

## 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>	
<b>College / School / Department:</b>	
<b>Staff member(s) completing the Welsh language impact assessment:</b>	

DOCUMENT CONTROL			
Version No.	Completion Date	By whom was it discussed	Summary of changes
		e.g. Committee, Council, Senate	

<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>Indirect Effects</b>				
<b>Steps to increase positive effects</b>				
<b>Steps to decrease negative effects</b>				
<b>Summary and further comments</b>				

<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>				
<b>Indirect Effects</b>				
<b>Steps to increase positive effects</b>				
<b>Steps to decrease negative effects</b>				
<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>				
<b>Indirect Effects</b>				
<b>Steps to increase positive effects</b>				
<b>Steps to decrease negative effects</b>				
<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>				
<b>Indirect Effects</b>				
<b>Steps to increase positive effects</b>				
<b>Steps to decrease negative effects</b>				
<b>Summary and further comments</b>				