



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 2024 to 31st July 2025**



This report is available in English and Welsh.

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@pcydd.ac.uk.

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1. Introduction

This report provides an account of the University's compliance with the Welsh Language Standards. The aim of the report is to provide clear and detailed evidence regarding the progress made, the challenges faced, and the steps taken to ensure that the Standards are implemented in line with statutory expectations. The report is based on the period from 1 August 2024 to 31 July 2025.

The Welsh Language Standards offers a robust framework that places specific requirements on the University to ensure:

- that the Welsh language is not treated less favourably than English language in Wales
- that the linguistic rights of Welsh speakers are respected and protected
- and that there are practical opportunities for students to use Welsh when receiving their services from the University, as well as opportunities for staff to use Welsh in their working environment.

As set out in this report, the University continued its duty to implement the requirements of the Welsh Language Standards; this has included raising awareness of the requirements, by holding engagement sessions with Professional Units and Institutes, conducting self-assessment exercises, providing advice and guidance, as well as ensuring that regular reports are submitted to the appropriate committees.

This annual report provides a detailed overview of the current situation, demonstrating how the Standards are being implemented in practice. We are proud of the progress we have made so far, but at the same time recognise that there is still room for improvement. We are committed to continuing our efforts to develop and improve our Welsh-medium provision to ensure that our services are accessible and of the highest quality for our Welsh speakers. Our efforts also contribute to the Welsh Government's wider aim of ensuring sustainable growth in the number of Welsh speakers and opportunities to use the language.

2. Context

Since 1 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, the Welsh language 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 wish to do so.

The Measure is also a means of establishing a legal framework that places a duty on public bodies to comply with certain standards relating to the Welsh language, this establishes equal rights and opportunities for Welsh speakers to use the language. The Standards imposed on 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, Operational 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, if an English version of the course was offered during the year, and the percentage of all attendees who attended the Welsh language version.

- **Recruitment**

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 **not necessary** for the role

- **Complaints**

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

This report sets out our compliance with the Standards and presents the required data for the academic year 2024-25.

3. Responsibilities and Strategic Planning

During the past year, the University, like every other Higher Education institution in Wales, has faced very significant financial conditions and challenges. The University had to respond by making some difficult strategic decisions while ensuring that resources were used effectively to support our student's well-being and experience. As part of this, it was ensured that no decisions would have an adverse effect on the Welsh language services offered by the University.

As part of this process, the role of Associate Pro Vice-Chancellor (Welsh Language Services) was established, with strategic responsibility for the implementation of the University's Language Strategy, and includes strategic responsibility for overseeing compliance with the Welsh Language Standards. As part of this restructuring, *it was also* decided to integrate responsibility for Welsh Language Standards and formally locate a Welsh Language Standards Officer within the Welsh Language Services Centre. The Welsh Language Standards Officer acts as the main point of contact for all staff of 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

The Centre is a pivotal point to promote, facilitate and deliver Welsh language services, ensuring that Welsh is a living, relevant and practical language for staff and students alike. The Centre's portfolio now includes:

- overseeing the University's Welsh Language Strategy
- ensuring compliance with Welsh Language Standards
- co-ordinating the activity of the Translation Team which provides both text translation and simultaneous translation service.
- providing Welsh language training to staff and students across the University
- strategic development of Welsh-medium education provision
- providing Welsh and Welsh-medium resources to the education sector in Wales and beyond under the *Peniarth brand*
- providing commercial Welsh language training to the education workforce in Wales under the *Rhagoriaith brand*
- coordinating the activities of the University Branch of the Coleg Cymraeg Cenedlaethol
- coordinating the activity of Canolfan S4C Yr Egin

Reporting and Oversight Arrangements

Pwyllgor y Gymraeg / Welsh Language Committee

This Committee deals with all aspects of issues relating to the Welsh language at the University. This includes overseeing the implementation of the Welsh Language Strategy, ensuring compliance with Welsh Language Standards as well as being responsible for overseeing issues relating to Welsh and bilingual provision and the experience of students studying through the medium of Welsh. This committee reports directly to the University Senate and is chaired by the Associate Pro Vice-Chancellor of the University.

Welsh Language Sub-Committees

The University has also secured ownership of the Standards and all Welsh language and Welsh-medium issues across the institution through the creation of the following sub-committees:

- **Welsh Language Sub-Committee within each of the 3 Academic Institutes**
 - Welsh Sub-Committee of the Institute of Education and Humanities
 - Welsh Sub-Committee of the Institute of Science and Art
 - Welsh Sub-Committee of the Institute of Management and Health

During the year, the three Institutes developed their individual action plans, with the aim of contributing to the implementation of the University's Language Strategy.

- **Welsh Language Network (Professional Services) Sub-Committee** – consisting of representation from each of the University's support and professional services units.

Review of the terms of reference of the Network Sub-Committee

The terms of reference and membership of the Welsh Language Network Sub-Committee were reviewed during the reporting period, to ensure that they are current and clear, and reflect the current objectives, responsibilities and context relating to the implementation of the Welsh Language Standards across the University. The Network will undertake a practical role in relation to the way in which the University implements its Welsh Language Standards.

- **Coleg Cymraeg Cenedlaethol Branch Committee**

This Committee plays a significant role in planning and working towards establishing a bilingual learning environment and supporting the sustainability and growth of the Welsh language for our students.

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 the Welsh language across the University, and particularly in the context of implementing and monitoring compliance of the Welsh Language Standards. The minutes of the sub-committees are fed back to the main Welsh Language committee by the Chairs.

Strategic Planning

The University's Welsh Language Strategy 2022 -26

The University of Wales Trinity Saint David's Strategic Plan (2022-26) makes a commitment to its learners and to Wales in particular, its culture, heritage and language through its values and distinctive character. The Welsh Language Strategy supports this commitment, and the Strategy's priorities seek to ensure that members of the University community are offered a diverse and growing range of opportunities to study and use the Welsh language across the University's campuses in Wales.

The Strategy has four priority areas, namely:

- **A civic mission** aimed at building on the University's long-standing reputation as a leading institution in promoting Wales, its language, culture and heritage.
- **Teaching and Learning** aims to be one of the leading providers of Welsh-medium education in Wales and beyond.

- **Embedding & Enabling**, which is to promote and enhance the use of the Welsh language by complying with Welsh Language Standards.
- **Research and Enterprise**, which is to contribute to scholarly activity and develop commercial enterprises and generate income ensuring that Welsh-medium opportunities are proactively offered and available, alongside opportunities relating to the Welsh language itself.

Work on implementing the University's Welsh Language Strategy continued during the year, with the annual report formally presented to MEDR in July, highlighting considerable progress. The Annual Report can be read by following the link:

[Annual Report Strategaeth Iaith Gymraeg !\[\]\(d84e7ea36f695d92cb39ec32c307ac93_img.jpg\) Welsh Language Strategy ANNUAL REPORT 2023-24 Cym TERF.pptx](#)

The University is currently reviewing its Strategic Plan, with the Welsh Language Strategy set to be updated in the same way in 2026.

Curriculum Review Project

Like other higher education institutions, current financial pressures have made it necessary to review both staffing and academic offerings. In line with its business plan, the University has started to conduct a review of its academic portfolio by reviewing its curriculum. The purpose of the review is:

- to ensure that our academic offerings are effective, appropriate, and fully meet the needs of our students
- maintain the financial sustainability of the University
- foster a vibrant, inclusive, and thriving academic community for both staff and students across our campuses.

Welsh-medium provision is a core element of the review and is systematically considered at every stage of the process. The Associate Pro Vice-Chancellor (Welsh Language Services), is an active member of the planning group, ensuring that all decisions are fully aligned with the University's Welsh Language Strategy. The process is transparent and fair and offers an opportunity in areas where there is unlikely to be growth in Welsh-medium provision in the short term to ensure a baseline of support for Welsh speaking students in those areas, including those wishing to learn Welsh.

4. Welsh Language Standards Compliance Arrangements

The Standards are organised by class of Standards, and this section provides a summary of how the University has ensured compliance with each set of Standards:

- Service Delivery Standards
- Policy Making Standards
- Operational Standards

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 general public in Welsh. Our aim is to ensure that persons can engage with the University in their preferred language on all occasions, and that is, on the phone, face-to-face or online. To achieve this, staff are provided with clear guidance on complying with the Welsh Language Standards through the following methods:

- developing information pages on the intranet 'Compliance with Welsh Language Standards,' which includes information, guidance documents, and resources to support the use of the Welsh language in the workplace
- regularly publish news articles in the weekly staff bulletin
- training and awareness sessions to support staff in using the Welsh language
- include information about Welsh Language Standards requirements in the staff induction programme
- organising targeted campaigns to promote and strengthen the use of the Welsh language
- use of social media to strengthen and promote messages about the requirements of Welsh Language Standards
- maintain information pages on our website to draw students' attention to their rights to use Welsh during their time at the University
- organise and sustain committees responsible for overseeing the implementation and monitoring of Welsh Language Standards

Key Developments 2024-25

Welsh Language Standards Self-Assessment Project

In the Assurance Report the Welsh Language Commissioner urges organisations to measure their own performance against the requirements of Welsh Language Standards. At the University, our approach to this is to conduct a self-assessment project at Professional Unit and Institute level. During the reporting year we have conducted work to refine the project, identifying 4 phases of the project as well as securing support from the Welsh Language Services Centre at each stage, as follows:

- Step 1:** **Self-assessment.** Departments to score their current level of compliance against the requirements of the Standards that are applicable to their area of responsibility
- Step 2:** **Analysis.** For standards where a low score has been provided (i.e. 1,2 or 3) to consider the action points and the support required in order to improve compliance
- Step 3:** Agree an **action plan** with support as required
- Step 4:** Annual **Monitoring**

The first stage of the project involves providing senior management in each unit with a presentation on the requirements of the Welsh Language Standards, followed by an explanation on the self-assessment process. The first phase of the process has taken time, as it involves identifying the specific Welsh Language Standards relevant to the work of each Professional Unit and Institute. Once these have been established, the next step is to develop action plans for improvement. The aim of the process is to develop an improvement programme for each Unit or Institute, providing appropriate support at every stage to enable progress to be measured and to enhance compliance with the Standards across the University.

Noticeboards Review

As part of our ongoing self-regulatory processes, we will from time to time ask members of the Welsh Language Network Committee for their co-operation in conducting spot-checks; during this reporting period attention has been given to noticeboards. 10 members of the Network Committee agreed to undertake the task, by recording their findings on Microsoft Forms template. Between November and December 2024, 25 noticeboards were checked across 4 campuses, Swansea, Carmarthen, Lampeter and Cardiff. In a follow-up meeting, their experience of gathering and presenting the evidence was discussed along with a conversation about the design and appearance of bilingual posters. As a result of the discussion, it was decided to design a poster that would remind staff of the need to display bilingual posters at all times. The Estates Department was tasked with ensuring that the poster was displayed on noticeboards across the University. The project will be revisited in the next phase to assess any improvements made.

Guidance for Staff: The support available for students who wish to use the Welsh language and those studying through the medium of Welsh

Over the past year, we have been developing a university-wide protocol for providing Welsh speakers with a personal tutor who can speak Welsh, as well as facilitating the ability for students to submit assignments through the medium of Welsh. During the process, it became apparent that the approach needed to be formalised to ensure that all Units were operating consistently. To achieve this, extensive research and consultation was conducted with numerous members of staff, and the result was the creation of a guide *'What is the support for students who wish to use Welsh and those studying through the medium of Welsh'*

As part of the work, the approval of the Academic Standards Committee was required (26 February 2025), to amend the Study Handbook 2025-26 to include:

- to offer students the option to choose their preferred language for assignment submission
- to offer students access to a personal tutor who is fluent and qualified to communicate through the medium of Welsh.

This was also an opportunity to raise awareness amongst senior University Officers, and to ensure that each Institutes put plans in place to respond to the requirement.

The guide was developed to ensure that all staff are aware of the rights that students have to use Welsh, and the support available to them. The guidance sets out the current provision, including access to a personal Welsh-speaking tutor, the ability to submit assignments in Welsh, and the linguistic support available. The aim is to provide staff with consistent and well-defined information, so that they can direct students to the appropriate provision; promote opportunities to use Welsh and assist the University in complying with Welsh Language Standards.

The guide has been published in a digital format on the intranet and was officially launched at a special event as part of the University-wide Essential Updates Day 2025/26 on the 2nd of September in front of over 600 members of staff; an event where all academic and academically affiliated staff are required to attend. The Guide will also be promoted via the Welsh Language Committee and its Sub-Committees, to ensure that its content is effectively incorporated into the University's processes. University of Wales Trinity Saint David (UWTSD) is the first in Wales to produce such a guide.

Social Media

The Marketing Department has commissioned Libera Creative Agency to conduct research on the University's social media provision. During this work, it became apparent that the creation of bilingual content needed more support and guidance. As a result, a comprehensive session was organised (17 June 2025) with Libera Creative Agency discussing and sharing ideas around the production of effective bilingual content.

Following this, the Marketing Department established a social media Forum to discuss, amongst other topics, Welsh language and the requirement of the Welsh Language Standards in social media. This forum was also an opportunity to ensure that reference to compliance with Welsh Language Standards is fully incorporated into the social media Policy which is currently being developed by the Marketing Department.

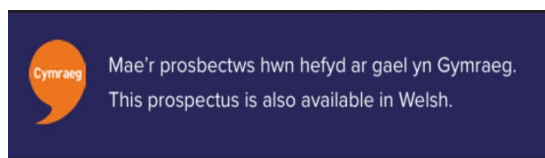
As part of its regulatory work, the Welsh Language Commissioner conducted a survey of the University's social media accounts during July, focusing on the main LinkedIn and Instagram accounts. The findings were positive, indicating a high level of compliance in 'postings'. However, it was noted that specific changes needed to be made to the corporate identity of the LinkedIn account. To that effect the University social media Manager has contacted the LinkedIn support service, so that the University's bilingual title can be set as the official name on the account:

Prifysgol Cymru y Drindod Dewi Sant
University of Wales Trinity Saint David.

Email Signatures and Out of Office Messages

The Corporate Communications Department has designed and published templates for email signatures, enabling staff to choose a version that indicates whether they speak Welsh, are learners or non-Welsh. To ensure consistency and accuracy in email signatures, the Translation Unit has published a list of useful terms, which includes the titles of departments and units as well as the titles of the University's Committees. In advance of the summer holiday period, the importance of setting bilingual 'out of office' messages was promoted to staff via the Staff Bulletin throughout July.

Statement on documents informing that a Welsh version is also available



The University's Prospectus is inevitably produced in Welsh and English separately, as the same document needs to be used on the University's campuses in Birmingham and London. This year, a statement has been added to

highlight that a Welsh version is also available, as required by the requirement of Standard 52. By conducting this work, we have also been able to raise awareness of the need to comply with Standards 52 and 53a, which apply when it is required to design a separate Welsh and English document or form.

Intranet pages to promote and facilitate the use of Welsh in the workplace

A specific space has been allocated on the intranet to help staff comply with the requirements of the Welsh Language Standards and to encourage the use of the Welsh language in the workplace. The resource contains a wealth of information, guidance and resources to assist staff in using Welsh in the workplace; for example guidance on how to find Cysgliad package, how to make use of the translation service along with a description of the training available for staff to learn or improve their Welsh language skills. The resource was launched as part of *the ShwMae* Day celebrations 2024, by launching a video 'Using Welsh at the University'. The video is now part of the introduction to the help pages on the intranet.

The Staff Intranet

Following the launch of our new website last year, this year the Digital Services Unit has focused on developing and publishing a Staff Intranet. The Staff Intranet is a digital resource that allows staff to access internal information, documents, guidance, news, and training resources.

The interface and menus are available in Welsh, and at the top of the toolbar, there is a button that allows the user to navigate back and forth between the Welsh and English, making it easier to use the intranet bilingually. Consistent with the website arrangements, information may only be published on the intranet when bilingual versions are available.

Student Hub

The Student Hub is a digital hub targeted at students to assist with their learning, personal development, and well-being. It offers a variety of services and activities designed to enhance students' experience and academic success. This resource is also available fully in Welsh, with a toggle button that allows the reader to easily switch between the two languages on each page. Students can access it through the website or download the app.

Developing future workforce that is confident to work bilingually

The University's Institutes are supported through 20-credit *Welsh in the Workplace* modules, which focus on the Welsh language and employability within specific subject areas. In the 2024-25 academic year the module was offered to Health & Care and the Blue Light Academy. A significant number of students were able to complete the 20-credit module, which prepares them to work confidently and effectively in both English and Welsh. Discussions are underway to extend the offer to other disciplines in the future.

Working with the Institute of Art and Science to raise awareness of the Welsh language

Representatives from the Welsh Language Services Centre were scheduled to deliver an information session (11 December 2024) as part of the Institute's Team Development Day. During the session, an overview of the work to implement the University's Language Strategy was presented, information about the requirements of the Welsh Language Standards and an interactive workshop was held to introduce simple Welsh phrases, which was well received. Due to a number of staff absences, it was decided to hold the session again during Team Development Day in September 2025.

Annually, the Institute organises end of year shows to showcase students' work, presented as part of their degree portfolio. Although these shows already make use of bilingualism, it was felt that additional guidance and support was needed to ensure consistency across all exhibitions. As a result, a presentation was given to heads of department (17 June 2025) outlining the requirements of the Welsh Language Standards and providing examples of how bilingualism could be better incorporated into the end-of-year shows.

The Institute has excelled in recognising and celebrating the accomplishments of those using Welsh. Every third-year students who have studied 40 credits of their degree through the medium of Welsh receive an award. In addition, a member of staff is nominated for a special award that recognises individuals who have facilitated and enabled students to study part of their degree in Welsh. Receiving this award was an incentive for one lecturer to build confidence to use Welsh in an academic presentation, reflecting the positive impact of the award scheme.

4.2 Compliance with Policy Making Standards (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 effects and take advantage of 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, when submitting papers to committees, each manager must complete a cover page which required 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.

As part of this work, we have identified the need to refine the current template in order to make the process more effective and efficient. In addition, it is intended to produce guidance that explains the types of impacts that should be considered on opportunities to use Welsh, ensuring that Welsh is not treated less favourably than English. During the next period, we will be commencing this work, using the advice and good practice already shared by the Welsh Language Commissioner.

4.3 Compliance with Operational Standards (Standards 105-153)

The Operational Standards cover the University's use of the Welsh language internally and promote the concept of a bilingual workplace, providing some linguistic rights to employees in internal administration.

Welsh Language Internal Use Policy

During the year, we have been collaborating with the Professional Units Resources Units to review and amend our Internal Use of Welsh Language Policy. The aim of this policy is to provide staff with a clear framework on how to use the Welsh language in our workplace, and to ensure that our arrangements are consistent with the requirements of the Standards.

Although we have already conducted an initial period of internal consultation, it has been decided to delay the final publication of the policy. This is to enable us to incorporate the guidance and best practice discussed at the Welsh Language Commissioner's Conference 'The Welsh Language and the Workplace' (08 07 2025). In addition, we understand that the Office of the Welsh Language Commissioner will share a model policy and resources at a workshop at the beginning of October. Our intention is to ensure that our proposed policy reflects national expectations to promote and increase the use of the Welsh language in the workplace.

Language Skills Assessment and the CEFR Framework

A record of the language skills of each member of staff is kept on the University's Human Resources system (Resourcelink). Staff are encouraged to input, review and update their records at any time via the My-View digital system. Information is sent to staff upon their start date and a reminder sent annually thereafter to prompt them to do so. A report on the language profile of workforce staff is provided to Welsh language committees, and annually as part of the Annual Monitoring Report. See data on the workforce language profile page 16.

We note that the *Welsh Language and Education (Wales) Act 2025* received Royal Assent and came into force on 8 July 2025. The Act aims to establish measures to ensure that, as a minimum, all pupils reach the end of compulsory school age as independent users of the Welsh language. This Act will impact the workplace by strengthening Welsh language requirements and ensuring that staff and organisations plan for and implement policies that support the Welsh language in a more systematic way.

In summary, through the 2025 Act, the Welsh Government is committing to:

- include a target of at least one million Welsh speakers by 2050, along with additional targets relating to the use of Welsh in the workplace and in social settings.
- will establish a standardised method for describing Welsh language proficiency, based on the levels of the Common European Framework of Reference for Languages (CEFR).

This Act establishes the CEFR Framework as the model for assessing the language skills of the workforce. The University is committed to adopting this framework to align with national practice and has already made progress to develop a model tailored to the specific needs of the workforce. However, it is understood that the Welsh Government will be consulting on the Code, which will set out the standard method for describing the characteristics of Welsh language users, during the autumn term. We will therefore await further details and guidance before progressing with our plans.

Recruitment and Appointment

Due consideration is given to the Welsh language as an integral part of the University's recruitment and appointment guidelines. Each manager has a duty to set out the language requirement for each vacancy with a view to ensuring that the University's ability to provide bilingual services across all units is a priority. It is recognised that recruitment challenges remain in certain areas, for example, within the Student Services team. However, there have been positive examples of collaboration between Professional Units and the Welsh Language Services Centre to address barriers in appointing to posts requiring Welsh language skills. For instance, successful appointments were made to two key positions within the Marketing Department, following initial recruitment difficulties, including the post of Welsh-medium Course Marketing and social media Officer. The job description was revised, to set out the Welsh language duties, and the roles have been advertised on platforms commonly used by Welsh speakers looking for similar opportunities. As a result, the managers guidance for assessing Welsh language skills for vacant posts will be reviewed, strengthening the University's commitment to increasing the use of Welsh in the workplace.

The University operates a fully bilingual online recruitment system. All applicants are required to complete an online application form, with the choice to complete it through the medium of Welsh or English. If an applicant chooses to apply through the medium of Welsh, the University ensures full continuity of language provision. This includes:

- conducting the interview through the medium of Welsh
- provide contract of employment in Welsh, and
- ensuring any further correspondence relating to their employment is available through the medium of the Welsh language.

Through these arrangements, it is ensured that candidates' language rights are respected, and that the Welsh language is treated equally with English at all stages of the recruitment and appointment process.

Learning and Developing Welsh Language Skills

All members of staff have the opportunity to learn Welsh or upskill their current level of proficiency; and includes three of the University's managers receiving one-to-one training to learn or upskill their language proficiency. The University is committed to developing Welsh language skills through the planning and training of its workforce, and courses are offered to staff at Entry, Foundation, Intermediate and Advanced levels.

To encourage interest, a number of taster sessions are offered during the term. The sessions are fun and engaging, and positive feedback has been received from participants.

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

Paned a Sgwrs

An opportunity for staff, students and the public to come together in weekly sessions to have a chat in Welsh, as well as to support new Welsh speakers. Between 10 and 15 join the weekly sessions:

- **Carmarthen Campus:** Every Thursday at 1:00 pm at Yr Egin
- **Swansea Campus:** Every Thursday at 1:00 pm at Cafe Tawe

Côr y Gangen

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

Cynllun Ffrind Iaith

Each year, Rhagoriaith welcomes teachers to our campuses to immerse them in Welsh language over the Autumn and Spring term on the Welsh Government's Sabbatical Scheme. As part of the scheme, the University organises a 'Ffrindlaith' scheme which pairs the teachers with a member of the University's staff to meet and practise their Welsh; this can be over 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 the classroom in an informal and natural atmosphere, just a chat with a new friend. Indirectly, they also contribute to an increase in the natural use of the Welsh language among staff.

5. Raising Awareness and Promoting the Use of the Welsh Language

Awareness of Welsh language services is raised through different approaches.

Welcome Events

At the beginning of each academic year, a video is published for the attention of each new student explaining the support available to Welsh speakers. The video includes information about the Coleg Cymraeg Cenedlaethol, Welsh Language Standards, the Welsh Language Services Centre including Rhagoriaith and Peniarth, information about the Language Skills Certificate, and Canolfan S4C – Yr Egin.

Freshers' Weekend

The UWTSD Branch of the Coleg Cymraeg Cenedlaethol has been organising Freshers' Weekend for several years now. This event gives Welsh-speaking students (whether or not they intend to study through the medium of Welsh) the opportunity to settle on the Carmarthen Campus before the rest of the first year arrives two days later. A similar event is also taking place on Swansea's campuses and gives Welsh speakers the opportunity to get to know each other and the campus before term time starts officially.

In addition, as part of the Welcome Events, the Coleg Cymraeg Branch Officer meets with all students who have indicated that they are proficient in Welsh, in order to inform them that a personal tutor who speaks Welsh can be allocated, and also that any written work can be submitted as part of an assessment or examination in Welsh.

During the term, the Branch Newsletter, which draws students' attention to their rights under the Welsh Language Standards regime, provides information about developing Welsh language skills, such as the Language Skills Certificate, as well as information about the University's Welsh speaking community, is shared.

Residential Course 'Blas ar y Brifysgol / A Taste of University Life'

Sponsored by the Coleg Cymraeg Cenedlaethol, a 'Taste of University Life' Residential Course (23-24 June) was organised to offer sixth form pupils and college students the opportunity to experience student life through the medium of Welsh. 38 prospective students attended the course, with 89% of them indicating in the feedback form that they would consider applying to the University following the information-packed two days. Several of the students noted that their highlights included hearing from academics about the subject areas; meeting new friends and socialising at Yr Egin; taking part in the working world panel, and listening to inspirational speakers, especially the opening address by Ann Davies MP. The event provided an opportunity to promote our Welsh-medium provision and spark students' interest in applying to the University as their educational choice. In the coming year, the University is exploring ways with internal funding to run the Residential Course again.

Default Registration 2024/25

The Coleg Cymraeg Cenedlaethol imposed a condition on all providers receiving a subject grant to implement default enrolment on Welsh language provision. This ensured that Welsh speakers were registered in the first instance on Welsh provision with the option of moving to English provision on request. It has been successfully implemented in our relevant areas with 100% remaining on the Welsh language provision.

Campaigns to promote the use of the Welsh language

The University uses specific dates in the calendar to promote the use of the Welsh language as follows:

St Dwynwen's Day

For the second year a 'Kindness Award' was put in place, to coincide with St Dwynwen's day, recognising that the day is not just about love, but also to show appreciation and gratitude. Staff had the opportunity to nominate a colleague to receive a card with a personal message and a small gift. During this celebration, 80 nominations were received, making it a successful exercise in our efforts to spread the Welsh language across the University.

ShwMae Day

As part of the *ShwMae Day celebrations*, the Welsh Language Standards intranet pages were launched, that is, resources to help staff comply with the requirements of the Welsh Language Standards and to assist them in using the Welsh language in the workplace.

Campaign #Defnyddia dy Gymraeg / Use your Welsh language

In December, the University joined the Welsh Language Commissioner's campaign to promote *#Defnyddia dy Gymraeg*. As well as creating a video showing how members of staff use Welsh in their work, a drop-in stand was held to collect favourite Welsh words from staff and students, collecting around 150 words. The words were then used in a poem created by the renowned poet Dr Aneirin Karadog entitled '**Ei Ganu i'r Byd**', which was released to staff in video format.

Dydd Miwsig Cymru

Dydd Miwsig Cymru took place on February 7th, with a celebration full of music, singing and quizzes.

As part of the events:

- Côr Ysgol y Model performed at Yr Egin
- A member of staff from Menter Abertawe entertained students and staff with his guitar at IQ Swansea
- a fun quiz was held on both campuses by Menter Gorllewin Sir Gâr and Swansea
- Welsh music was played across all the University's restaurants throughout the day.

The event was an opportunity to **promote the Welsh language and Welsh music** among students and staff, strengthening the awareness and experience of the Welsh speaking community within the university.

Gŵyl y Pethau Bychain

This Festival took place throughout March, with a host of activities organised by various Units within the University to celebrate culture and Welshness. There was a walking challenge, various pop-ups, taster sessions to learn Welsh, and much more. To conclude the Gŵyl y Pethau Bychain events, Cinio'r Gangen was held on Friday 14th March at Canolfan S4C yr Egin, where a large number of students and staff came together to mark the occasion in a celebratory atmosphere.

These activities were a fantastic opportunity to take a break from everyday duties, connect with colleagues and students, and celebrate the language and culture in a fun way. Positive feedback was received, with many expressing their appreciation of the opportunities to take part in inspiring activities and engage with the Welsh language in new ways.

Achievements and Awards

Outstanding Contribution to Welsh Medium Education Award from the Coleg Cymraeg Cenedlaethol

The University is delighted that Professor Mirjam Plantinga, Pro Vice-Chancellor (Education) has received this award in recognition of her work in promoting and improving Welsh-medium education within the university. Mirjam is originally from Egmond aan Zee in the Netherlands and has learned Welsh through the University's Welsh Language Services Centre. She has responsibility for academic experiences at the university. With the full support of the University's management team, she has worked quietly but diligently to change the way Welsh-medium education, and issues relating to the growth of Welsh-medium education in particular, are strategically planned at the University.

Annual Staff Awards (Nexus Awards)

The University is delighted to recognise the achievements of staff at the annual Nexus Awards held on Tuesday afternoon, 25 June. 3 awards were awarded to staff in recognition of their outstanding work in relation to the Welsh language, namely:

Welsh Medium Learning and Teaching Award

The award went to Dylan Blain Institute of Sport and Healthy Living, IMH. Here's what it said: " Our winner has had a transformative impact on Welsh-medium education at the University, leading the development of bilingual provision across a number of courses. Through his leadership, students can study up to 80 credits in Welsh, with tailored support for fluent and less confident speakers..... He has expanded Welsh-medium opportunities in sport and health education, developed national teaching resources, and led successful outreach campaigns. His research in health and wellbeing informs effective interventions in schools.

A highly respected academic and mentor, he exemplifies a commitment to bilingual education and is instrumental in delivering the University's Welsh Language Strategy."

Digital Learning Project Award

The award was awarded to Lynwen Davies, Welsh Language Services Centre.

This innovative project uses immersive digital technology to simulate real-world professional environments, transforming the learning experience for students studying translation. Through the Immersion Room and VR headsets, students practice simultaneous translation in realistic, risk-free scenarios, enhancing confidence, engagement, and practical skills. The project supports the development of the Welsh language and is praised for its relevance in terms of workplace readiness. Early feedback highlights its effectiveness in preparing students for assessments and their career. It has inspired institutional interest in expanding immersive learning across disciplines, particularly in teacher training.

Personal Commitment to Learning Welsh: an award to recognise an individual's contribution and commitment to learning Welsh.

The award was presented to Ellen Harris, Here's what it said:

"The award winner has been following Welsh language courses for staff with the Centre for Welsh Language Services at the University of Wales Trinity Saint David for six years, and her dedication to the sessions and to developing her personal Welsh skills is highly commendable. She uses her Welsh when working with other staff and when assisting students in the library, and she always does so with a smile." Ellen also represents the Library Service on the Welsh Language Network Sub-Committee and makes a valuable contribution.

Academic Courses

Responding to the Welsh Government's linguistic agenda to reach one million Welsh speakers by 2050, UWTSD's Welsh Language Services Centre has developed two Postgraduate courses specifically targeted at professional practitioners wishing to develop a career in language planning.

- Postgraduate Certificate in Simultaneous Translation – 3 students graduated (2025 cohort)
- Postgraduate Certificate in Language Policy and Planning – 5 students graduated (2025 cohort).

These courses contribute in training and developing professional expertise to support the national Welsh language agenda.

Scholarships

153 students were successful in winning the Coleg Cymraeg Cenedlaethol Incentive Scholarship. Scholarship holders will receive £500 per year for studying at least 40 credits per year through the medium of Welsh.

4 students gained the Coleg Cymraeg Main Scholarship, which is worth £1,000 a year for studying at least 66% of the course through the medium of Welsh.

Norah Isaac Memorial Award

The Norah Isaac Memorial Prize is awarded to the student who has made the greatest contribution to the Welsh life of the University during the relevant academic year. The winner of the award for 2025 is Osian Williams, a BA Primary Education course student SAC Cardiff. As President of the Welsh Society this year, and Vice-President last year, he was a great ambassador for Welsh language and culture and worked tirelessly with his fellow students.

He organised a series of events through the medium of Welsh and advertised them using social media in a highly creative way.

Award for Student who achieved the best result in the Coleg Cymraeg Cenedlaethol Welsh Language Skills Certificate assessment

As an institution, we are extremely pleased that this award has been awarded to a student from University of Wales Trinity Saint David. This year's award winner was Sion Jones from Drefach Felindre, who has just graduated from the BA Primary Education Course through UWTSD; he said: "I use the language naturally on a day-to-day basis and it's part of our culture and identity, but having the opportunity to gain the certificate whilst studying on the course has given formal evidence of my language skills and will be of great help as I apply for a teaching role, also showing that I want to continue to use and promote it in the future"

6. Complaints (Standards 163-177)

The University will manage any complaints relating to the Welsh language, or to the implementation of the Welsh Language Standards, in accordance with its complaints policy. A specific [Welsh Language Complaints Procedure](#) has been approved and published on the University's website. This document includes a [complaint form](#) and outlines how the University will work to resolve any issues raised.

During the reporting period, 1 August 2024 – 31 July 2025 no complaints were received regarding the implementation of the Welsh Language Standards or any aspect or matters relating to the Welsh language.

7. Staff Welsh Language Skills

Given the ongoing financial challenges facing the Higher Education sector, it is essential to continually review academic courses and staffing arrangements to ensure they reflect the University's strategic and financial priorities. As a result of the overall reduction in core staff numbers, a corresponding impact can also be seen in the number of Welsh speakers within the workforce. However, the provision of Welsh-medium teaching is a core element of the Curriculum Planning Review process and is considered systematically at every stage, ensuring that all decisions fully align with the University's Welsh Language Strategy.

Total Number of Core Staff 2024	1424
Total Number of Core Staff 2025	1339 (reduction of 85)

The Welsh Language Skills of those employed by the University as of 31 July 2025

Staff are required to update and maintain their Welsh language skills through the My-View Dashboard. As of September 2025, University records show the following levels of Welsh language skills among employees:

(i) **Percentage and number of all staff able to speak Welsh between 1st August 2024 and 31st July 2025**

	Can speak Welsh fluently	Can speak Welsh but not fluently	Can't speak Welsh	Unknown
Academic Staff	15.1% (65)	25.6% (110)	40.9% (176)	18.4% (79)
Support and Professional Services Staff	19.8% (180)	25.2% (229)	36.3% (330)	18.7% (170)
All staff	18.3% (245)	25.3% (339)	37.8% (506)	18.6% (249)

(ii) **Comparison from 2024 to 2025 of all staff able to speak Welsh**

	Can speak Welsh fluently	Can speak Welsh but not fluently	Can't speak Welsh	Unknown
2024	19.0% (270)	25.8% (367)	38.8% (553)	16.4% (234)
2025	18.3% (245)	25.3% (339)	37.8% (506)	18.6% (249)

Of **all university staff** 43.6% (584) are able to speak some Welsh, and of these 18.3% (245) are fluent Welsh speakers.

Comparing 2023/24 data with 2024/25 data, there was a 0.7% decrease in the number of staff who speak Welsh fluently, and a 0.5% decrease in the number of staff who can speak Welsh but are not fluent.

(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
2024	21.9% (270)	29.2% (360)	34.5% (426)	14.4% (177)
2025	21.8% (245)	29.6% (332)	33.2% (373)	15.3% (172)

Of **staff based on Wales Campuses**, just over half the staff are able to speak some degree of Welsh 51.4% (577), and of these 21.8% (245) are fluent Welsh speakers.

Comparing 2023/24 data with 2024/25 data, there is a marginal difference, 0.1% decrease in the numbers who speak Welsh fluently and a decrease of 0.4% who speak Welsh but not fluent.

(iv) The percentage and number of academic staff able to teach through the medium of Welsh

	Able to teach	Unable to teach	Unknown
Academic Staff 2024	14.9% (68)	69.7% (318)	15.4% (70)
Academic Staff 2025	14.7% (63)	70.5% (303)	14.9% (64)

The data shows a marginal difference in the number of academic staff able to teach through the medium of Welsh during the reporting year, a slight decrease of 0.2%

However, the marginal reduction in numbers should be viewed in the context of the ongoing restructuring and realignment of the University's courses to support its overarching strategic aims.

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
Entry Level	11 completed
Foundation Level	6 completed
Intermediate level	4 completed
Advanced level	5 completed
Welsh Language Skill Certificate	1 completed

Student Provision

Cwrs	Nifer wedi cofrestru
Welsh Language Skills Certificate	8 completed

9. Data 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 e-learning course	3	14	17	7.9%
Equality and Diversity e-learning module	5	9	14	5.3%
Understanding Health and Safety e-learning module	2	1	3	0.9%
Creating Accessible Content e-learning module	3	6	9	8.3%
Safeguarding Essentials e-learning module	1	1	2	1.4%
Mental health and wellbeing of students e-learning module	1	1	2	1%
Data Protection Essentials e-learning module	3	22	25	32.1%
Freedom of Information Essentials e-learning module	1	11	22	21.1%

Data Protection Essentials and Freedom of Information Essentials are courses introduced during 2024/25, therefore the completion rates are higher for these modules due to active promotion at launch.

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
- New to role info
- Wellbeing
- Professional Services Support
- Digital Skills
- Learning & Teaching
- LinkedIn Learning
- Management and Leadership
- MyMentor

10. Recruitment data

The table below refers to the number of vacancies advertised between 1st August 2024 and 31st July 2025 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 on our Welsh campuses (Standards 145, 178)

125 jobs were advertised on our campuses in Wales
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Category	Number	%	% of Welsh speakers appointed
Number of vacancies advertised with Welsh as an essential skill	20	16%	75%
Number of vacancies advertised with Welsh as a desirable skill	104	84%	26%
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%

(ii) Comparison between 2024 and 2025

Category	2024	2025	+ / -
Total Jobs Advertised Wales Campuses			
Number of vacancies advertised with Welsh as an essential skill	25	20	-5
Number of vacancies advertised with Welsh as a desirable skill	105	105	0
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

75% of all vacancies advertised with Welsh as an essential skill were filled by a Welsh speaker. 25% of those vacancies were not filled due to insufficient applicants or quality of applicants without the skills required to meet the post.

26% of all vacancies advertised with Welsh as a desirable skill was filled by a Welsh speaker. 53% of vacancies advertised with Welsh as a desirable skill was filled by non-Welsh speakers and 20% were not appointed due to insufficient applicants or quality of applicants without the skills required to meet the post.