



Cardiff and Vale College
Coleg Caerdydd a'r Fro

CAVC's Annual Report for the Welsh Language Standards

01.08.18 – 31.07.19

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www.cavc.ac.uk/cy



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Since April 2018, Cardiff and Vale College have had a statutory duty to comply with Welsh Language Standards that explain how the Welsh Language should be used and treated in different situations. The Welsh Language (Wales) Measure 2011 established a legal framework to impose duties on certain organisations to comply with a set of specific standards.

One of the standards requires organisations to produce an Annual Report after 6 months of the end of each financial year detailing the way an organisation has complied with the Standards imposed upon it.

This report relates to the period between August 1st 2018 and July 31st 2019.

Complaints

During this period, no complaints were received relating to standards which fall under the following headings:

- Service Delivery
- Policy Making
- Operational

Number of Employees with Welsh Skills

Our annual Welsh Skills Audit shows that during the academic year of 2018/19, **523** people completed the audit. Out of these we had **20** people who classed themselves as fluent Welsh speakers, **21** people who feel confident holding a conversation in Welsh and **321** who considered themselves to have basic Welsh skills.

Training

Our Standards require us to provide training in the medium of Welsh within the following areas:

- (a) recruitment and interviewing;
- (b) performance management;
- (c) complaints and disciplinary procedures;
- (ch) induction;
- (d) dealing with the public; and
- (dd) health and safety.

(Standard 135)

During this period no training relating to the above topics were requested to be delivered via the medium of Welsh.

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Other Welsh training undertaken by staff:

Type of training	Number of attendees
Welsh Language Awareness – Internal CPD session	34
Sgiliaith - Bilingual Training (External course)	4
Work Welsh assessing training (External course)	1
Learn Welsh for Adults (External course)	1
Welsh (External course)	1
CANVA & Welsh Awareness (Internal course)	22
Work Welsh Introduction/Taster (Internal course)	9
Iaith ar Waith Training (Internal course)	15

Human Resources

Between August 1st 2018 and July 31st 2019 all vacant posts were advertised with the need for Welsh Language skills as Essential or Desirable. **173** new and vacant posts were advertised during this period.

Type of roles	Number
Welsh language skills - Essential	1
Welsh language skills - Desirable	172

Promoting the Welsh Language

External Promotion

This year CAVC supported a number of local Welsh events in Cardiff and the Vale such as the Urdd Eisteddfod, Gwyl Fach y Fro and Tafwyl through our involvement and sponsorship. We devised a fresh way to promote the college and our commitment to growing our bilingual provision by organising a roaming team to hand out informative merchandise at events and to run our Welsh social media campaign; #SiaradDysguByw.

The main message of the campaign is:

CAVC is the biggest college in Wales and passionate about our country, our language and growing opportunities for everyone to #SpeakLearnLive in Welsh.

Internal Promotion

2019 saw the launch of our new Welsh language competition Siarad; an internal campaign which encourages staff and students at CAVC to use our Welsh Language skills. Designed for all levels from fluent speakers to those with no Welsh language skills, individuals taking part scan a personalised QR code at specific check points around the campuses when speaking Welsh and are entered into a monthly prize draw with cash prizes up for grabs. A range of helpful literature was designed and is displayed on both staff and student portals and on posters around the campuses to support learners of Welsh.

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Bilingual Provision

Each year we aim to grow our Bilingual Provision to support the increasing number of Welsh speakers who study with us.

Welsh speaking student stats:

This year we saw more Welsh speakers than ever before enrol on courses at CAVC.

Type of roles	Number
Welsh speaking students	698
Fluent Welsh speaker	637
Non Welsh Speaker on Bilingual course	16
Welsh speaker not fluent	45
Welsh speaking enrolments	957
Courses with Welsh speakers enrolled	300
Full time Welsh enrolments	645
Part time Welsh enrolments	315

Work Welsh

To help support these students throughout their time at CAVC we have seen an increase in staff members enrolling onto the Work Welsh programme. There are currently **41** staff members enrolled on the programme and **21** members of staff on a waiting list.

Welsh clubs and support

Alongside this we have arranged Welsh language drop-in support sessions and a range of Welsh language clubs to be ran throughout the week across several campuses. Below is a sample of a weekly timetable of Welsh classes attended by students, tutors, members of the estates team and support staff.

MON						2:00 – 4:00 City Centre Campus Drop-in Support Sessions
TUES			10:00 – 11:00 Barry Campus Drop-in Support Sessions	12:00 – 1:00 Barry Campus Drop-in Support Sessions		
WEDS		8:30 - 9:00 City Centre Campus Welsh Breakfast Club	9:30 - 10:00 Barry Campus Welsh Conversation Class	11:00 – 12:00 City Centre Campus Drop-in Support Sessions	2:00 – 3:00 City Centre Campus Drop-in Support Sessions	3:30 – 4:30 City Centre Campus Extracurricular Welsh lessons
THURS		8:30-9:00 Barry Campus Welsh Breakfast Club				4:00-5:00 Barry Campus Extracurricular Welsh Lessons
FRI	7:30 – 8:30 Eastern Community Campus Informal Staff Welsh Lesson	8:30-9:00 Eastern Community Campus Welsh Breakfast Club	10:00 – 11:00 Barry Campus Drop-in Support Sessions		1:00 – 2:00 Barry Campus Drop-in Support Sessions	

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Portals and general Communications

Portals

There has been significant growth to the range of resources on both the staff and student portals. This includes comprehensive staff and student rights pages, many 'How to guides' with recorded Welsh pronunciation support, information for all staff on how to best support Welsh language learners, an FAQs page and a bank of bilingual signs & notices.

Twitter

Our new **@CAVC_Cymraeg** Twitter page was published earlier this year which has provided a platform for CAVC to update our wider community on Welsh college news and events. We have used this platform to promote a new series of short films. Some of these shorts focus on our students' experience of using Welsh at CAVC and the impact it's having on their career prospects. Another film features staff members who have enrolled on Work Welsh courses and the positive effect it's having on their ability to teach bilingually.

General Internal Communications

At the beginning of this new academic year, an informative Welsh email was sent to all students who had registered as having a level of Welsh language skills. This was a comprehensive document detailing all student rights, opportunities to learn Welsh, information about support for Welsh language learners and more.

For more information please contact: cymraeg@cavc.ac.uk

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