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| This Language Impact Assessment (LIA) tool enables the University to consider the principles and requirements of the Welsh Language Standards to ensure compliance with the Welsh Language Measure 2011. |

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| **1.** **PROPOSAL DETAILS:** (Policy/Change Objective/Budget saving) | |
| Proposal Title |  |

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| Department |  | Head of Department |  |  |  |

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| Name of Officer completing the LIA |  | E-mail |  | Phone no |  |

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| Please give a brief description of the purpose of the proposal |
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| Who will be directly affected by this proposal? (e.g. Students, the general public, staff) |
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| |  | | --- | | Does the proposal have a potential impact on another department / service / activity? | | . | |

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| **VERSION CONTROL:** The LIA should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable Welsh language considerations wherever possible. Please consult with the Centre for Welsh Language Services for any advice. | | | | | |
| Author | Decision making stage | | Version number | Date considered | Brief description of any amendments made following consideration |
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| **UNIVERSITY STRATEGIC OBJECTIVES:** Please show how the proposal addresses the core objectives listed under the ‘Welsh language and culture’ section of Aberystwyth University Strategic Plan 2018-2023. | | | | | |
| Promote the development of Welsh medium academic provision including the discipline of Welsh | |  | | | |
| Ensure an environment that enables students to choose to live and learn through the medium of Welsh | |  | | | |
| Ensure Welsh language opportunities in areas such as employment placements and industrial years | |  | | | |
| Encourage staff to use Welsh in the workplace and to have opportunities to learn and improve their Welsh | |  | | | |
| Encourage new staff and students to take up Welsh language learning opportunities and to appreciate the socio-economic and cultural context of Wales | |  | | | |
| Act as a catalyst for cultural awareness, understanding, activity and integration | |  | | | |

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| **NOTE:** As you complete this tool you will be asked for **evidence to support your views**. When you formulate a new policy, or review or revise an existing policy, you must consider what effects, if any (whether positive or adverse), the policy decision would have on (a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language. The tool should allow you to identify whether any changes resulting from the implementation of the recommendation will have a positive or negative effect on the Welsh language. Data sources include for example:   * *Welsh Language Standards requirements for the department / service* * *Welsh Language skills data for staff* * *Welsh Language skills data for students* * *Welsh medium recruitment* * *Welsh medium academic provision* * *Welsh medium administrative provision* |

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| **2. Welsh Language Impact Assessment**  *In this section you need to consider the impact, the evidence and any action you are taking for improvement. This is to ensure that the opportunities for people who choose to live their lives and access services through the medium of Welsh are not inferior to what is afforded to those choosing to do so in English, in accordance with the requirement of the Welsh Language Measure 2011.* | | | | Describe why it will have a positive/negative or negligible impact on the Welsh language. | What evidence do you have to support this view? | What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts? | |
| Will the proposal be delivered bilingually (Welsh & English)? e.g.  *Will the proposal increase or decrease the opportunities for people to receive information or access information in Welsh?* | Yes | No |  |  |  |  |
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| Will the proposal have an effect on opportunities for persons to use the Welsh language? e.g.  *Will the proposal alter the linguistic nature of the department?*  *What opportunities does the proposal provide to develop Welsh language skills within the department?* | Yes | No | No impact/  Negligible |  |  |  |
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| Will the proposal increase or reduce the department’s ability to deliver services through the medium of Welsh? e.g.  *Will the proposal ensure that people can access services in their preferred language, Welsh or English?*  *Will the proposal increase or reduce the opportunity for persons to use the Welsh language within the workplace?*  *Will the proposal impact on the number of Welsh speaking staff within the service?*  *Will the proposal increase or reduce the opportunity for staff to improve their Welsh language skills or access training via the medium of Welsh?* | Increase | Reduce | No impact/  Negligible |  |  |  |
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| Will the proposal treat the Welsh language no less favourably than the English language? e.g.  *How will the proposal ensure that Welsh speakers receive services to the same standard as those who access the same services through the medium of English?* | Yes | No | No impact/  Negligible |  |  |  |
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| **3. STRENGTHENING THE PROPOSAL:** In view of any mitigating actions listed above, what practical changes/actions could help reduce or remove any negative impacts on the Welsh Language? | | | |
| **3.1 Actions.** | | | |
| What are you going to do? | When are you going to do it? | Who is responsible? | Progress | |
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| **3.2. Monitoring, evaluating and reviewing.**  *How will you monitor the impact and effectiveness of the proposal?* | | | | |
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| **4. SIGN OFF** | | | |
| Position | Name | Signature | Date |
| Head of Department |  |  |  |
| Officer completing the LIA |  |  |  |
| PVC / CWLS |  |  |  |