

BANGOR UNIVERSITY
WELSH LANGUAGE POLICY
AND



PLANNING, SUSTAINING AND DEVELOPING WELSH MEDIUM PROVISION


1. The university will continue to invest in Welsh medium provision (e.g. by creating and sustaining Welsh medium lecturing posts).
2. The university will consider the impact of any staffing changes on the breadth and depth of Welsh medium provision.
3. The university will play a leading role in all the activities of the Coleg Cymraeg Cenedlaethol .
4. Welsh medium provision will be a central part of the University's Teaching and Learning Strategy and of the planning work of each college and school.
5. When submitting proposals for new courses and modules, all academic schools are expected to consider the appropriateness of providing the course or module through the medium of Welsh. This information will be presented through the Worktribe system.
6. There will be a director with responsibility for Welsh Medium issues on the Management Board of each college and school.
7. There

13. Each school will ensure that Welsh speaking students are assigned a personal tutor who speaks Welsh.
14. Bilingual teaching in Bangor will involve increasing the opportunities for students to use and develop their Welsh language skills and prepare them for the workplace. Bilingual learning will not be

5. The university will provide study support and career support, additionally to the support provided by academic schools, in Welsh.
6. The university's care and support services will be available to students in Welsh.
7. Counselling and mental health support for students will be available in Welsh.
8. The university will ensure that it provides designated accommodation for Welsh speakers and will promote this accommodation among students and prospective students.

RESEARCH

1. The university will support and promote academic work through the medium of Welsh.
2. The university will advocate Welsh language research in Welsh and British forums (e.g. in the context of REF).
3. When individuals (staff and students) or research groups conduct research with the public in




You should also refer to the Compliance Notice the university received from the Welsh Language Commissioner (www.bangor.ac.uk/canolfanbedwyr/safonau_iaith.php.en). Guidelines and support to develop and offer bilingual services are available from Canolfan Bedwyr.

1. The university will provide services in the service user's language of choice or bilingually:
 - The 'language choice' of students will be recorded in the relevant system.
 - The 'language choice' of staff will be recorded in the relevant system.
 - The 'language choice' of members of the public will be recorded by specific services, when it is reasonable and practical to do so.
2. Bangor University will ensure that its services for students and the public will be of the same quality in Welsh and in English by being equally visible, equally easy to use and equally effective. This statement applies to services provided:
 - face to face
 - on the phone
 - in writing
 - online
 - on self-service machines
 - apps
3. The university will offer first point of contact services in Welsh. A sign at each reception will indicate that you are welcome to use Welsh in the reception area. Reception staff will wear a 'iaith gwaith' badge / lanyard.
4. University publications, forms and documents aimed at students and the public in Wales will be bilingual.
5. Any public information signs (including temporary signs) in any location in Wales for which the university is responsible will be bilingual.
6. Materials that are displayed at meetings for students and members of the public in Wales will be bilingual.
7. Videos promoting the University and its departments or videos presenting information about the University to students or the public in Wales will be available bilingually and will meet accessibility requirements in relation to the Welsh language (e.g. through captions).
8. Press Releases in Wales will be bilingual.
9. The English and Welsh versions of the materials in 4-8 will be available at the same time. English and Welsh versions do not have to be exactly the same as each other.

Supporting staff to learn and use Welsh orally and in writing is one of the basic principles of the Welsh Language Strategy. You should also refer to the Compliance Notice the university has received from the Welsh Language Commissioner (www.bangor.ac.uk/canolfanbedwyr/safonau_iaith.php.en). Guidelines and support on using Welsh at work are available from Canolfan Bedwyr.

1. Managers will follow the Code of Practice on Appointing Staff in accordance with the Welsh Language Standards throughout the process of recruiting and appointing staff. This Code of Practice applies to all posts, including temporary posts that are made permanent.
2. The university will verify the language choice of staff and record it in the relevant system or allow staff to note their language of choice in self-reporting systems.
3. All of the university's corporate services, including any forms, systems and so on, will be available to staff in Welsh and English.
4. Staff can conduct their performance reviews in Welsh if they wish. If the person who would normally conduct the review does not speak Welsh, it is possible to arrange for another qualified Welsh speaking member of staff to do so.
5. ~~Forms in~~ rr



You should also refer to the Compliance Notice the university received from the Welsh Language Commissioner (www.bangor.ac.uk/canolfanbedwyr/safonau_iaith.php.en). Guidelines and support on how to ensure that the Welsh language is central to policies and projects and the processes underpinning the awarding of grants and financial assistance are available from Canolfan Bedwyr.

1. Bangor University will mainstream the Welsh language as part of policymaking and will consider the

12. When awarding grants or providing financial assistance, the University where appropriate, will take into account (1) the effects if any on the opportunities to use Welsh and treating the Welsh language no less favourably than English (2) how the decision could be taken or implemented so that it would have positive effects/ increased positive effects or not have adverse effects / decreased adverse effects on the Welsh language (3) whether additional information is needed to assist in assessing the effects of awarding the grant or financial assistance on the Welsh language.

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1. The university will ensure that issues relating to the Welsh language are discussed widely at the university and at the Executive Committee and Council level. It will do this by ensuring that a robust structure of committees is in place.
2. The university will ensure that detailed records are kept of statistics relating to the Welsh language (e.g. the number and percentage of the workforce that speak Welsh, the number of post advertised where Welsh is essential).
3. The university

Vice-chancellor, and then to the attention of PASG (Panel Ado lygu Safonau'r Gymraeg /Welsh Language Standards Review Panel) and / or the Council's Bilingualism Committee.

9. The Head of Policy and Development will report back to the complainant with the findings of any investigation.
10. If a complaint relates to the conduct of a member of staff, the matter should be referred to the Human Resources department through the relevant

