



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

Welsh Language Standards Monitoring Report

Prepared in line with the requirements of the
Welsh Language (Wales) Measure 2011

**Based on data recorded from
1st August 2023 to 31st July 2024**



This report is available in Welsh and English.

We can provide this report in other formats upon request.

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

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1. Introduction

This report provides an account of the University's compliance with the Welsh Language Standards; it provides an evaluation of how the University promotes and facilitates opportunities to use the Welsh language, and to ensure that the language is not treated less favourably than English language. The report is based on the period from 1 August 2023 to 31 July 2024.

During the 2023/24 academic year, the University has continued its duty to implement the Welsh Language Standards. As set out in this report, this has included raising awareness of the Standards, by holding engagement sessions with departments and institutes, conducting self-assessment exercises, providing advice and guidance, as well as ensuring that regular reports are presented to the appropriate committees.

The University is committed to integrating and mainstreaming the Welsh Language Standards in line with the University's Welsh Language Strategy (2022-2026). This Strategy aims to go beyond compliance, and to further enhance a bilingual environment within the University. This Strategy sets out the University's vision for promoting and facilitating the use of Welsh, by expanding and developing the Welsh medium academic provision, research and scholarly activity, as well as implementing the requirements of the Welsh Language Standards; and through this laying the foundation of a bilingual ethos across the University's four campuses in Wales.

The Strategy is the basis for increasing the opportunities for bilingual students to practise their Welsh; to increase the Welsh medium provision and to increase the number of students studying through the medium of Welsh. Compliance with the requirements of the Welsh Language Standards is fundamental in implementing this Strategy. This Strategy demonstrates our commitment to playing our part in the national effort to increase the number of Welsh speakers to one million by 2050.

This report sets out our compliance with the Welsh Language Standards and presents required data for the 2023-24 financial year; the report includes our compliance arrangements; reporting on complaints; the language skills of our employees; the number of advertised jobs where skills in Welsh are required to undertake the role; as well as courses to learn or develop language skills. Although there are still further improvements to be made, we note that we have made progress with regards to improving our Welsh medium services.

2. Context

Since 1st April 2018, universities in Wales are 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, and is based on two principles:

- in Wales, Welsh should not be treated less favourably than English.
- persons in Wales should be able to live their lives through the medium of Welsh if they so wish.

The Measure is also a means of establishing a legal framework placing a duty on public bodies to comply with specific standards regarding the Welsh language, which establishes equal rights and opportunities for Welsh speakers to use the language. The Standards set for the University are included in the [Compliance Notice](#).

The University has detailed how it intends to comply with the Standards as well as how it will promote and facilitate the Welsh language in our [Compliance Plan](#), which has been published on the University's website.

In accordance with the requirements of the Standards, the University must produce a monitoring report corresponding to the previous financial year which reports on how the University has complied with the Standards. The report must be published within 6 months of the end of the financial year to which the report relates, and publicity is required to the fact that we have published the report.

The following matters must be included in the report:

- **Compliance with the Standards**

The way in which the University complied with the Standards to which it was duty bound to comply (that is by class of standards: Service Delivery Standards, Policy Making Standards, Operating Standards.)

- **Welsh Language Skills in the Workplace**

The number of staff who have Welsh language skills at the end of the reporting year.

- **Training**

The number of staff who attended training courses offered in Welsh during the year; and the percentage of all attendees that attended the Welsh language version.

- **Jobs**

The number of job 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 applied:

- Welsh language skills are **essential**
- Welsh language **skills need to be learned** on appointment
- Welsh language skills are **desirable**; or
- skills in Welsh are **not necessary** for the role.

- **Complaints**

Number of complaints received (per class of standards: Service Delivery Standards, Policy Making Standards, Operating Standards.)

3. Responsibility and Accountability

At a strategic leadership level, the Vice-Chancellor of the University is responsible for overseeing compliance with the Welsh Language Standards. All issues relating to the Standards are discussed at the University's main Welsh Language Committee. During the academic year the Corporate Governance Department had the responsibility for overseeing internal compliance with the Welsh Language Standards; with the Welsh Language Standards being the point of contact for all staff across the University in the context of Welsh Language Standards, as well as supporting the academic disciplines and professional units on a day-to-day basis.

The Welsh Language Services Centre

In addition to the above arrangement, and as a means of promoting and facilitating the use of the Welsh language beyond the requirements of the Welsh Language Standards, the University maintains a Welsh Language Services Centre, 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

The Centre is also home to the University's Branch of Y Coleg Cymraeg, and since the last academic year also includes the Translation Team who provide a written and simultaneous translation service.

Welsh Language Committee

This Committee has a specific role to monitor the implementation of the University's Welsh Language Standards; as well as being responsible for overseeing matters relating to Welsh and bilingual provision, including 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 matters relating to the Welsh language and Welsh medium provision across the institution by creating the following sub-committees:

- Welsh Language Subcommittees within each of the 3 Academic Institutes
 - Institute of Education and Humanities Welsh Language Subcommittee
 - Institute of Science and Art Welsh Language Subcommittee
 - Institute of Management and Health Welsh Language Subcommittee
- A Welsh Language Network for the Professional Services, which includes representation from each of the University's support and professional services units.

These Committees receive reports to review progress against the Welsh Language Strategy along with the statutory duties under the Welsh Language Standards regulations. Furthermore, the committees have a specific role in developing and improving the use of Welsh language across the University, and particularly in the context of implementing and monitoring compliance of the Welsh Language Standards. The minutes of the subcommittees are fed back to the main Welsh Language committee by the Chairs.

Welsh language facilitators

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

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

4. Welsh Language Standards Compliance Arrangements

Self-assessment

As a way of further overseeing and facilitating the University's compliance with the Standards, an engagement project is underway, where meetings are organised with the professional units and institutes individually to discuss and collaborate on the Standards that apply to them. As part of this is a process internal audits are in place to ensure compliance and quality of experience. The departments are asked to undertake self-assessment against the Standards that apply to their individual departments. The purpose of the self-assessment is to remind managers of the requirements of the Welsh Language Standards and to give them the opportunity to set a baseline for their departments. For the purposes of the project, we have identified twelve service areas and three institutes. To date we have worked with six service areas, five of which have developed action plans. It takes time to work with departments to establish which Standards apply to their area of work; but once this is in place it is possible to conduct an assessment and create an action plan. The action plans are monitored through the Welsh Language Network Subcommittee.

Spot-Checks

As part of our ongoing self-regulation procedures, we ask members of the Welsh Language Network Committee for their cooperation to conduct random spot-checks; during this reporting period the primary attention was given to bilingual email signatures and out of office messages.

Action following a Complaint

During the year, the University responded to the Welsh Language Commissioner's action points following an investigation based on a complaint. A submission regarding the required action points was given to the Senior Professional Services Team, and the relevant managers were asked to identify the necessary actions within their service area to address the issue. Following this, key actions were taken to ensure that the University was able to comply with the requirements, as follows:

- **Standard 5:** Revision of the Guide 'The Use of Welsh in Correspondence', which requires UWTSD to ensure that any initial correspondence sent to persons is sent in Welsh or bilingual (unless UWTSD knows that the person concerned does not wish to receive correspondence from the University in Welsh).
- **Standard 7:** Revised the corporate letterhead and email signature templates, together with subsequent guidance to ensure staff are instructed to include the statement that meets all elements of Standard 7 in correspondence; welcoming correspondence in Welsh and English and stating that replying to correspondence in Welsh will not cause delays.

- **Standard 53:** Undertake a project with Registry to amend the online application form to ensure that members of the public can apply to study within the University in Welsh, regardless of the language in which the course is provided.
- **Standard 55:** Support the Marketing Department in the development and publication of a new website, by ensuring that the text of each page on the new website is available in Welsh and that Welsh is not treated less favourably than English.

The Website

Central to this has been the work of ensuring that the website is available in Welsh and English, and fully functional in both languages; with a toggle button at the top of each page to enable language selection. In accordance with the launch of the new website in February, a policy was established by the Web Department, that no information on the website will be uploaded until a Welsh and English version is available. To ensure that Welsh version worked as conveniently as the English version, temporary arrangements were put in place to edit the Welsh content.

In line with the launch of the new website, the Welsh Language Standards page was reviewed and updated, thereby providing information to our users of the Welsh language services available to them through the University. [Welsh Language Standards](#).

Welsh Language Commissioner's Monitoring Work

The Welsh Language Commissioner annually publishes an assurance report based on their ongoing monitoring (including mystery shopper surveys and annual self-assessment questionnaire responses). The purpose of the assurance report is to give an opinion on how organisations comply with their statutory duties in accordance with the Welsh Language Standards. The results of this monitoring are the subject of an annual compliance review meeting held between the University and the Welsh Language Commissioner. Following a meeting in March, the agreed follow-up actions were mainly concerned about correcting text on the website; ensuring that an English document informs that the document is also available in Welsh; ensuring that electronic forms are fully functional in Welsh including ensuring that the 'contact us' form is in full compliance with Standards. These issues were addressed, and the evidence report satisfied the Welsh Language Commissioner that action had been taken.

4.1 Service Delivery Standards Compliance (Standards 1-92a)

The Service Delivery Standards set out how we provide services and information to students, prospective students, and the public. Our aim is to ensure that persons can engage with the University in their preferred language on all occasions. The University has put arrangements in place so that the preferred language can be asked and recorded, during the first point of contact with prospective or enrolled students, as follows:

- **Contact with prospective students when inquiring about courses or open days.** The CRM system (HubSpot) was introduced following a procurement process conducted in August 2022. The CRM system is new to the University and was first used for Open Day bookings in June 2023. The forms ask about language choice, and this is recorded on the CRM. System. Workflows check the preferred language before sending any correspondence, and consequently deliver correspondence in the preferred language.

- **Contact with students as they apply for a course.**

All applicants to the University have access to the MyTSD portal, and as the applicant logs in for the first time, a question is asked about their desire to receive correspondence through the medium of Welsh. Workflows check the preferred language before sending any correspondence,

- **Contact with students after they have been accepted on a course,** the applicant will need to register before the course starts, and this process also asks about their preferred language.

Staff are reminded about the requirements of the Welsh Language Standards, the weekly bulletin is used regularly as an internal platform to promote any advice or guidance published; in addition, Chairs along with members of the Welsh Language Subcommittees are encouraged to share any information or guidance that is published. During the year we have been promoting the use of bilingual email signature. Templates are available on 'SharePoint' that staff can use, which includes the footnote welcoming communication in Welsh. By Including this footnote, all emails sent from the University contain a message welcoming correspondence in Welsh, as follows:



Croeso i chi gysylltu â ni yn Gymraeg. Byddwn yn ymateb yn Gymraeg, heb oedi.

You are welcome to contact us in Welsh. We will respond in Welsh, without delay.

Attention was also given to the requirement to include a bilingual out of office message, and templates were published on the intranet. Staff with Welsh language skills encouraged to wear lanyards indicating they are Welsh speakers or learners, this so that users know there is a Welsh service available. It was announced through the weekly bulletin that lanyards are available to be collected from reception areas on all campuses.

Posters are displayed at every reception area informing that a Welsh service is available, which includes an email address for any Welsh language enquiries. The Hub Department is responsible for providing reception service for students and the public; members of staff are trained and are aware of how to answer the phone with a bilingual greeting. Templates have been shared, so that staff are aware of the need to answer the phone with a bilingual greeting, using Welsh first, and how to pass the call on to a Welsh speaker if they are unable to provide a Welsh service in person.

To promote and facilitate the implementation of the Standards, the University has designated pages on the new intranet site; 'Compliance with Welsh Language Standards' pages which include a series of guidance and resources for staff. Included is information and guidance on the following:

- Background and general information about the Standards
- Answering the phone
- Correspondence
- Organising and holding meetings
- Student rights
- Learning and developing Welsh language skills
- Translation service guidance
- Email footers and out of office messages
- Email signature

The designated intranet page is currently in its initial stages, and the aim is to further develop the resource, to help inform and support staff about the requirements of the Welsh Language Standards. To promote the resource, a soft launch was arranged with the use of Microsoft forms to ask for feedback. Positive feedback was received, with 75% of the responses indicating the highest score regarding their experience in using *Welsh Language Standards Compliance* pages. The comments received noted that the 'information is very clear and easy to navigate.'

The University has created a Language Awareness e-module, which is a mandatory course for all staff and is one of the induction courses for new employees. Information is given on the historical context of the Welsh language, the benefits of bilingualism and an explanation of the Welsh Language Standards, including the requirement to follow appropriate Guidelines. The e-module refers staff to the appropriate Guidance.

Training on Use of Welsh in Meetings, organised by the National Centre for Learning Welsh, was publicised widely, and attracted the interest of four members of staff from various units to attend the training.

The Translation Service is a key part of the infrastructure that supports the use of the Welsh language across the organisation. During the reporting period the Translation Unit was transferred to the Welsh Language Service Centre and provides a written and simultaneous translation service for staff members. The Translation Unit is currently being reviewed to ensure that the provision is fit for purpose and that the service has sufficient capacity to fulfil the University's requirements. One of the results of the review is to increase the team to include the appointment of a translation editor.

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

4.2 Policy Making Standards Compliance (Standards 94-104)

The Policy Making Standards require the University to:

- consider the effects of our policy decisions on the Welsh language (positive and negative)
- consider how to increase, mitigate, or reduce negative impacts and take every opportunity to promote the use of Welsh.

The University has an Equality and Welsh Language impact assessment framework. Before presenting a new policy for approval, the relevant manager must complete an impact assessment on equality and Welsh language; and when submitting papers to committees, each manager must complete a cover page which requires them to consider the decision's impact on the Welsh language, highlighting any impacts that require further consideration. The assessments will be sent to the attention of the Welsh Language Standards Officer for consideration and approval, before being submitted to the relevant University committee.

A training session (14/12) was provided with committee secretaries, reminding them of their responsibility to ensure that impact assessments are included with any paper that presents a policy decision to a relevant committee at the University.

During the academic year, the University responded to the Welsh Language Commissioner's Key Line of Enquiry Questionnaire, this to consider the extent to which our current arrangements meet the requirements of the policy-making standards. In considering our findings, we have identified that there is further work to be done in this area, and in the next academic year we will proceed to review an impact assessment template and develop guidance, in line with any advice or good practice shared by the Welsh Language Commissioner's office.

4.3 Operating Standards Compliance (Standards 105-153)

The operating standards deal with the University's internal use of Welsh and promote the concept of a bilingual workplace, giving employees language rights within a body's internal administration. During the reporting period the University has been revising and consulting on the Welsh Language Internal Use Policy, to provide guidance on how to use Welsh in the workplace. Once the internal consultation process is complete, we will promote the Policy among staff by drawing attention via the weekly Staff Bulletin. To develop the Policy, we have considered the advice and guidance of the Welsh Language Commissioner.

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

Consideration is given to the Welsh language as part of the University's guidelines on recruitment and appointments and a review of those guidelines are currently underway. All managers have a duty to set out the language requirement for every job vacancy and this is recorded on our online recruitment system, Webrecruit, with the aim of ensuring that the University's ability to provide bilingual services across all units is a priority.

The Human Resources Department use an online system to recruit, and applicants are required to complete an online form. The system is fully bilingual and therefore all applicants can choose whether to complete the form in Welsh or in English. If an applicant applies for a post through the medium of Welsh, the interview, contract of employment and any correspondence in relation to their employment from thereon will be through the medium of Welsh.

All 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 means of resource planning and training its workforce; staff are offered courses at Entry, Foundation, Intermediate and Advanced levels. Self-study courses are offered on-line with a tutor's support as well as classroom courses taught by a tutor including reference work. Please find data in Section 8: Learning and Developing Welsh Language Skills.

Furthermore, the University has several internal schemes, to try to encourage the use of the Welsh Language:

Paned a Sgwrs

An opportunity for staff, students, and the public to come together in weekly session to have a chat in Welsh, as well as to support new Welsh speakers. Between 10 and 15 join the weekly sessions. In addition to the group at the Carmarthen campus, a new group was established at the Swansea campus during the reporting period.

Côr y Gangen

An opportunity to socialise and have fun in Welsh by joining the Côr y Gangen rehearsals, every Tuesday evening. The choir members take part in the University St David's Day service and Christmas Service. The Choir's membership is between of 20 - 30 members.

Ffrindlaith Scheme

Each year, Rhagoriaith welcomes teachers to our campuses to immerse them in Welsh language over the Autumn and Winter terms on the Welsh Government's Sabbatical Scheme. As part of the scheme the University organises a 'Ffrindlaith' scheme which pairs teachers with a member of University staff to practice their Welsh, this can be via Teams, or over a coffee on campuses. The purpose of the scheme is to help the teacher's grow in confidence and give them the opportunity to practise outside their classroom in informal and natural atmosphere, just a chat with a new friend.

5. Raising Awareness and Promoting the Use of Welsh

Awareness of Welsh services is raised through different approaches. 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 about Y Coleg Cymraeg Cenedlaethol, the Welsh Language Standards, the Welsh Services Centre including Rhagoriaith and Peniarth, The Welsh Language Skills Certificate, S4C Centre – Yr Egin, and Yr Atom in Carmarthen town centre. Furthermore, as part of the Welcome Events the Welsh Language Service Centre staff meet all students who have identified themselves as Welsh-speakers, to inform them that they can be allocated a Welsh-speaking personal tutor, and that any written work that is part of an assessment or exam can be submitted in Welsh; and that any work submitted in the Welsh language will not be treated less favourably than work submitted in the English language. During the first term, the Branch Newsletter is circulated, which informs students about their rights under the Welsh Language Standards, it provides information about courses to learn or develop Welsh language skills; information about the Welsh Language Skills Certificate and how to apply, including relevant information about the University's Welsh speaking community.

For the purpose of staff involved in the clearing process, information was provided outlining the support available to Welsh speaking students or those seeking to study through the medium of Welsh at the University; this so that the information could be shared with students or prospective students seeking to apply for a place at the University.

Cinio'r Gangen

For the first time since lockdown Cinio'r Gangen (the Branch Dinner) was held in April at Canolfan S4C Yr Egin. 50 students and staff gathered for the celebration, with dinner and entertainment provided by a local band Am Dro.

Staff Awards

The University was delighted to recognise the achievements of staff as part of the Nexus Learning Teaching and Conference in March. The Awards Ceremony was held on the Carmarthen and Swansea campuses as well as online. 2 awards were presented to staff in recognition of their leadership work in relation to the Welsh language:

- **Welsh Medium Learning and Teaching Award:**

The award went to Heddwen Davies Institute of Sport and Healthy Living, IMH. Here is what was said about her:

"She has ensured that students can study a significant proportion of their courses in Welsh and secured an innovative Welsh medium PhD Research Scholarship. Heddwen collaborated with Rhagoriaith to expand Welsh language provision in various modules and develop a community fitness module. As a key member of the Welsh Subcommittee, she secured significant grants for Welsh medium initiatives, including a subject grant of £40,000 and an additional £2,500 for a Welsh language conference. She has also supported Welsh language provision, encouraged colleagues to teach in Welsh, and secured bursaries for student work experiences. Heddwen coordinated extra-curricular clubs to bolster students' confidence in Welsh. Heddwen's dedication to promoting the Welsh language and supporting students and colleagues makes her a very worthy recipient of this award"

Personal Commitment to Learning Welsh: this was a new award, in recognition of an individual's contribution and commitment to the Welsh language, working diligently to contribute to the Welsh Language Strategy. The award went to Rhys Dart, Director of Student Services. Here is what was said about him:

"The fact that he has focused on his own Welsh language skills, not only shows personal commitment but also shows how aware he is of the importance of the language as part of the service his unit provides to students at the University. In addition, he is an initiative-taking advocate for the Welsh language on a day-to-day basis at the University, continuously highlighting the importance of his staff's bilingual skills."

Norah Issac Memorial Prize

The Norah Isaac Memorial Prize is awarded to the student whom the University considers having contributed most to the Welsh community at the institution during the academic year. The award was won by Lisa Evans, a student studying BA Primary Education at the Lampeter campus. She was President of the Welsh Society, and worked diligently as an ambassador encouraging students to join the range of activities the University offers, and to take advantage of every single opportunity.

Scholarships

72 students were successful in gaining the Coleg Cymraeg Cenedlaethol Incentive Scholarship. The students received £500 a year for studying at least 40 credits through the medium of Welsh during the academic year.

A further 4 students were successful in gaining the main Coleg Cymraeg Scholarship, worth £1,000 a year for studying at least 66% of the course via the medium of Welsh.

The University uses specific dates in the calendar to promote the availability of Welsh language services:

St Dwynwen's Day	To celebrate, a <u>'Love and Kindness Award'</u> was introduced, St Dwynwen's day is not only a day to show love but also to show appreciation and thanks. Staff and students were given the opportunity to nominate one member of staff to thank them by giving them a personal card in Welsh. Over thirty nominations were received.
Campaign # Defnyddia dy Gymraeg	In November the University joined the Welsh Language Commissioners' campaign, #Defnyddia dy Gymraeg (use your Welsh). Social Media platforms were used to promote students rights to receive their University services in Welsh.
Dydd Miwsig Cymru	On the 9 th of February, Welsh music was played at our Restaurants on all campuses, using the playlists #dyddmiwsigcymru.
St David's Day	There was a St David's Day service on Lampeter and Carmarthen campus, with the Branch Choir taking part. In addition, the Welsh Language Services Centre had a presence at the Carmarthen campus, to promote opportunities for students to study and socialise through the medium of Welsh. It was also an opportunity to promote the Welsh Language Standards to staff.

6. Reporting Complaints (Standards 163-177)

The University will deal with any complaint about the Welsh language or any aspect of implementing the Welsh Language Standards in accordance with the institution's complaints policy. A *Complaint procedure document relating to the Welsh language* has been approved, and published on the University's website, which includes a complaint form along with an explanation of how the University will work to find a solution.

[Complaints procedure relating to the Welsh language.](#)

During the reporting period, 1st August 2023 – 31st July 2024 no complaints were received regarding the implementation of the Welsh Language Standards or any aspect of matters relating to the Welsh language.

7. Reporting on Staff Welsh Language Skills

Welsh Language of those employed by the University at the end of July 2024.

Staff are required to update and maintain their Welsh language skills through the MyView Dashboard. According to records published in November 2024, University employees were recorded as having the following level of Welsh language skills:

(i) Percentage and number of all staff able to speak Welsh between 1st August 2023 and 31st July 2024

	Can speak Welsh fluently	Can speak Welsh but not fluently	Can't speak Welsh	Unknown
Academic Staff	15.8% (72)	26.8% (122)	39.9% (182)	17.5% (80)
Support and Professional Services Staff	20.5% (198)	25.3% (245)	38.3% (371)	15.9% (154)
All staff	19.0% (270)	25.8% (367)	38.8% (553)	16.4% (234)

44.7% (637) of all staff are able to speak some degree of Welsh, and of these 19% (270) are fluent Welsh speakers.

(ii) Comparison of all staff who were able to speak Welsh from 2022/23 to 2023/24

	Can speak Welsh fluently	Can speak Welsh but not fluently	Can't speak Welsh	Unknown
2022-23	19.6% (279)	26.5% (377)	39.8% (567)	14.1% (201)
2023-24	19.0% (270)	25.8% (367)	38.8% (553)	16.4% (234)
	+ or -	+ or -	+ or -	+ or -
Comparison	-0.6% (-9)	-0.7% (-10)	-1% (-14)	2.3% (+33)

In comparison with 2022/23 data, there is a marginal difference of 0.6% in 23/24 of staff that can speak Welsh fluently and a slight decrease of 0.7% of staff can speak Welsh but not fluently.

(iii) Percentage and number of staff located on the Wales campuses able to speak Welsh

	Can speak Welsh fluently	Can speak Welsh but not fluently	Can't speak Welsh	Unknown
2022-23	21.5% (279)	28.8% (374)	36.3% (472)	13.5% (175)
2023-24	21.9% (270)	29.2% (360)	34.5% (426)	14.4% (177)
	+ or -	+ or -	+ or -	+ or -
Comparison	-0.4% (-9)	-0.4% (-14)	-1.8% (-46)	0.9% (+2)

51.1% (630) of staff based on Wales campuses are able to speak some degree of Welsh, and of these 21.9% (270) are fluent Welsh speakers.

In comparison with 2022/23 data, there is an marginal difference of 0.4% to 23/24 of staff that can speak Welsh fluently and a slight decrease of 0.4% of staff that can speak Welsh but not fluently.

(iv) The percentage and number of academic staff able to teach through the medium of Welsh between 1st August 2023 and 31st July 2024

	Able to teach	Unable to teach	Unknown
Academic Staff 2024	14.9% (68)	69.7% (318)	15.4% (70)
Academic Staff 2023	13% (55)	68.6% (290)	18.4% (78)

The data shows that there was an increase in the number of academic staff able to teach through the medium of Welsh during the reporting year with a further 13 academic staff able to teach through the medium of Welsh.

8. Learning and Developing Welsh Language Skills

Staff are encouraged to learn and improve their Welsh language skills and given the opportunity to participate on the Cymraeg Gwaith language courses, either in person or online.

Provision for Staff

Course	Number registered
Entry Level	31
Foundation Level	18
Intermediate Level	6
Advanced Level	8
Using Welsh in Meetings Course facilitated by the National Centre for Learning Welsh	3
Welsh Language Skills Certificate	3
Language awareness training for Education and Teacher Training Staff and a taster session for Initial Teacher Education staff.	20
Training on the importance of the Welsh language (national context and within the University) and a taster session for Students' Union staff in Cardiff.	30

Student Provision

Course	Number registered
Entry Level - Self-Study Course for Students	57
Blue Light Academy	34 Level 5 students have completed a workplace Welsh module in Policing.
Language Skills Certificate	46 have passed (UWTSD and Coleg Sir Gâr students)

9. Welsh Medium Training Courses

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

Title	Number			% of completed
	Academic Staff	Professional Services Staff	Total	
Welsh Language Awareness course e-learning	1	18	19	9.8%
Equality and Diversity e-learning module	1	11	12	5.2%
Understanding Health and Safety e-learning module	1	8	9	4.05%
Creating Accessible Content e-learning module	1	4	5	4.9%
Safeguarding Essentials e-learning module	0	0	0	0%
Mental health and wellbeing of students e-learning module	0	0	0	0%
Nexus Conference Session	Beyond Words: Experiential Learning Through Immersive Technologies and Language Acquisition		15	N/A

A Corporate Induction Event which is part of staff induction was delivered bilingually. Two sessions were delivered in Welsh, with simultaneous translation to facilitate this. There were 78 members of staff in attendance.

Freedom of Information and Data Protection e-learning modules are available to staff bilingually. In October 2024, one further e-learning module was made available to staff bilingually on the theme of Race Equity.

The following staff training delivered by the Student Services team is available in Welsh:

- Mental Health First Aid
- Look After your Mate
- SafeTALK

The University's self-development online platform, FyMentor / MyMentor has always had a toggle to enable Welsh content. There was a launch of an updated version on September 19th 2024, which enabled the whole platform to be used in Welsh, as a recorded language choice, in the settings. In addition, all elements of the Staff Development Hwb, both on SharePoint and the staff intranet are available in Welsh. This includes information on the following:

- Key information
- Mandatory training
- Wellbeing
- Digital Skills
- LinkedIn Learning
- MyMentor
- Coaching and Mentoring
- New to role info
- Professional Services Support
- Learning & Teaching
- Management and Leadership

10. Jobs Advertised

The table below refers to the number of vacancies advertised between 1st August 2023 and 31st July 2024 with Welsh as an essential or desirable skill along with the percentage of posts in which Welsh speakers were appointed.

(i) Number of vacancies advertised across the University (Standards 145,178)

238 jobs were advertised by UWTSD between 1st August 2023 and 31st July 2024

Category	Number	%	% of Welsh speakers appointed
Number of vacancies advertised with Welsh as an essential skill	25	10.5%	64%*
Number of vacancies advertised with Welsh as a desirable skill	107	45%	N/A
Number of vacancies advertised where Welsh language skills needed to be learnt on appointment	0	0	0
Number of vacancies advertised where Welsh language skills were not necessary	106**	44.5%	N/A

* In 23/24, 64% (16) of posts were filled by Welsh speakers. 36% (9) were not filled due to insufficient applicants or quality of applicants without the skills required to meet the post.

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

(ii) Number of vacancies advertised on our Welsh campuses (Standards 145, 178)

130 jobs were advertised on our campuses in Wales

Category	Number	%	% of Welsh speakers appointed
Number of vacancies advertised with Welsh as an essential skill	25	19.2%	64%*
Number of vacancies advertised with Welsh as a desirable skill	105	80.8%	N/A
Number of vacancies advertised where Welsh language skills needed to be learnt on appointment	0	0%	0%
Number of vacancies advertised where Welsh language skills were not necessary	0	0%	N/A

* In 23/24, 64% (16) of posts were filled by Welsh speakers. 36% (9) were not filled due to insufficient applicants or quality of applicants without the skills required to meet the post.

The University is working towards being able to report on the percentage of Welsh speakers appointed to vacancies with Welsh being a desirable skill

(iii) Comparison between 2022/23 and 2023/24

Category	2022/23	2023/24	+ / -
Total Jobs Advertised Wales Campuses	283	130	-153
Number of vacancies advertised with Welsh as an essential skill	14.5% (41)	19.2% (25)	-16
Number of vacancies advertised with Welsh as a desirable skill	85.5% (242)	80.8% (105)	-137
Number of vacancies advertised where Welsh language skills needed to be learnt on appointment	0	0	0
Number of vacancies advertised where Welsh language skills were not necessary	0	0	0

As reported within table iii the percentage of Welsh essential jobs advertised has increased by 4.7%.