

## 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>	Student Protection Plan
<b>College / School / Department:</b>	Student and Academic Services: Registry
<b>Staff member(s) completing the Welsh language impact assessment:</b>	Dr Beth Edwards

### DOCUMENT CONTROL

Version No.	Completion Date	By whom was it discussed	Summary of changes
1.0	20/01/2026	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>	The Plan includes consultation with Coleg Cymraeg Cenedlaethol where Welsh-medium provision is affected, supporting informed workforce planning and the deployment of Welsh-speaking academic and professional staff.	The Plan explicitly commits the University to ensuring that Welsh-speaking students receive communications and support in their preferred language during periods of change, which reinforces the need for adequate bilingual staffing capacity.		
<b>Indirect Effects</b>	The Plan does not introduce new staffing structures or change existing recruitment processes; therefore, it does not directly alter bilingual staffing levels.	By embedding Welsh-medium protection within institutional risk management and contingency planning, the policy supports longer-term consideration of Welsh language skills when managing restructures, programme closures, or changes to delivery.		

<b>Steps to increase positive effects</b>	Continue engagement with Coleg Cymraeg Cenedlaethol to support Welsh-medium staffing continuity.	Ensure that Welsh language skills are considered explicitly in teach-out planning.		
<b>Steps to decrease negative effects</b>	<p>Monitor Welsh language capacity during changes.</p> <p>Where necessary, put temporary arrangements in place to maintain Welsh-medium supervision and teaching.</p>	In the event outcomes outlined in this plan, there is a potential risk to Welsh-speaking capacity if this is not actively managed. This risk is recognised within the Plan's mitigation measures.		
<b>Summary and further comments</b>	Overall, the policy has a neutral impact on bilingual staffing capacity by recognising the importance of Welsh language skills in safeguarding student experience during change, while acknowledging and mitigating potential risks.			

<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>	The Plan commits to ensuring Welsh-speaking students receive communications and support in Welsh during programme or institutional changes.	The policy does not introduce new services or platforms that would independently change opportunities to use Welsh.		
<b>Indirect Effects</b>	Publication of the Student Protection Plan supports transparency and reinforces bilingual communication expectations.	Early, transparent communication practices embedded in the Plan strengthen the institutional culture of offering Welsh proactively.		
<b>Steps to increase positive effects</b>	Involve Welsh-speaking student representatives in consultation processes linked to programme change.	Ensure that all student-facing communications arising from the Student Protection Plan are issued bilingually as standard.		

<b>Steps to decrease negative effects</b>	Use existing bilingual communication standards and highlight examples of best practice.			
<b>Summary and further comments</b>	The policy supports and reinforces opportunities to use Welsh and aligns with the principle of not treating Welsh less favourably than English.			

<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>	Identified risks include reduction in Welsh-medium provision, with clear mitigation measures such as maintenance of key modules and liaison with Coleg Cymraeg Cenedlaethol.	The Student Protection Plan explicitly commits to protecting Welsh-medium education and ensuring Welsh-medium provision is not disproportionately affected by programme changes.	In exceptional circumstances (e.g. programme closure), there may be unavoidable impacts on Welsh-medium pathways; however, these are acknowledged and mitigated within the plan.	

<b>Indirect Effects</b>	Integration of Welsh-medium protection into institutional contingency planning.	The Plan does not create or remove Welsh-medium programmes; it provides a framework for managing change where such provision already exists.		
<b>Steps to increase positive effects</b>	Apply the teach-out planning process rigorously to Welsh-medium programmes to ensure continuity to completion where possible.	Maintain oversight through Senate and Education and Student Experience Committee.		
<b>Steps to decrease negative effects</b>		Early identification of risks to Welsh-medium modules and proactive planning to avoid last-minute changes.		
<b>Summary and further comments</b>	The policy has a neutral on Welsh-medium academic provision as protection, mitigation, and external consultation are embedded into decision-making.			

<b>WELSH LANGUAGE SERVICES</b>	Positive Effects	Neutral Effects	Negative Effects	Not Applicable
<b>Direct Effects</b>	The policy does not alter the structure of Welsh language services but relies on existing service frameworks.	The Plan commits to ensuring Welsh-speaking students can access support services, complaints and appeals procedures, and advice in their preferred language during periods of change.	Increased demand for student support during change could place pressure on Welsh-language service capacity if not monitored.	
<b>Indirect Effects</b>		The emphasis on equitable support for all students, including those studying through partners, reinforces expectations around Welsh language service provision across institutional boundaries.		
<b>Steps to increase positive effects</b>	Monitor demand for Welsh-language support during periods of notable change.	Ensure partner institutions are aware of Bangor University's Welsh language service		

		expectations where applicable.		
<b>Steps to decrease negative effects</b>		Use clear referral routes to Welsh-language support services and Canolfan Bedwyr where specialist advice is needed.		
<b>Summary and further comments</b>	The policy supports Welsh language services and aligns with the Welsh Language Standards by ensuring access, fairness, and continuity.			