating information on learning resources and resources to promote the use of Welsh.

Training for Reception Staff

Staff from all reception areas have attended formal sessions introducing the compliance requirements of the Welsh Language Standards alongside linguistic training enabling appropriate Welsh medium reception services. Training sessions were provided on 17/3/23 and 23/3/23.

Language Awareness E-module

All University staff are asked to complete the Language Awareness e-module. The e-module is a required course for all staff and is one of the induction courses for new employees. Information is given on the Welsh language's historical context, the advantages of bilingualism, and an explanation of the Standards, and the need to comply with the Guidelines' content. The e-module refers staff to the Guidelines. During the reporting period, 25 members of staff have completed the e-module.

Advice and Guidelines for Staff

All Schools / Units are informed regularly of their duties relating to promoting the services provided by them in accordance with the Service Delivery Standards.

Clear guidelines have been disseminated on the expected practice and ways to promote services. The University has created and published staff guidelines to facilitate compliance:

- Why use Welsh
- On the phone
- Correspondence
- Designing, Publishing and Signage
- Arranging and holding meetings

Communication

Staff are reminded regularly of requirements relating to duties and of the University's guidelines in the weekly staff bulletins. All guidelines relating to all Welsh Language Standard matters are available centrally on the University Sharepoint site. During the reporting period, we have given information on the following matters:

- **Working Welsh Badge**

Staff were reminded that wearing working language lanyards and/or badges are an excellent way of promoting the availability of Welsh language services. Information was given on the fact that these are available for collection in all reception areas on all campuses.

- **Out of Office messages and electronic e-mail Signatures**

Guidance was provided on the intranet to remind staff to use bilingual out of office messages, and ensure they have a bilingual e-mail signature and to note whether they speak Welsh or are learning Welsh. The guidance is on the intranet, and is part of the UWTSD Branding Guidelines. [Automatic e-mail replies](#)

- **Corporate Background: TEAMS**

The University implements a hybrid working system, where colleagues work through a combination of on- and off-campus; and the Teams digital platform continues to be used extensively for organising meetings. In accordance with this the Marketing Team has created a corporate background that includes the 'Welsh' badge; so that Welsh speakers can be identified even when working virtually.

- **Digital and Creative Learning**

A new form has been created to ask for design work which reminds staff to present work in Welsh/bilingually.

- **The Translation Service**

The Translation Service is a key part of the infrastructure that supports the Welsh language across the institution. Following a comment in the Welsh Language Committee meeting in September 2022, it was agreed that guidelines would be generated on addressing and presenting bilingually. The Head of the Translation Unit has developed guidelines on addressing and presenting bilingually in meetings; these guidelines have been disseminated and are available to use.

- **General Advice**

In addition to the above, advice is also regularly given to various professional units such as the Finance Unit, the Students Services Unit, the Marketing Unit, the Research and Development Unit, Registry and all campuses' Reception areas. The advice varies from providing guidance on implementing the Welsh Language Standards as well as discussing and identifying opportunities to develop the use of Welsh.

- **Raising Awareness of Welsh Services**

Awareness of Welsh services is raised through different ways. At the start of each academic year, a video is released for the attention of all new students to explain the support and assistance available to Welsh speakers. The video includes information on the Coleg Cymraeg Cenedlaethol, the Welsh Language Standards, The Welsh Language Services Centre including Rhagoriaith and Peniarth, The Welsh Language Skills Certificate, S4C Centre – Yr Egin, and Yr Atom in Carmarthen town centre.

The University uses specific dates in the calendar to promote the availability of Welsh services, social media was used to send out messages on Shwmae Su'mae Day [15/10] and St David's Day 2022. A video was created for Welsh Language Rights Day in December 2022. One video for students was published on social media reminding and encouraging them to practice their rights to receive services in Welsh. In accordance with the Commissioner's Rights Day [9/12], a Welsh Rights Day message was designed with a flag on the University's intranet homepage to draw staff and students' attention.

- **The Corporate Website**

Work is underway to update the website, and ensure that all materials are available in Welsh and English. The website will include a button that enables navigating easily from the Welsh page to the English page, and vice versa. The University aims to launch the new website in February, and a policy will be in place stating that no information can be uploaded to the website until a Welsh and English version are available.

- **Student Services**

At the start of the academic year the department meets every student in order let them know that they can be allocated a Welsh-speaking personal tutor, and that any written work that's part of an assessment or exam can be submitted in Welsh; and won't be treated less favourably than work submitted in English as part of that assessment or exam.

3. Compliance with Policy Making Standards (Standards 94-104)

Grant Awarding Policy (100)

The University's Financial Regulations have incorporated the requirements of the Welsh Language Standards when awarding grants/financial support.

Assessing the Impact of Welsh Language Policy Decisions 94-96

Arrangements for considering the impact of Welsh language policy decisions have been established, and during this reporting period we have amended and improved our Impact Assessment of Equality and the Welsh Language. Before presenting a new policy for approval, the relevant manager must complete an impact assessment on equality and the Welsh language; and when submitting papers to committees, every manager must complete a cover page which asks them to consider the decision's impact on the Welsh language, highlighting any impacts needing further consideration.

A training session was held with committee secretaries [14/12] to remind them of their responsibility to ensure that impact assessments are included with any papers that submit policy decisions to a relevant committee at the University.

Compliance Plan (165, 167, 171, 173, 177, 179)

The compliance Plan has been updated, and has been disseminated widely through the Welsh Language Committee, and Sub-committees, before being published on our corporate website. The Compliance Plan outlines information on how the University will:

- (i) Oversee the way it will comply with the Service Delivery Standards, Policy Making Standards and Operational Standards
- (ii) Promote and facilitate the use of Welsh medium services

[Compliance Plan](#)

4. Compliance with Operational Standards (Standards 105-153)

During the reporting period the University has been amending and advising on the Internal Use of Welsh Policy, in order to provide guidance on how to use Welsh in the workplace. Once the internal consultation process has been completed, we will promote the Policy among staff by drawing attention to the weekly Staff Bulletin. In order to develop the policy we have taken into consideration the Welsh Language Commissioner's advice and guidance: Raising the Bar, Assurance Report 2022-23.

A record is kept of each member of staff's Welsh language skills on the University's Human Resources system (Resourcelink). The University encourages staff to review and update their records regularly through the on-line system. A report is provided on staff's language skills to the Welsh language committees, and annually as part of the Annual Monitoring Report.

Due consideration is given to the Welsh language as part of the University's guidelines on recruitment and appointments. Every manager completes a language requirement assessment for every vacancy with the aim of ensuring that the University's ability to provide bilingual services across all units is a priority.

Human Resources use an on-line system to recruit and applicants have to complete an on-line form. The system is entirely bilingual and therefore each applicant can choose whether to complete the form in Welsh or not. If an applicant applies for a post through the medium of Welsh, the interview, contract of employment and any correspondence from thereon will be through the medium of Welsh.

All members of staff are offered the opportunity to learn Welsh or upskill their current proficiency level. The University is committed to the development of Welsh language skills by planning and training its workforce and staff are offered courses at Entry, Basic, Intermediate and Advanced levels. Self-study courses are offered on-line with a tutor's support as well as courses taught by a tutor with reference work. See the data in Section 6: Training.

In addition, the University has a number of internal schemes to try and encourage the use of the Welsh language:

Paned a Sgwrs

An opportunity for staff, students and the public to come together in our weekly session for the opportunity to have a chat in Welsh, as well as supporting new speakers. Between 10 and 15 people join us every week.

Branch Choir

An opportunity to socialize and have fun in Welsh by joining the Branch Choir rehearsals, every Tuesday night. The choir members take part in the University's St David's Day service and Christmas Service. The Choir's membership is between 20-30 people.

Ffrindiaith Scheme

Every year, Rhagoriaith welcomes teachers to our campus to immerse them in the Welsh language over the Autumn and Winter terms on Welsh Government's Sabbatical Scheme. As part of the scheme the University organises the 'Ffrindiaith' scheme which pairs teachers with a member of University staff in order to practice their Welsh, this can be via Teams, or over a cuppa on campus. The purpose of the scheme is to help the teacher's grow in confidence and give them an opportunity to practice outside their classrooms in an informal and natural environment – just a chat with a new friend.

Learning Welsh on the London Campus

Between July and September 2022, a group of students and staff on the UWTSD London campus started their first journey into learning Welsh. As part of UWTSD, staff and students on the London Campus felt that it is important to learn more about the culture and history of Wales, especially through the language. Also, it was an excellent opportunity to connect with Welsh speaking colleagues in Wales on a more personal level.

Tsz Yan Lee, Administration Officer, Marketing and Communication Department, said:

"the Welsh classes are extraordinarily fun. We had a chance to learn to write and speak in Welsh. In the first lesson, none of us could say a word in Welsh. But now, at least we can greet each other in Welsh! For me, learning a new language is not easy, learning Welsh is even more challenging. The pronunciation of the language is very different from the other languages that I speak. But it helped me to think differently, as well as understand more about the culture and history of Wales."

5. Reporting on Complaints (Standards 163-177)

3 complaints were received in relation to the Welsh Language Standards during the reporting period, 2 came to our attention directly, and the other through the Welsh Language Commissioner, which led to an investigation and enforced actions on UWTSD.

Class of Standard	Date Received	Direct / Welsh Language Commissioner	Complaint Description	Solution
Service Delivery Standards	20/2/2023	direct	English only out of office messages by managers	Guidelines have been placed on the intranet. Automatic e-mail replies

Service Delivery Standards	20/3/2023	direct	Parking fine letter from Parking Eye to say that appeals cannot be made in Welsh.	Parking Eye have changed the letters, have received confirmation that the sentence has been removed from all letters. The complainant's fine has been deleted.
Service Delivery Standards	30/1/2023 17/4/2023	Welsh Language Commissioner	Allegation that the complainant had received correspondence in English only Allegation by the complainant that some pages on the website weren't available in Welsh.	Ongoing. Lead to an investigation by the Welsh Language Commissioner; which lead to setting enforced actions on the University, to be achieved by 12 February 2024.
Policy-making Standards	0			
Operational Standards	0			

Complaints Procedure 164

A review has been undertaken of the internal complaints procedure so that it aligns with the external complaints procedure and that a general tracker can be used for both complaints procedures. In accordance with this a Welsh Language Complaints Procedure has been approved and published on the corporate website. [Complaints Procedure](#)

It should be noted that the complaints that come from the Welsh Language Commissioner's Office are processed in accordance with the Commissioner's Office's standards and schedule. This process is prioritised over our usual deadlines.

6. Reporting Staff Welsh Language Skills

The Welsh Language Skills of those employed by the University at the end of July 2023

(i) **Percentage of academic staff who were able to teach through the medium of Welsh**

	% Able to Teach	% Unable to teach	% Don't know
Academic Staff 2023	13% (55)	68.6% (290)	18.4% (78)
Academic Staff 2022	12.6% (46)	65.9% (241)	21.6% (79)
Academic Staff 2021	14.8% (48)	63% (205)	22.2% (72)
Academic Staff 2020	16% (51)	62.7% (200)	21.3% (68)

(ii) **Percentage of academic staff located on the Wales campuses who were able to teach through the medium of Welsh**

	% Able to teach	% Unable to teach	% Don't know
Academic Staff 2023	14.2% (55)	67% (259)	18% (71)
Academic Staff 2022	13.6% (46)	64.3% (218)	22.1% (75)

There has been an increase in the number of academic staff who can teach through the medium of Welsh (9 academic staff members).

(iii) **Percentage of all staff (support and professional) able to speak Welsh**

	Able to speak Welsh fluently	Able to speak Welsh but not fluently	Unable to speak Welsh	Not known
Percentage 22/23	19.6% (279)	26.5% (377)	39.8% (567)	14.1% (201)
Percentage 21/22	19.6% (247)	26.1% (330)	41.2% (520)	13.1% (165)
Percentage 20/21	21.5% (227)	23.8% (252)	40.8% (431)	13.9% (147)
Percentage 19/20	21.9% (232)	23.0% (244)	40.1% (425)	15.1% (160)

(iv) **Percentage of all staff (support and professional) located on the Wales campuses able to speak Welsh**

	Able to speak Welsh fluently	Able to speak Welsh but not fluently	Unable to speak Welsh	Not known
Percentage 22/23	21.5% (279)	28.8% (374)	36.3% (472)	13.5% (175)
Percentage 21/22	21.3% (246)	28.4% (328)	37.3% (431)	13.0% (150)
Percentage 20/21	22.8% (225)	25.5% (252)	37.6% (372)	14.2% (140)
Percentage 19/20	22.9% (230)	24.3% (244)	37.6% (378)	15.2% (153)

The number of staff able to speak Welsh fluently across the University have increased (+ 32 headcount) and able to speak Welsh but not fluently (+ 47 headcount) have increased across the University in comparison to 21/22 data (Table iii).

The percentage rate has remained the same overall as the headcount has increased by 11.5% (+ 162 headcount) (Table iii).

At July 2023 50.3% (653) of staff at our Welsh campuses speak Welsh, either fluent or non-fluent. (Table iv)

Training (Standards 135-141)

Training to develop their Welsh Language Skills

Staff Provision

- Learning Welsh**
 18 members of staff completed training to learn Welsh (Entry, Basic or Advanced level) during the 2022-23 academic year.
- Welsh Language Skills Certificate (WLSC) for staff**
 12 members of staff gained the WLSC qualification fully (including Coleg Sir Gar / Ceredigion staff). 26 members of staff had benefited from the language seminars (total of 8 seminars) but a number ultimately decided not to apply for the Certificate.
- Training on minute-taking through the medium of Welsh:**
 12 members of staff.

Provision for Students

Self-study course for Students at Entry level:

100 students registered to follow the course during the academic year.

Welsh Language Skills Certificate (WLSC) for students

32 Welsh-medium students gained the full WLSC qualification.

Other training courses:

The Welsh medium training courses listed below were offered during the year.

Title	Numbers:			Percentage
	Academic Staff	Professional Services	Total	
Welsh Language Awareness E-learning module	9	16	25	8.6%
Equality and Diversity e-learning module	8	10	18	5.6%
Understanding Health and Safety e-learning module	1	2	3	0.9%
Accessible Content Creation e-learning module	1	9	10	5.4%

Title	Numbers:			Percentage
	Academic Staff	Professional Services	Total	
Safeguarding Essentials e-learning module	0	2	2	0.6%
Mental Health I-Act Course	6 (100%)			
VR a fi ? Fi a VR ? Realiti Rhithwir ac Addysgu Iaith / VR and me? Me and VR? Virtual Reality and Language Teaching – NEXUS Conference Session	Bilingual sessions, 36 attended			

Freedom of Information and Data Protection e-learning modules are available to staff bilingually.

In this academic year, there will be one further e-learning module available to staff bilingually with the theme being Race Equality.

Recruiting Vacancies

New posts and vacancies

The table below refers to the number vacancies advertised between 1 August 2022 and 31 July 2023 where Welsh is an essential or desirable skill as well as the percentage of posts where Welsh speakers were appointed.

(i) Number of vacancies advertised across the University

Year	Number of vacancies advertised where Welsh was an essential or desirable skill	Number of vacancies advertised where Welsh was a desirable skill	Number of vacancies advertised where Welsh was an essential skill	Number of vacancies advertised where Welsh wasn't a required skill	% of Welsh speakers appointed to vacancies where Welsh was an essential skill
22/23	68.9% (284)	58.9% (243)	10% (41)	31% (128) ***	93% *
21/22	72.7% (344)	60% (284)	12.68% (60)	27% (129)***	100%**
20/21	76.9% (207)	58.7% (158)	18.2% (49)	23% (62)***	100%**
19/20	100% (106)	78.3% (83)	21.6% (23)	0% (0)	100%**

(ii) Number of vacancies advertised on our campuses in Wales

Year	Number of vacancies advertised where Welsh was an essential or desirable skill	Number of vacancies advertised where Welsh was a desirable skill	Number of vacancies advertised where Welsh was an essential skill	Number of vacancies advertised where Welsh wasn't a required skill	% of Welsh speakers appointed to vacancies where Welsh was an essential skill
22/23	100% (283)	85.5% (242)	14.5% (41)	0	93% (38)*
21/22	100% (344)	82.56% (284)	17.44% (60)	0	100%**

During 22/23 85.5% (242) vacancies were advertised on our campuses in Wales where Welsh was a desirable skill, and 14.5% (41) where Welsh was an essential skill.

*In 22/23, 93% (38) of posts were filled by Welsh speakers. 7% (3) were not filled due to insufficient applicants or quality of applicants without the skills required to meet the post.

**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 based in our London and Birmingham campuses, therefore Welsh language skills are not required.

The University has further developed its online recruitment system such that it will be able to provide data on percentage of Welsh language speakers appointed to vacancies with Welsh being a desirable skill in future years.