In accordance with the Welsh Language Standards, the University must assess the impact of all its policies on:

* The opportunities to use Welsh
* The principle of not treating Welsh less favourably than English

In this context, 'policy' is widely interpreted and includes strategies, restructuring, new systems etc.

It is required that a 'conscientious effort' is made to understand the impact of policy on the Welsh language. Please consider the positive, neutral and negative effects with evidence to support the assessment. The evidence you can refer to includes, for example, language skills data, Welsh-medium study data, adhering to the Code of Practice on Appointments, discussions in committees, consultation with students and staff. Canolfan Bedwyr can provide you with further guidance. Please contact Dr Lowri Hughes [l.a.hughes@bangor.ac.uk](mailto:l.a.hughes@bangor.ac.uk).

Please use this form to make your assessment and record the impact of your policy decision on the Welsh language. This should be a live document that is updated as the policy decision develops. Record keeping is important to ensure compliance with the Standards.

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| Policy Name: | Sustainable Careers and Employability Policy |
| College / School / Department: | **Student Success Team: Careers and Employability, Student and Academic Services** |
| Staff member(s) completing the Welsh language impact assessment: | **Danielle Barnard** |

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| DOCUMENT CONTROL | | | |
| Version No. | **Completion Date** | **By whom was it discussed** | **Summary of changes** |
| 1 | **9th September 2025** | **University Executive** | **New policy agreed.** |
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| BILINGUAL STAFFING CAPACITY | Positive Effects | Neutral Effects | Negative Effects | Not Applicable |
| Direct Effects | Careers & Employability provide a bilingual service for students, who can access support and guidance in Welsh. | Most workshops are currently delivered in English; but bilingual support is available upon request. | Limited Welsh-language resources for some digital platforms and employer information. |  |
| Indirect Effects | Encourages recruitment of bilingual staff in future. |  | Potential reduced engagement for Welsh-medium students if some employer information is not available in Welsh. |  |
| Steps to increase positive effects | Prioritise bilingual recruitment and training. Ensure key resources are available in Welsh and highlight Welsh language provision in student communications, such as the student bulletin. |  |  |  |
| Steps to decrease negative effects | Ensure new initiatives are planned with Welsh-language accessibility in mind. |  |  |  |
| Summary and further comments | Current staffing allows for Welsh-language support, but proactive steps can expand bilingual capacity and ensure equitable access for Welsh-speaking students. | | | |

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| USING WELSH: (opportunities for staff, students, public) | Positive Effects | Neutral Effects | Negative Effects | Not Applicable |
| Direct Effects | Students can request guidance in Welsh; some bilingual workshops offered. | Majority of events and platforms delivered in English; incidental use of Welsh may occur. | Limited availability of Welsh-language workshops may disadvantage Welsh-medium students. |  |
| Indirect Effects | Encourages a culture of bilingualism within Careers & Employability. | Some employer partnerships may not have Welsh-language options | Students may feel less able to engage fully in career planning if Welsh-language opportunities are limited. |  |
| Steps to increase positive effects | Publicise Welsh-language availability in CareerConnect and other communications. |  |  |  |
| Steps to decrease negative effects | Encourage employers to provide information bilingually where possible |  |  |  |
| Summary and further comments |  | | | |

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| WELSH LANGUAGE SERVICES | Positive Effects | Neutral Effects | Negative Effects | Not Applicable |
| Direct Effects | Students can access services bilingually. |  | Limited Welsh-language services could reduce engagement from Welsh-speaking students and graduates. |  |
| Indirect Effects | Promotes wider use of Welsh in student-facing services and employer interactions. |  | Some partner organisations may not provide Welsh-language information. |  |
| Steps to increase positive effects | Widely publicise Welsh language service and provision. |  |  |  |
| Steps to decrease negative effects | Encourage employers to provide Welsh-language information. |  |  |  |
| Summary and further comments |  | | | |