

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.

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.

Policy Name:	Procedure 09: Suitability / Fitness to Practice Procedure
College / School / Department:	Academic & Student Services
Staff member(s) completing the Welsh language impact assessment:	Kelly Fisher, Beth Edwards

DOCUMENT CONTROL

Version No.	Completion Date	By whom was it discussed	Summary of changes
1.0	1 August 2025	Senate Regulations and Special Cases Committee	New document

BILINGUAL STAFFING CAPACITY	Positive Effects	Neutral Effects	Negative Effects	Not Applicable
Direct Effects				Y
Indirect Effects				Y
Steps to increase positive effects				Y
Steps to decrease negative effects				Y
Summary and further comments	Not applicable as policy is relevant to students.			

USING WELSH: (opportunities for staff, students, public)	Positive Effects	Neutral Effects	Negative Effects	Not Applicable
Direct Effects		All aspects of the delivery of the policy can be delivered bilingually and are available bilingually.		
Indirect Effects			Some roles described in the policy are assigned to an individual.	
Steps to increase positive effects		Students encouraged to use their chosen language through all activities.		
Steps to decrease negative effects		Where contribution to the procedure by an individual in English is required, translation of written documents and simultaneous translation will be provided.		
Summary and further comments	All elements of this procedure can be completed bilingually and the individuals chosen language (Welsh or English) will not lead to delay.			

ACADEMIC PROVISION THROUGH WELSH	Positive Effects	Neutral Effects	Negative Effects	Not Applicable
Direct Effects				Y
Indirect Effects				Y
Steps to increase positive effects				Y
Steps to decrease negative effects				Y
Summary and further comments	Not applicable as this procedure is outside of academic provision.			

WELSH LANGUAGE SERVICES	Positive Effects	Neutral Effects	Negative Effects	Not Applicable
Direct Effects		All aspects of the delivery of the policy can be delivered bilingually and are available bilingually.		
Indirect Effects				Y
Steps to increase positive effects	Broader University wide promotion and encouragement for students to use their preferred language.			
Steps to decrease negative effects				Y
Summary and further comments	Within this procedure, signposting is mentioned to wellbeing and other student services, which all provide bilingual provision.			