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Strategy Reference:	STSPSA2223011		
Strategy Replaced:	NA		
Version No:		Approval Committee:	LTQC Academic Board
Date approved:		Minute no:	
Status:	Draft	Implementation Date:	Nov 22
Period of approval:	3 years	Review Date:	Nov 25
I have carried out an equality impact assessment screening to help safeguard against discrimination and promote equality.			
I have considered the impact of the Policy/Strategy/Procedure (<i>delete as appropriate</i>) on the Welsh language and Welsh language provision within the University.			

Welsh Medium Academic Strategy

Key Purpose of Strategy

The key purpose of this strategy is to increase and enhance academic provision and learning through the medium of Welsh at Wrexham Glyndwr University. We will do this collaboratively with staff, students and non-University bodies based in Wales, and with *Y Coleg Cymraeg Cenedlaethol* as a key partner. The strategy is founded on the principles that the Welsh language is treated on an equal basis¹ and that we are committed to creating a bilingual culture among our staff and students and offer opportunities to succeed through the Welsh language.

Alignment to V&S, SSSLA and other Supporting Strategies

This strategy is directly aligned to the University's Vision and Strategy, focussing upon

¹ Operate on the core principle of the Welsh Language Measures 2011, that Welsh and English should be treated based on equality, giving both languages equal status and validity.
<https://www.legislation.gov.uk/mwa/2011/1/contents/enacted>

Teaching that Inspires:

To enable inspirational learning through excellent teaching, providing opportunities for our students to flourish as healthy, active and responsible global citizens.

The provision of such teaching has to include Welsh medium teaching and learning, and this Welsh medium strategy will support directly the SSSLA in the enhancement of academic provision at Wrexham Glyndŵr University.

Structure that Sustains:

To provide services and operating infrastructure that supports all parts of the strategy; delivering excellence through people, places and resources.

Therefore, this strategy will strengthen and support the academic and professional infrastructure to enable enhanced Welsh medium provision.

Introduction and Context

The Welsh Medium Academic Strategy and action plan is designed to meet the needs of Welsh students and staff at Wrexham Glyndŵr University and a growing demand for the provision of Welsh and bilingual education in the Higher Education sector.

Whilst we recognise that there has been a shortfall in the number of students choosing to follow their studies through the medium of Welsh and we have seen a decline in Welsh language provision during the pandemic. *Y Coleg Cymraeg Cenedlaethol's* new Higher Education Academic plan focuses on safeguarding the opportunities for students to study through the medium of Welsh, offer further opportunities for students to study through the medium of Welsh, offer a broader choice of subject through the medium of Welsh and Welsh opportunities of study to be developed beyond traditional undergraduate provision, e.g., postgraduate and foundation level study. *Y Coleg Cymraeg Cenedlaethol's* aim is to increase the numbers of students studying through the medium of Welsh and to enhance new bilingual provision across Wales. *Y Coleg Cymraeg Cenedlaethol* also recognises how the pandemic has shaped new learning experiences across varying technological platforms, which has enabled collaboration to take place between many Welsh universities. These recent changes go hand in hand with the principles of the Active Learning Framework (**ALF**) at Wrexham Glyndŵr University where its principles lie in ensuring optimal flexibility in all aspects of teaching, learning and assessment and offering students and staff the opportunity to collaborate in a hybrid bilingual pedagogic environment.

External factors

Wrexham Glyndwr University adopts the principles which underpins the work of the:

1. Welsh Language Commissioner

Wrexham Glyndŵr University is committed to the Welsh Language Standards, which came into effect at the University in 2017.² These standards have enabled significant development in the delivery of front facing services and correspondence as well as the rights of staff, students, and visitors to receive services through the medium of Welsh.

2. *Y Coleg Cymraeg Cenedlaethol*/The National Centre for Learning Welsh

Over the years Wrexham Glyndŵr University have maintained an excellent relationship and partnership with *Y Coleg Cymraeg Cenedlaethol* and the National Centre for Learning Welsh. This enables us to provide provision and training opportunities for our staff and students. These partnerships are set to get even stronger over the next three years as provision and opportunities increase across the university.

3. Welsh Government

The Welsh Government stated in January 2022 that a package of £46 million was to be made available to support the Welsh language in post-sixteen education in Wales through the Renew and Reform programme which focuses on enabling Welsh students to reach their full potential. By also addressing the Welsh Government Cymraeg 2050 targets³ and The Well-Being Future Generations Wales Act (2015) aims⁴.

Priority Aims

1. Review our Welsh medium provision and identify priority areas for development and support.
2. Increase the number of learning opportunities for students to study through the medium of Welsh and to protect the right to Welsh medium provision.
3. Enhance the Welsh medium support and resources available to staff and students in their teaching and learning and create a learning environment which explicitly recognises and encourages a bilingual academic community.

² <https://glyndwr.ac.uk/media/marketing/policies-and-documents/management/Welsh-Standards-Compliance---Concerns-and-Complaints-Guidance.pdf>

³ <https://gov.wales/sites/default/files/publications/2018-12/cymraeg-2050-welsh-language-strategy.pdf>

⁴ <https://www.futuregenerations.wales/about-us/future-generations-act/>

4. Create confident bilingual graduates who can work professionally in both Welsh and English and help create a bilingual workforce in Wales and raise awareness of the language and culture for non-Welsh speaking students.
5. To improve the visibility of, and contribution by, Wrexham Glyndŵr University to the national agenda of increasing Welsh medium academic provision.

Action Plan for Welsh Provision

Priority Action (As per Strategy above)	Operational Actions	<u>Who Leads & additional contributors</u>	Measures to be used	Annual Targets for Actions	Comment
<p>1. Review our Welsh medium provision and identify priority areas for development and support.</p>	<p>1.1 Annual review of Welsh provision and opportunities to be presented at Academic Board. 1.2 Annual review of Welsh provision and opportunities to be presented to Y Coleg Cymraeg Cenedlaethol. 1.3 Embed review of Welsh Medium provision in new programmes through SHAPE, CREATE and validation events.</p>	<p><u>Associate Dean for Academic Development</u> <u>Head of Academic Welsh Development</u> <u>Head of Academic Welsh Development.</u> <u>Quality</u></p>	<p>Participation in WGU Academic Board. Participation in the <i>Coleg Cymraeg Cenedlaethol</i> Academic Board. Participation in SHAPE, CREATE and validation events.</p>	<p>Review completed and report produced for Academic Board. Review completed and report produced for <i>Y Coleg Cymraeg Cenedlaethol</i>. Data on Welsh Medium credits to be processed mid-July.</p>	
<p>2. Increase the number of learning opportunities for</p>	<p>2.1 Develop new credit bearing</p>		<p>Establish new pathways such as Welsh in the</p>	<p>10@20 credits</p>	

Priority Action (As per Strategy above)	Operational Actions	<u>Who Leads & additional contributors</u>	Measures to be used	Annual Targets for Actions	Comment
		<u>CMRA</u>	<p>Moodle, <i>Y Coleg Cymraeg Cenedlaethol</i> Welsh language certificate and programme teams to disseminate Welsh language opportunities and information at the beginning of the academic year.</p> <p>Welsh language support at all Open Days and a bespoke bilingual Open evening to take place. WGU presence at both the Urdd Eisteddfod and the National Eisteddfod annually.</p>	<p>Autumn bilingual Open Evening, Wrexham Glyndŵr University and presence at the Urdd Eisteddfod and National Eisteddfod.</p>	

Priority Action (As per Strategy above)	Operational Actions	Who Leads & additional contributors	Measures to be used	Annual Targets for Actions	Comment
<p>3. Enhance the Welsh medium support and resources available to staff and students and create a learning environment which recognises and encourages a bilingual academic community.</p>	<p>3.1 Increase opportunities for staff and students to learn and develop their Welsh language skills.</p> <p>3.2 Develop accessible resource base for students of Welsh learning materials.</p> <p>3.3 Provide mechanisms of student support for students through the medium of Welsh.</p> <p>3.4 Establish a vibrant branch of <i>Y Coleg Cymraeg Cenedlaethol</i>.</p>	<p><u>Head of Academic Welsh Development.</u></p> <p><u>Human Resources</u></p> <p><u>Digital team and specific Allied Health programmes</u></p> <p><u>Student Support and Associate Deans</u></p> <p><u>Head of Academic Welsh Development.</u></p>	<p>Develop Welsh learning modules and activities for students and staff, such as Welsh in the workplace modules, Welsh at Work qualifications and <i>Coffi a Chlonc</i>. Welsh to be incorporated into the induction process for staff.</p> <p>Welsh language resources to be fed into the IPPF budget for all programmes for translated materials to be made available for academics.</p> <p>Provide personal tutors for Welsh speaking students and develop opportunities for</p>	<p>15 members of staff for Welsh in the Workplace</p> <p>All new members of staff to be introduced to the Welsh language upon induction.</p> <p>Resources will be available in 25% of programme areas by 2023</p> <p>100% of students who want a Welsh speaking personal tutor can access one.</p>	

Priority Action (As per Strategy above)	Operational Actions	<u>Who Leads & additional contributors</u>	Measures to be used	Annual Targets for Actions	Comment
			<p>counselling for students through the medium of Welsh.</p> <p>4 Branch meetings to be held annually.</p>	<p>2022/2023 programme dates in place</p>	
<p>4. Create confident bilingual graduates who can work professionally in both Welsh and English and help create a bilingual workforce in Wales and raise awareness of the language and culture for non-Welsh speaking students.</p>	<p>4.1 Provision of modules on working in Wales and on employability through the medium of Welsh.</p> <p>4.2 Opportunities within programmes of study for students to present and discuss through the medium of Welsh.</p>	<p><u>Head of Academic Welsh Medium Development</u></p> <p><u>Sessional Welsh in the Workplace tutors</u></p> <p><u>FAST & FSLs</u></p> <p><u>Welsh provision ADT team members</u></p>	<p>Promotion of Welsh in the Workplace modules at induction talks and Moodle short course.</p> <p>Promotion of <i>Y Coleg Cymraeg Cenedlaethol</i> Welsh language skills certificate.</p> <p>Developing opportunities for students to seek work-based placements in Wales in a bilingual setting.</p>	<p>20 students on Welsh in the workplace modules</p> <p>15 staff on Welsh modules.</p> <p>100% of students who want a Welsh speaking/bilingual placement can access one.</p>	

Priority Action (As per Strategy above)	Operational Actions	Who Leads & additional contributors	Measures to be used	Annual Targets for Actions	Comment
<p>5. To improve the visibility of, and contribution by, WGU to the national agenda of increasing Welsh medium provision.</p>	<p>5.1 WGU representation at <i>Y Coleg Cymraeg Cenedlaethol</i> subject panels.</p> <p>5.2 WGU representation at <i>Y Coleg Cymraeg Cenedlaethol</i> Academic Board</p> <p>5.3 Active contributor to <i>Y Coleg Cymraeg Cenedlaethol's</i> policies and strategies.</p>	<p><u>Programme Leaders</u></p> <p><u>Welsh provision ADT members</u></p> <p><u>Head of Academic Welsh Medium Development</u></p> <p><u>Head of Academic Welsh Medium Development</u></p>	<p>Attendance of WGU programme leaders and lecturers on <i>Y Coleg Cymraeg</i> subject specific panels.</p> <p>Head of Academic Welsh Development to continue membership on <i>Y Coleg Cymraeg Cenedlaethol</i> Academic Board.</p> <p>Head of Academic Welsh Development to continue membership on <i>Y Coleg Cymraeg</i> Advisory Board and to continue input to consultation documents.</p>	<p>Participation from staff on at least 3 <i>Y Coleg Cymraeg Cenedlaethol</i> subject panels.</p> <p>80% attendance at <i>Y Coleg Cymraeg Cenedlaethol</i> Academic Board.</p> <p>100% response to consultation documents.</p>	