

## Welsh Language Standards

## Impact Assessment Form

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 Career Education, Information and Guidance
<b>College / School / Department:</b>	Student Success Team: Careers and Employability, Student and Academic Services
<b>Staff member(s) completing the Welsh language impact assessment:</b>	Alix Charnley

DOCUMENT CONTROL			
Version No.	Completion Date	By whom was it discussed	Summary of changes
1.1	18 <sup>th</sup> December 2025	Senate Regulations and Special Cases Committee.	Updated to reflect new structure and services available.

<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>	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.	
<b>Indirect Effects</b>	Encourages recruitment of bilingual staff in future.		Potential reduced engagement for Welsh-medium students if some external stakeholder information is not available in Welsh.	
<b>Steps to increase positive effects</b>	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.			
<b>Steps to decrease negative effects</b>	Ensure new initiatives are planned with Welsh-language accessibility in mind.			

<b>Summary and further comments</b>	Current staffing allows for Welsh-language support and delivery, but proactive steps can expand bilingual capacity and ensure equitable access for Welsh-speaking staff, students and graduates.
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<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>	Students, staff and public can request all resources and guidance in Welsh; some bilingual workshops offered and available to meet demand. CareerConnect is bilingual where possible.	Majority of events and platforms delivered in English; incidental use of Welsh may occur.	Limited availability of Welsh-language workshops and platforms may disadvantage Welsh-medium students.	
<b>Indirect Effects</b>	Encourages a culture of bilingualism within Careers & Employability.	Some employer partnerships may not have Welsh-language options	Students, graduates, staff and public may feel less able to engage fully in career planning provision and opportunities if Welsh-language availability is limited.	

<b>Steps to increase positive effects</b>	Publicise Welsh-language availability in CareerConnect and all other communications.			
<b>Steps to decrease negative effects</b>	Encourage employers and external stakeholders to provide information bilingually where possible.			
<b>Summary and further comments</b>				

<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>	Support students through development of a careers/employability element on their websites and via links to appropriate bilingual central resources.		Limited availability of Welsh-language workshops and platforms may disadvantage Welsh-medium students.	

<b>Indirect Effects</b>	Encourages a culture of bilingualism within academic schools relating to career planning.		Students may feel less able to engage fully in career planning provision and opportunities if Welsh-language availability is limited.	
<b>Steps to increase positive effects</b>	Publicise Welsh-language availability in CareerConnect and all other communications on their websites and links.			
<b>Steps to decrease negative effects</b>	Encourage employers and external stakeholders to provide information bilingually where possible.			
<b>Summary and further comments</b>				

<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 service users can access resources bilingually.		Limited Welsh-language services could reduce engagement from Welsh-speaking students, graduates and employers.	
<b>Indirect Effects</b>	Promotes wider use of Welsh in student-facing services and employer interactions.		Some partner organisations may not provide Welsh-language information.	
<b>Steps to increase positive effects</b>	Widely publicise Welsh language service and provision.			
<b>Steps to decrease negative effects</b>	Encourage employers to provide Welsh-language information and delivery.			
<b>Summary and further comments</b>				