

## 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>	Procedure 03: Procedure for Work-Based Learning
<b>College / School / Department:</b>	Student & Academic Services
<b>Staff member(s) completing the Welsh language impact assessment:</b>	Prof. Fay Short

### DOCUMENT CONTROL

Version No.	Completion Date	By whom was it discussed	Summary of changes
1.0	October 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>				<b>Y</b>
<b>Indirect Effects</b>				<b>Y</b>
<b>Steps to increase positive effects</b>				<b>Y</b>
<b>Steps to decrease negative effects</b>				<b>Y</b>
<b>Summary and further comments</b>	Not applicable – procedure focused on student placements.			

<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>The procedure and all associated documentation and communications are available bilingually, enabling staff and students to engage through their language of choice.</p> <p>Where available, Welsh-language placement opportunities are supported, allowing students to use Welsh in a professional context as part of work-based learning.</p>	<p>There is a potential risk that not all placement leads or supervisors are Welsh-speaking, which may limit Welsh-language interaction in some cases.</p>	
<b>Indirect Effects</b>				<b>Y</b>
<b>Steps to increase positive effects</b>	<p>The University will promote language choice and bilingualism, including within work-</p>			

	based learning placements.			
<b>Steps to decrease negative effects</b>	Consideration of bilingualism and language choice will form part of placement preparation at School level.		Where required, Welsh-speaking staff will provide additional support or oversight.	<b>Y</b>
<b>Summary and further comments</b>	The procedure is bilingual and presents minimal risk to the Welsh language. Any identified risks relate to delivery and are mitigated to ensure Welsh is not treated 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>		Due to staffing capacity and the nature of work-based learning, not all associated delivery may be bilingual.		
<b>Indirect Effects</b>				<b>Y</b>

<b>Steps to increase positive effects</b>				<b>Y</b>
<b>Steps to decrease negative effects</b>		All guidance and procedural information relating to work-based learning placements will be available bilingually.		
<b>Summary and further comments</b>	While some delivery limitations may exist, appropriate mitigations are in place to ensure access to Welsh-medium information and support.			

<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>	Bilingual process, including systems utilised.			
<b>Indirect Effects</b>				<b>Y</b>

<b>Steps to increase positive effects</b>				<b>Y</b>
<b>Steps to decrease negative effects</b>				<b>Y</b>
<b>Summary and further comments</b>	Systems mentioned within the procedure are bilingual.			