

UWTSD WELSH LANGUAGE STRATEGY



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

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INTRODUCTION



I am delighted to introduce UWTSD's Welsh Language Strategy 2026-2030, which reflects our shared commitment to ensuring that the Welsh language and Welsh-medium education are central to its people, place and purpose.

The Welsh language is a defining part of our cultural heritage, identity, and future. It enriches our community, broadens our perspectives, and connects us deeply to the people and places we serve. This strategy builds on those strengths, outlining a clear pathway for expanding opportunities to learn, use, and promote Welsh across all areas of the University's activity - from teaching and research to student experience, professional services, and community engagement.

This strategy aligns with Medr, Wales' Commission for Tertiary Education and Research's strategic commitment to the Welsh language and Welsh-medium provision. It also aligns with our Strategic Plan (2025-30) and is similarly grounded in its ambition and in our values.

Our vision is to be a bilingual university within the tertiary sector where Welsh is visible, vibrant, and fully supported; where speakers at all levels feel confident and encouraged; and where Welsh-medium education and scholarship continue to grow in quality, scale, and impact. Achieving this requires collective effort: the dedication of our staff, the enthusiasm of our students, and meaningful partnership with national bodies, our local communities, and the wider public sector.

UWTSD is not only a place of learning. It is also a place which encourages and embraces inclusivity so that we can all be proud of the University's place as a leading provider of Welsh-medium education in Wales.

Professor Elwen Evans, KC, Vice-Chancellor.



Mission and Vision

Our mission is to champion the Welsh language as a living, thriving, and integral part of our academic community. We commit to fostering an environment where Welsh is visible, valued, and actively used across all aspects of university life. Through leadership, collaboration, and innovation, we aim to expand opportunities for students, staff, and partners to study through the medium of Welsh, as well as learn, use, and celebrate the Welsh language.



Our Vision

We will continue to ensure that the Welsh language and Welsh-medium education are a core part of the University's vision. We will be recognised as a leading provider of education, training and services to students, staff and the wider community. We will champion opportunities to learn and study through the medium of Welsh at all levels, enabling learners of all ages and backgrounds to achieve their potential. We are proud of our heritage and tradition and will seek, in collaboration with partners, to ensure that we work together to contribute fully to the Welsh Government's aim of achieving one million Welsh speakers by 2050.



STRATEGIC CONTEXT

The University of Wales Trinity Saint David has a long and well established commitment to Welsh-medium education and the promotion of the Welsh language.

The University’s Welsh Language Services Centre was established in November 2021, with responsibility for strategically developing the University’s Welsh-medium education provision. The Centre’s remit also involves all aspects of Welsh language training to staff and students. Similarly, professional Welsh language training is provided by the Centre to external organisations via commercial agreements or grants by *Rhagoriaith*. The University’s compliance with the Welsh Language Standards also lies with the Centre along with *Peniarth*, the University’s in-house publishing arm.

The Welsh language and all matters related to it is a University-wide responsibility; the delivery of academic provision and research will be developed in tandem with the Institutes, Professional Support Services, Innovation and Engagement, Translation Unit and the Centre for Advanced Welsh and Celtic Studies (CAWCS).

The UWTSD group, which includes Coleg Sir Gâr and Coleg Ceredigion, is uniquely placed to offer integrated tertiary pathways and clear Welsh-medium progression routes spanning a broad range of subject areas.

As a national institution rooted in the linguistic and cultural heritage of Wales, the University plays a significant role in promoting the Welsh language across the communities it serves. Through its campuses, partnerships and civic mission, UWTSD contributes to the visibility, vitality and everyday use of Welsh in education, the workplace and public life.

The University works closely with stakeholders across government, local authorities, industry, the voluntary sector and the Coleg Cymraeg Cenedlaethol to champion bilingualism, support the growth of Welsh speaking communities, and help build the skilled bilingual workforce essential to Wales’s future. This responsibility is fundamental to the University’s identity and to its contribution to the nation’s social, cultural and economic wellbeing.

This Welsh Language Strategy builds on the University’s mission of Transforming Education, Transforming Lives, and aligns to the commitments set out within the UWTSD Strategic Plan 2025–2030, particularly the fifth Strategic Priority:

To support, embed and strengthen Welsh medium study opportunities and the use of the Welsh language across our learner provision, engagement and practice.

which includes the ambition to:

- expand Welsh-medium study opportunities
- strengthen the use of Welsh across learner engagement and academic practice
- embed the language within the University’s organisational culture and reputation.

The Welsh Government’s Cymraeg 2050 vision and the Welsh Language and Education (Wales) Act 2025 place a clear expectation on the tertiary education sector to expand Welsh-medium education and increase opportunities for learners to study, work and live through the medium of Welsh. Similarly, Medr, has the strategic aim to:

Encourage greater use of the Welsh language, increasing demand for and participation in learning and assessment through the medium of Welsh.

Demand for Welsh-medium skills is rising across public services, education, health, cultural sectors, and industry. Employers expect graduates to demonstrate linguistic confidence and cultural competence, and tertiary providers play a critical role in developing the bilingual workforce of the future.

Within this wider landscape, UWTSD has an opportunity to contribute meaningfully to these national goals, and the opportunity to do so through its regional footprint, tertiary structure, heritage, and deep, community connections.

Consequently, the Welsh Language Strategy is organised into three, key domains:

Teaching and Learning:
We will continue to be a leading provider of Welsh-medium education.

Promoting, Enabling and Embedding:
We will continue to promote and enhance the use of the Welsh language.

Research and Innovation:
We will continue to ensure that Welsh-medium opportunities contribute to the UWTSD’s research, enterprise and innovation activities.

This strategy positions UWTSD to make a strong, meaningful and measurable contribution to Welsh Government goals, regional economic needs, and the University’s own strategic ambitions. It reflects our heritage, embraces our role as a tertiary provider, and establishes a clear pathway for growth, cultural enrichment and linguistic confidence across the institution.

1 Teaching and Learning

We will continue to be leading provider of Welsh-medium education in Wales and beyond and ensure that our Welsh-medium provision meets the needs of our learners at local, regional and national level. We will also ensure alignment with Medr’s national vision and plan for promoting and delivering Welsh-medium education.

As one of the main providers of Welsh-medium education, this strategy provides a clear statement that this will continue via investment and development of provision in key areas and will ensure:

- Welsh-medium priority areas will be formally identified and enhanced using the Curriculum Planning Group as the key driver
- delineation between Welsh-medium content and Welsh language content within provision
- an annual increase in 5 and 40 credit Welsh-medium data alongside a formal definition of Welsh-medium content within provision in line with Coleg Cymraeg Cenedlaethol guidance
- Institutes will continue to implement Welsh-medium Action Plans and be driven by data available via the Welsh-medium Student Dashboard
- actively engage with Coleg Sir Gâr and Coleg Ceredigion to increase tertiary collaboration opportunities and strategically plan priority progression routes
- Welsh-medium provision will be strategically promoted and marketed via subject specific campaigns

- an increase in Welsh-medium pathways, funded by the Coleg Cymraeg Cenedlaethol, operating automatic enrolment
- the University continues to undertake a sector leading role in providing Welsh language training to the education workforce in Wales via the Sabbatical Scheme and other commercial opportunities
- an increase in the promotion of student awareness of Welsh-medium and Welsh language employability value in line with the University’s Employability Strategy
- continued proactive support via its Cangen in attaining and monitoring Coleg Cymraeg Cenedlaethol grants alongside a vibrant programme of activities which will enhance the experience of studying through the medium of Welsh.

In alignment with the University’s Strategic Plan, as previously noted, success of the above will be measured via its Strategic Priorities 2, 3 and 4.



Measures of success set out in the UWTSD Strategic Plan include:

SP5.1	Increase in the number of staff, students and members of the wider community undertaking formal UWTSD Welsh language training	SP5.4	Percentage/proportion of Welsh-domiciled students undertaking 40 or more credits through the medium of Welsh
SP5.2	Number of Welsh-speaking students recruited to specified programmes of study	SP5.5	Increase in the percentage of staff with written and spoken Welsh in designated priority academic delivery roles
SP5.3	Percentage/proportion of Welsh-domiciled students undertaking 5 or more credits through the medium of Welsh	SP5.6	Increase in the percentage of staff with written and spoken Welsh in designated professional service roles

2 Promoting, Encouraging and Facilitating

We will continue to promote and enhance the use of the Welsh language through compliance with the Welsh Language Standards. This will entail the provision of a comprehensive range of Welsh language training with a commitment to naturally increasing the percentage of staff with written and spoken Welsh in designated roles.

Our operation of the Welsh Language Standards will be underpinned by:

- i. publishing an Annual Compliance Report on our website
- ii. progressing and enhancing Professional Units and Institutes' Self-assessment process
- iii. developing and implementing an institute wide workforce plan
- iv. ensuring all Welsh speaking students understand they have access to student support services in Welsh, including Student Hwb, IT Helpdesk and specialist services such as Learning Support, Money Advice and Wellbeing
- v. enhancing the role of digital systems and platforms in supporting a consistent, high-quality bilingual experience across student and staff services
- vi. monitoring and ensuring that AI and emerging technologies - as outlined in the University's AI Framework - support Welsh language use in areas such as translation, content creation, and student support
- vii. developing, in partnership with the Students' Union, an annual plan designed to augment social, cultural and student experience opportunities available to Welsh speakers and learners and encourage student voice.

Our commitment to providing and promoting Welsh language training will be evidenced by:

- viii. providing an increased comprehensive suite of opportunities for staff to learn Welsh endorsed and supported by line managers
- ix. providing and signposting a suite of opportunities for students to learn Welsh alongside their academic studies
- x. providing and increasing the formally identified Welsh language pathways within provision identified as key to Cymru 2050.

Additionally, we will continue our commitment to naturally increasing the percentage of staff skilled in:

- xi. designated academic priority areas
- xii. designated professional services roles.

We will also:

- xiii. define current and future staff proficiency levels following WG guidelines based on the Common European Framework of Reference for Languages (CEFR) and provide guidance on recruitment to Welsh-essential posts.

In alignment with the University's Strategic Plan, as previously noted, success of the above will be measured via its Strategic Priorities 1, 5 and 6.



3 Research and Innovation

We will continue to contribute to scholarly activity in designated areas alongside the development of commercial enterprise and income generation ensuring that Welsh-medium opportunities are proactively offered and available, alongside opportunities pertaining to the Welsh language itself.

- i. The University's Research Committee engages actively with Welsh-medium research and establishes a designated sub-committee for researchers and early career researchers eager to undertake research through the medium of Welsh.
- ii. CAWCS will continue to contribute substantially to our Welsh-medium research activity attracting significant income.
- iii. Develop and increase the identified number of individuals able to ensure excellent quality and consistency in the supervision of Welsh-medium doctoral students.
- iv. Submit applications for funded projects with specific emphasis on the Welsh language and Welsh-medium research alongside applications for PhD scholarships from sources such as the Coleg Cymraeg Cenedlaethol.

- v. Develop projects and initiatives that engage in the University's civic mission goals by promoting or improving the economic, social, environmental, or cultural wellbeing of Wales and beyond (projects detailed in CAWCS Strategy).
- vi. *Rhagoriaith* will continue as a market leader in commercial training for the education workforce in Wales drawing significant income and increasing the programmes offered.
- vii. *Peniarth* will continue to attract income as a leading provider of Welsh education resources and build further on number of projects currently attained.
- viii. Ensure increased awareness and build on Yr Egin's role as a contributor to commercial and non-commercial academically aligned activities.

In alignment with the University's Strategic Plan, as previously noted, success of the above will be measured via its Strategic Priority 1.



STRATEGIC PLANNING

A firm governance structure is in place for the implementation and monitoring of this strategy. At institutional committee level, Pwyllgor y Gymraeg was reconstituted as a committee of the Senate in June 2022.

It oversees the Cangen Coleg Cymraeg committee, the Institutes' Welsh Language Committees and the Welsh Language Staff Network and will receive reports at each meeting in relation to the progress made to date.

Our Welsh Language Strategy priorities and measures of success are informed by our annual planning process and delivered through our institutional sub-strategies and plans. We continuously monitor institutional performance and health through our Management Information presentations, Key Performance Indicator framework and reports to Pwyllgor y Gymraeg, a standing committee of our Senate. Oversight of delivery of the Strategy rests with the Governance and Culture Committee on behalf of the University Council.



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