

<b>WELSH LANGUAGE POLICY</b>			
<b>Department</b>	Strategic Planning		
<b>Author</b>	Associate Director of Strategic Planning		
<b>Authorised By:</b>	VCB		
<b>Implementation By:</b>	Vice-Chancellor		
<b>Policy Reference:</b>	POSP1718006		
<b>Policies Replaced:</b>	N/A		
<b>Version No:</b>	1	<b>Approval Committee:</b>	VCB 12.02.18 HR Committee 15.02.18 Board of Governors 9.03.18
<b>Date approved:</b>	09.03.18	<b>Minute no:</b>	17.75.01 17.28 17.64
<b>Status:</b>	Final	<b>Implementation Date:</b>	March 2018
<b>Period of approval:</b>	3 Years	<b>Review Date:</b>	February 2021

## 1 INTRODUCTION

Being an institution in Wales is vital to, and informs, all parts of the University in its teaching, research and its local engagement. With a long history of meeting the needs of North East Wales and the cross border region, Wrexham Glyndwr University is proud to both serve the needs and work collaboratively within Wales. As a part of this, ensuring that the University not only meets the cultural and linguistic needs of the community it serves but also enables and supports Welsh culture and language, is important. The current operations of the University reflect our cross border position and whilst it is the intention that this Policy will help stimulate and support Welsh language needs, it is recognised that the core business of the University has small numbers of students who are expressing demand for undertaking their learning or related research through the medium of Welsh.

This Policy is concerned with ensuring that the University meets and enables the Welsh Language needs of the community it serves in a responsible, effective and valued manner. It also considers how such matters will be managed, monitored and reported and as such is the basis for ensuring with compliance with any legislation that is concerned with Welsh Language.

This overarching policy document provides an overview of Welsh Language within the University information security and is supported by Operational Guidelines which will be phased in.

Complementary to, but separate to the Policy, are the Academic Development Plan for Welsh Medium Teaching and Learning and the University's Compliance Notice regarding the Welsh Language Standards. Together these inform the University's approach to supporting the development of Welsh language provision.

## **2 PURPOSE**

An effective Welsh Language Policy provides a sound basis for defining and regulating the management of Welsh language provision and compliance, and supports the University Vision and Strategy. This is necessary to ensure that the Welsh language is supported, treated with the status required under legislation and championed as an area of importance to the University and its mission.

Furthermore the Policy is the basis for enabling and growing use of the Welsh language within the University and in the delivery of its services, in a welcoming environment.

This Policy provides the over-arching statement of the University's position with operational implementation detailed in the Operating Guidelines which may be updated on a regular basis to ensure effective implementation and compliance (typically, policies are reviewed at least once every three years on a cyclical basis).

## **3 SCOPE**

This Policy, and associated Operating Guidelines, applies to the regular conduct of business undertaken directly by the University, and includes (where defined by relevant legislation) certain third party provision and will apply to, and cover, all areas as detailed within the Compliance Notice for the Welsh Language Standards. It does not apply to the provision of teaching and learning or to research activities. This Policy applies to all members of the University.

## **4 OBJECTIVES**

The Policy is in place in order to:

1. Promote a holistic and informed approach to the use, support and promotion of the Welsh language recognising the rights of Welsh speakers to communicate with the University in their language of choice.
2. Support the University's strategic vision through an approach which effectively balances usability, proportionality and compliance.
3. Facilitate a positive culture across the University and promote that supporting and enabling the Welsh Language is everyone's responsibility.
4. Assure language support mechanisms, monitoring and reporting are in place and are effective, sustainable and measurable.
5. Assist in the compliance of contractual, legal or regulatory obligations and provide assurance to other parties that there is a supportive and robust environment in place to promote and protect the Welsh language

## **5 POLICY STATEMENT AND PRINCIPLES**

The University provides a service and operates within Wales and as such recognises the cultural and social importance as well as the statutory need to meet, support and enable Welsh language needs. The University has adopted (and these were in place in the former Welsh Language Scheme) a series of principles upon which this Policy is predicated and of which the first is itself the underpinning principle:

- In the conduct of public business in Wales, the University will treat the Welsh and English languages on a basis of equality.

To support this, the following further principles apply:

1. This right is a matter of practice and law;
2. Preventing the right to use preferred language may place users at a disadvantage and recognising those who need to communicate with the University can express their views and needs better in their language of choice;
3. Those dealing with the University in Wales have the right to choose which language to use and to which we will respond as required by legislation and as we would wish in encouraging use of the Welsh language.

## **6 MANAGEMENT & GOVERNANCE**

Responsibility for this top level policy document and its implementation lies with the University's Vice Chancellor, supported by the Associate Director for Strategic Planning who is responsible for the day-to-day operation, monitoring and reporting.

As an official Policy of the University this Policy is subject to scrutiny and approval by the Vice Chancellor's Board, who will receive an annual report. Implementation and compliance will be monitored at the Board of Governor level through the HR Committee.

The University has in place a formal process for complaints, and any issues arising in relation to this Policy, and associated documentation and processes, including but not limited to the Operational Guidelines should in the first instance be directed through that mechanism.

## **7. EVALUATION**

The University is committed to continuous improvement in its service provision, and will continue to monitor the efficiency of this policy with qualitative and quantitative data. This process will ensure that a detailed evaluation of the effectiveness of the policy is undertaken, and any problems of implementation or management brought to the attention of the Human Resources Committee.