

Welsh Language Standards Annual Monitoring Report

1 April 2025 – 31 March 2026

Introduction

The Welsh Language Commissioner issued a Compliance Notice to ColegauCymru on 25 July 2016.

This Compliance Notice outlined the ColegauCymru duty to meet the statutory Welsh Language Standards established by Welsh Government under the Welsh Language (Wales) Measure 2011. This Measure awarded official status to the Welsh language, with an aim for the Welsh language to not be treated less favourably than the English language.

The introduction of the Welsh Language Standards, which is a list of what organisations must do and deliver in Welsh, ensures that those in Wales who wish to live their lives in Welsh can do so. These Standards create Welsh language linguistic freedom to use for individuals in Wales.

As part of the compliance process, the Welsh Language Standards require ColegauCymru to present an Annual Report, in relation to each financial year (April - March), that reflects on adhering to the demands of the Service Delivery, Policy Making and Operational Standards. Provision is also included within the Standards concerning publishing and publicity of the Annual Report. This Report sets out the progress of the organisation towards complying with the Standards between from 1 April 2025 to 31 March 2026.

ColegauCymru believes that it is responding to the Standards in a positive manner. All staff have received Welsh Language Awareness training as part of their induction and their Welsh language abilities are self-assessed as part of their roles. Regular updates on how to improve working practices, as well as promoting and facilitating Welsh language use are included as part of our regular communication team briefings and more formally in our bi-annual away days.

ColegauCymru is committed to encouraging the whole team to use the Welsh language whatever their ability, creating a bilingual working environment where use of Welsh is welcomed and encouraged. We also support learners and less confident speakers to use the language in a non-judgemental and supportive environment.

Background

The Standards are a set of legally binding requirements that aim to improve the bilingual service that the people of Wales can expect to receive from several public, charity and statutory bodies, including ColegauCymru. ColegauCymru has a responsibility to provide bilingual services, to ensure the Welsh language is not treated any less favourably than the English language.

ColegauCymru is required to comply with the following standards:

- Service Delivery
- Policy Making
- Operational
- Record Keeping

The Standards aim to:

- Make it clear to organisations what their duties are in relation to the Welsh language.
- Make it clear to Welsh speakers about the services they can expect to receive in Welsh.
- Make Welsh language services more consistent and improve their quality.

Welsh Language Responsibility

The Communications Manager leads on this work across the organisation. Working with the Director of Policy and Public Affairs, they both ensure procedures are in place to help staff understand their role in assisting ColegauCymru to meet the Standards.

Guidance is available to all staff to assist compliance. The main elements of the guidance notes deal with the practical day-to-day implications of working to meet the Standards, such as how to answer the telephone; how to arrange meetings; and taking participants' language choice into consideration.

Day to day Welsh language compliance matters are managed by Director of Policy and Public Affairs and the Communications Manager.

The Policy Officer ensures that the Welsh language is actively considered and embedded across all areas of policy development and public affairs activity. This includes assessing the potential impact of policy proposals on the use of Welsh, advising colleagues on best practice to promote bilingualism, and ensuring compliance with relevant Welsh language standards and legislation. The role also involves working collaboratively across the organisation and with external partners to champion the Welsh language and support its normalisation in further education and beyond.

Vision for Welsh Language

ColegauCymru and the Welsh Language Commissioner have a good working relationship that sees them supporting each other in the promotion of the Welsh language in post-16 education.

The aim of collaboration and partnership is to highlight and attract publicity around the importance of Welsh language skills in academic and vocational education, increasing provision of the Welsh/bilingual curriculum offer and the crucial role of further education colleges in supporting bilingual communities to thrive and achieve economic sustainability.

ColegauCymru is committed to supporting the Welsh Government goal of reaching one million Welsh speakers by 2050.

Developing our Welsh language learning offer

- All staff are offered Welsh language training to support business operations and individual development. ColegauCymru covers the cost and/or release of staff from work for this purpose.
- We actively promote short online Welsh taster courses to staff.

Notable Achievements for 2025/26 period

During 2025/26, we continued to strengthen our approach to the Welsh Language Standards, increasing awareness of the Welsh language across the organisation and supporting staff to engage with and promote Welsh-language services.

1. Strengthening compliance and monitoring

- Completed the Welsh Language Standards Self-Assessment Questionnaire and submitted it in January 2026. The findings were incorporated into our monitoring and compliance reporting.
- Continued to provide a monthly Welsh Language Standards report to the Senior Management Team, supporting ongoing oversight of compliance, progress and areas for development.
- Continued engagement with the Welsh Language Commissioner and relevant compliance activity throughout the year, including participation in meetings, webinars, conferences and good-practice sessions.
- Attended the Welsh Language Commissioner's Good Practice Conference at Coleg Cambria on 18 November 2025, gaining insight into approaches being adopted by other organisations and sharing good practice.
- Participated in the Good Practice Session on Welsh-language complaints procedures on 21 January 2026, supporting the continued development of our approach to handling Welsh-language complaints.

2. Increasing staff awareness and engagement

- Introduced 'Gair yr Wythnos' (Word of the Week) to encourage staff to use Welsh regularly and to increase the visibility of Welsh vocabulary in the workplace.
- Promoted key Welsh cultural and language events throughout the year, including Diwrnod Santes Dwynwen, Dydd Gŵyl Dewi, Diwrnod Shwmae Su'mae and the National Eisteddfod, helping to increase awareness of Welsh language and culture among staff.
- Supported Defnyddia Dy Gymraeg Day in December 2025 as an opportunity to encourage staff to use Welsh in their day-to-day activities.
- Attended the Welsh in the Workplace Forum on 15 January 2026 and disseminated key information, insights and good-practice examples from the event to colleagues, supporting wider awareness and engagement with the Welsh language across the organisation.
- Attended the Grymuso'r Gymraeg event on 16 September 2025 and shared key information and learning from the event with colleagues, helping to raise awareness of opportunities to strengthen and promote the use of the Welsh language within the organisation.

3. Staff development and Welsh-language training

- Ensured that new staff members received appropriate training and awareness of the Welsh Language Standards.

- Supported a colleague to undertake an entry level Welsh-language course, fully funded by the organisation, contributing to the development and strengthening of Welsh-language skills within the organisation.
- Continued to raise staff awareness of their responsibilities under the Welsh Language Standards through regular internal communications, reporting and training including a refresher session at the organisation away day in December 2025.

4. Promoting Welsh-language services

- Attended the online 'Hyrwyddo Gwasanaethau Cymraeg' (Promoting Welsh-language Services) event in March 2026, which featured case studies from organisations, providing opportunities to learn from their experiences and share good practice in promoting and increasing the visibility of Welsh-language services.

5. Engagement with Welsh language and sport

- Participated in an event exploring the Welsh language in sport at the Sport Wales National Centre in March 2026, which featured case studies and examples from other organisations, providing an opportunity to learn from their experiences and share good practice in promoting and increasing the use of the Welsh language within sport. This event provided opportunities to increase understanding of the role and use of the Welsh language within sport and wellbeing (a key development area for the organisation) and to consider opportunities for further engagement and promotion with our existing stakeholders.

6. Technology and the Welsh language

- Attended the Technology and the Welsh Language event on 9 December 2025, supporting awareness of developments, opportunities and good practice in relation to the use of Welsh in technology and digital environments.

Overall progress

The 2025/26 period saw continued progress in embedding the Welsh Language Standards within organisational practice. Key achievements included strengthening compliance monitoring and reporting, increasing staff awareness and engagement, supporting staff development, promoting Welsh-language services, and participating in a range of national events and good-practice initiatives.

The introduction of Gair yr Wythnos, regular promotion of Welsh cultural events, ongoing SMT reporting and continued staff training have provided practical ways of increasing the visibility and everyday use of Welsh within the organisation. Engagement with the Welsh Language Commissioner and external events has also enabled the organisation to remain informed about emerging good practice and developments in the wider Welsh-language landscape.

Complaints – in accordance with Standard 141

Service Delivery - ColegauCymru is subject to 64 Service Standards.

No complaints have been received relating to compliance with the Service Standards.

Policy Making - ColegauCymru is subject to 9 Policy Making Standards.

No complaints have been received relating to compliance with the Policy Making Standards.

Operational - ColegauCymru is subject to 42 Operational Standards.

No complaints have been received relating to compliance with the Operational Standards.

Welsh language skills and learning - in accordance with Standard 145

Welsh language skills of ColegauCymru staff as of 31 March 2025. We carried out a Welsh language skills audit of staff resulting in the following findings:

- 5 of the 16 members of staff are fluent Welsh speakers.

Recruitment – in accordance with Standard 148

The number of new and vacant posts advertised during the year which were categorised as posts where:

- (i) Welsh language skills were essential: 0 posts
- (ii) Welsh language skills needed to be learnt when appointed to the post: 0 posts
- (iii) Welsh language skills were desirable: 3 posts
- (iv) Welsh language skills were not necessary: 0 posts

All posts are advertised as either Welsh language skills essential or desirable. We explain the level of skills required to match the responsibilities of the role. Both the job descriptions and vacancy landing pages on the website clearly state that ColegauCymru is a proudly bilingual organisation and that we welcome correspondence and applications in Welsh. We also clearly advertise that we encourage and support staff to learn, develop and use their Welsh language skills in the workplace.

Contacts

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ColegauCymru welcomes correspondence in Welsh and English. We will respond to correspondence received in Welsh, in Welsh. Corresponding in Welsh will not lead to delay.

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