

Welsh Language Standards

Impact Assessment

The Welsh Language Standards require the University to assess the impact of all policies/strategies and course development on:

- The opportunities to use Welsh
- The principle of treating Welsh no less favourably than English

The following checklist has been developed to assist you in documenting how you have reached a decision about the impact of the policy/strategy for which you are responsible on the Welsh language in the University. Evidence that can be cited includes, for example, adherence to the Code of Practice on Appointing Staff, discussions in task groups, consultation with students, staff and Canolfan Bedwyr.

Code 11: Inclusive Provision for Disabled Students

The Code 'has been developed in parallel with cross-institutional policies and should be read and applied in conjunction with all other key policies, including the Welsh Language Scheme.' (p3)

Staffing

What effect will the policy/strategy have on bilingual staffing capacity in the University?

Potential to increase the numbers of Welsh-speaking staff X

Evidence: The Code states: 'The University will ensure there are sufficient resources to meet the requirements of Disability Services, recognizing the key role they play in embedding inclusivity across the institution and ensuring the implementation of reasonable adjustments.'

All teams within Disability Services offer bilingual provision. Bilingual staff include:

- All admin staff
- Mental Health Adviser 1.0 FTE
- Disability Adviser 0.6 FTE
- Specialist Tutor 0.7 FTE
- Study Needs Assessor (Access Centre) 0.2 FTE
- Zero hours staff, including bilingual specialist mentors, notetakers and practical assistants are recruited on an 'as needs' basis.

Potential to decrease the numbers of Welsh-speaking staff

Evidence: _____

Not applicable:

If the policy/strategy has the potential to decrease the numbers of Welsh-speaking staff, please outline what steps are being taken to formulate / change the policy/strategy so that it does not have an adverse effect:

Using Welsh

What effect will the policy/strategy have on opportunities for students, staff and/or the public to use Welsh?

Potential to increase opportunities

Evidence: See 'Staffing' above. In accordance with the Welsh Language Standards and Student Services policy, the Welsh language is actively promoted and encouraged.

Potential to decrease opportunities

Evidence: _____

Not applicable

If the policy/strategy has the potential to have an adverse effect on opportunities to use Welsh, please outline what steps are being taken to formulate /change the policy/strategy so that it does not have an adverse effect:

Enhancing Welsh medium study opportunities

Does the policy/strategy / course development enhance the Welsh medium study opportunities available to students?

Yes No N/A

What steps have been taken to consider how the policy/strategy / course development could enhance Welsh Medium opportunities for students?

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