

# Coleg Gwent

## Annual Report on the Welsh Language Standards

1st August 2022 – 31st July 2023

January 2024









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|         | or if the anticipated audience, and their expectations, suggests that the document should be produced in Welsh.                                |
| 85      | The Welsh language service the College provides is promoted and advertised in Welsh on all available platforms.                                |
| 86 - 88 | All publicity documents are required to be approved by the marketing department therefore eliminating any risk of non-compliance.              |
| 89      | All new learning opportunities are assessed for the need to offer that provision in Welsh. These evaluations are available for audit purposes. |
| 90      | All Welsh-speaking learners are contacted personally to inform them of their right to submit work in Welsh.                                    |
| 90A     | No work submitted in Welsh will be treated less favourably than work submitted in English by any department.                                   |
| 93      | All Welsh-speaking learners are contacted personally to inform them of their right to have access to a Welsh speaking personal tutor.          |

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| 101 - 103 | Compliance will form part of any tender for any work carried out on behalf of the college, including, but not limited to Policy Making Standards. |
| 104       | Since April 1 <sup>st</sup>   |







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| 149 | If an individual applied for a post in Welsh, they are informed in Welsh of the decision in relation to their application. |
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## Staff Training

Coleg Gwent participate in Coleg Cymraeg Cenedlaethol's Work Welsh FE project to

The findings from the audits are shared with relevant managers and staff to discuss their strengths. Further training and guidance is arranged in areas where non-compliance has been found.

The college has a Welsh Language Steering Group which is co-chaired by the Bilingual Development Manager and the Head of Bilingualism and Community Learning, and is mainly a management group. The group meets once every term to discuss updates regarding the Welsh Language Standards, including Mystery Shopper results, among other Welsh/Bilingual matters.

#### Staff Welsh Language Skills

On the 31<sup>st</sup> of July 2023, a total of 87 members of staff (7%), could speak Welsh fluently or at an advanced level.

The following table provides further details of staff levels of spoken and Welsh in July 2023. The Welsh language levels of staff working for Learn Welsh Gwent are included.

| Level of Welsh | Welsh Oral<br>(number of staff) | Welsh Oral (%) |
|----------------|---------------------------------|----------------|
| None           | 481                             | 39             |
| Very Basic     | 340                             | 28             |
| Basic          | 279                             | 23             |
| Intermediate   | 33                              | 3              |
| Advanced       | 13                              | 1              |
| Fluent         | 74                              | 6              |

A range of opportunities are promoted to all members of staff to improve

Between the 1<sup>st</sup> August 2022 and 31<sup>st</sup> of July 2023 the number of new and vacant posts that Coleg Gwent advertised which were categorised according to various requirements in respect of Welsh Language Skills, are as follows: