

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.

<b>Policy Name:</b>	Code of Practice 16: School Representative System
<b>College / School / Department:</b>	Undeb Bangor
<b>Staff member(s) completing the Welsh language impact assessment:</b>	Rob Samuel and Lucy Lloyd

### DOCUMENT CONTROL

Version No.	Completion Date	By whom was it discussed e.g. Committee, Council, Senate	Summary of changes
1.0	November 2025	Senate Regulations and Special Cases Committee	New Document

<b>BILINGUAL STAFFING CAPACITY</b>	<b>Positive Effects</b>	<b>Neutral Effects</b>	<b>Negative Effects</b>	<b>Not Applicable</b>
<b>Direct Effects</b>				X
<b>Indirect Effects</b>				X
<b>Steps to increase positive effects</b>				X
<b>Steps to decrease negative effects</b>				X
<b>Summary and further comments</b>	Not applicable as a policy for students			

<b>USING WELSH: (opportunities for staff, students, public)</b>	<b>Positive Effects</b>	<b>Neutral Effects</b>	<b>Negative Effects</b>	<b>Not Applicable</b>
<b>Direct Effects</b>	<p>Specific targeted promotion to Welsh students, to encourage them to apply for roles, including Welsh medium rep roles.</p> <p>For Ysgol y Gymreag reps, catch ups are offered in Welsh by Llywydd UMCB.</p> <p>For all other Welsh speaking reps, they are offered an additional Welsh medium catch up with the Llywydd UMCB specifically to address matters around Welsh medium provision, alongside their school level rep catch ups.</p>	<p>All written documents and promotional materials, including social media posts, application forms, training presentations and School Rep handbook are bilingual.</p>	<p>Some meetings and in person provision may be delivered through the medium of English according to staff level of Welsh</p>	
<b>Indirect Effects</b>		<p>Students can access the 'Feedback to your Reps' form bilingually and</p>	<p>Students that do not have a Welsh speaking rep in their school may be less</p>	

		therefore give feedback to reps in the language of their choice, regardless of whether they have a Welsh speaking Rep.	likely to use the School Rep system.	
<b>Steps to increase positive effects</b>	<p>Further targeted promotion of the role to Welsh students to increase the number of Welsh speaking reps, via UMCB channels.</p> <p>Work with Welsh medium staff in schools to further promote the role.</p> <p>Advertising of reps who can speak Welsh on online pages where rep details are shared. Badge or sticker to show Welsh speakers for reps to use in their own promotion.</p> <p>Development of additional training specifically for Welsh</p>			

	<p>medium reps, to be developed in partnership with Canolfan Bedwyr and delivered from 2026-27. This training will cover information about Welsh medium reps roles, as well as give information about opportunities for Welsh students.</p>			
<p><b>Steps to decrease negative effects</b></p>	<p>Develop Welsh medium training, working with Welsh speaking staff to deliver, to enable reps to access training in the language of their choice.</p> <p>Specific promotion of feedback form to Welsh medium students as this is a bilingual method of giving feedback.</p> <p>Further development of rep resources to include information on how to access translation</p>			

	<p>services, to facilitate bilingualism in the rep role and at rep organised events.</p> <p>Use of translation services where possible for in person events and meetings for reps.</p>			
<b>Summary and further comments</b>	Proactive steps already in place, with further steps planned for continual improvement.			

<b>ACADEMIC PROVISION THROUGH WELSH</b>	<b>Positive Effects</b>	<b>Neutral Effects</b>	<b>Negative Effects</b>	<b>Not Applicable</b>
<b>Direct Effects</b>				<b>x</b>
<b>Indirect Effects</b>	Welsh medium reps specifically gather feedback on the Welsh academic experience, and attend Welsh medium			

	forums, to facilitate positive change to the Welsh academic experience.			
<b>Steps to increase positive effects</b>	Targeted promotion specifically to Welsh speakers with the aim of every school having Welsh medium reps.			
<b>Steps to decrease negative effects</b>				x
<b>Summary and further comments</b>	Reps can have a positive indirect impact on academic provision through gathering feedback on Welsh medium provision and sharing with staff.			

<b>WELSH LANGUAGE SERVICES</b>	<b>Positive Effects</b>	<b>Neutral Effects</b>	<b>Negative Effects</b>	<b>Not Applicable</b>
<b>Direct Effects</b>		All elements of policy are bilingual.		

<b>Indirect Effects</b>			Some meetings with non Welsh speaking staff are delivered in English.	
<b>Steps to increase positive effects</b>				x
<b>Steps to decrease negative effects</b>	Use of translation services where possible to enable meetings to be conducted bilingually.			
<b>Summary and further comments</b>				