



The College Merthyr Tydfil

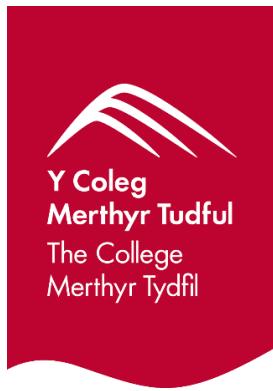
Annual Report on Welsh Language Standards

August 2024 – July 2025

Prepared in accordance with the requirements of The Welsh Language (Wales) Measure 2011

Mae'r ddogfen hon ar gael yn Gymraeg

This document is available in Welsh



1. Introduction

This Annual Report is created under the Welsh Language Measure (Wales) 2011 and Welsh Language Standards. From 1st April 2018, The College Merthyr Tydfil has a statutory duty to comply with the Welsh Language Standards as stated in the Compliance Notice, which was issued on 29 September 2017.

In accordance with the requirements of the Standards, the college must produce an annual report in relation to each financial year, which deals with the way in which the college has complied with the standards. The report must be published no later than 6 months following the end of the financial year to which the report relates. This annual report deals with the period between 1 August 2024 and 31 July 2025. The report will be available on the College and University of South Wales Websites from 31 January 2026.

The Regulatory Framework requires the College to report on the following statutory areas:

- How the college has complied with the standards with which we were under a duty to comply with during that year
- The Welsh language skills of employees
- The number and percentage of staff members who attended training courses offered in Welsh (namely training on recruitment and interviewing, performance management, complaints and disciplinary procedures, induction, dealing with the public, and health and safety)
- The number of new and vacant posts categorised as ones where Welsh language skills are essential, desirable, not necessary, or need to be learnt;
- The number of complaints received about each class of standards.

Table 1 overleaf shows the specific standards each of the above relate to:

Requirements	Standard
Compliance	154, 155, 156, 164, 170, 176
Welsh Language Skills	134, 158, 161
The number of staff members who attended specific training that must be provided in Welsh if it is available in English.	135, 136, 138, 139, 140, 141, 159,
Posts categorised as Welsh is essential or desirable	145, 145A, 162
Complaints	154, 155, 156, 164, 170, 176

2. **Successes and Achievements**

2.1 Work Welsh Further Education

Funding for the Work Welsh Further Education scheme was successfully secured once again for 2024–2025, enabling the college to continue enhancing the Welsh language skills of its workforce. This programme is funded by the Welsh Government and delivered through Coleg Cymraeg Cenedlaethol, who also oversee its administration and coordination across colleges in Wales.

The Work Welsh Further Education scheme has evolved significantly since its inception and is now a highly valued component of the college’s comprehensive staff development offer. Training is available to both academic and support staff, focusing on practical Welsh language skills tailored to workplace contexts, including relevant vocabulary, patterns, and scenarios. Participants receive ongoing encouragement and support, not only in language acquisition but also in embedding Welsh into their teaching and wider college activities.

By strengthening Welsh language capability internally, the scheme plays a vital role in helping the college meet Welsh Language Standards and in normalising the use of Welsh across the institution. From its beginnings as a small pilot in 2018, Work Welsh Further Education has grown into an established and integral part of the college’s ‘Cymraeg Gwaith’.

During the reporting period, 15 staff members participated in face-to-face learning sessions, while 4 staff members engaged through the online Self-Study option. All participants successfully completed the scheme for the year and have been encouraged to enrol in the 2025/2026 programme.

2.2 The provision of the ‘Shwmaeronment’ ethos and culture at the college

Since the launch of Shwmaeronment in November 2022, our partnership with Merthyr Tydfil County Borough Council around the *Shwmaeronment* initiative continues to strengthen and evolve. Together, we are building on the success of the original launch by expanding activities, deepening engagement, and creating new opportunities to promote the Welsh language across education and community settings. This ongoing collaboration reflects a shared commitment to sustaining and growing a vibrant bilingual culture.

The college’s Red Dragon mascot, *Dwynwen*, introduced in 2022, has become a key element of this initiative. *Dwynwen* is actively engaged in a variety of settings, including the college crèche, local pre-schools, primary schools, and both internal and external events. The mascot regularly attends school assemblies, presenting awards to pupils recognized as “Welsh Speaker of the Week,” helping to celebrate and encourage the use of Welsh among young learners.

The *Shwmaeronment* concept was adopted from Merthyr Tydfil County Borough Council, where it serves as a motto within the local education system. The partnership between the college and the council in advancing Welsh language education is exemplary, reflecting a shared commitment to creating vibrant, bilingual learning environments.

2.3 Embedding Welsh into the college’s Continuous Professional Development Programme (CPD) programme

Throughout the 2024-2025 academic year, the Welsh Language Team continued to play a pivotal role in the College’s Continuous Professional Development (CPD) programme. Welsh language sessions and activities were embedded into training for all academic staff, reinforcing the importance of bilingualism in teaching and learning.

In collaboration with Coleg Cymraeg Cenedlaethol, the team also delivered specialist training on the use of Generative AI to support bilingual teaching and learning across Welsh colleges and apprenticeship providers.

The College employs 110 academic staff, and to strengthen Welsh language capability, 91.8% of staff attended these sessions, an increase from 90% in the previous year. Feedback was overwhelmingly

positive, with staff reporting enhanced knowledge and understanding of the Welsh language and its significance in creating an inclusive bilingual classroom environment.

A further programme has been developed for the 2025-2026 CPD programme. 'Plannu' is an innovative programme designed to embed incidental Welsh naturally into the college's teaching and learning environment. The name combines the Welsh word *plannu* ("to plant") with the English word *plan*, reflecting its purpose: a strategic plan to plant Cymraeg across the college community.

This initiative is more than language, it's about creating a bilingual culture where Welsh becomes a normal, confident part of daily interactions. Through sector-specific support, the *Tîm Cymraeg* will guide staff and students on a structured, incremental journey, moving from 'newbie' to 'normalised' in their use of incidental Welsh.

By integrating simple, practical Welsh phrases into lessons and activities, 'Plannu' helps build confidence, enrich communication, and celebrate our shared linguistic heritage. Together, we'll make Welsh a living, breathing part of college life.

2.4 Embedding Welsh through extra-curricular trips, activities and visits

Working in partnership with the Urdd, the college has been able to provide sports learners with the opportunity to engage in Bilingual training and activities, including a refereeing skills course through the medium of Welsh. To prepare for these events, bilingual sessions were delivered to learners in advance. These sessions focused on key Welsh terminology used in officiating, ensuring learners could apply essential phrases confidently. This initiative aimed to create a more inclusive environment for participants from Welsh-medium schools and promote bilingual practice within sports contexts.

A trip to St Fagan's was organised for ten learners from the Construction department to celebrate their commitment to Welsh language and cultural activities throughout the year. The visit focused on Welsh heritage and provided an opportunity for learners to deepen their understanding of Welsh culture and history.

The Bilingual Support workers team having the opportunity to join trips organised by the Business and Travel Department has also been invaluable in raising awareness of the Welsh language. These experiences allowed staff to demonstrate how Welsh can be used naturally in everyday situations, such as during visits to Alton Towers, Folly Farm and the cinema. This approach shows learners that Welsh is not confined to the classroom but is an integral part of daily life.

On longer trips, such as the three-day visit to Belgium and the trip to Falmouth University, the team provided bilingual support to learners, ensuring that Welsh remains visible and accessible throughout the journey. These opportunities also enabled and encouraged Welsh speakers to develop their confidence and language skills, while encouraging others to try simple words and phrases in a supportive environment.

By creating positive experiences that connect Business with the Welsh language, such as at Cardiff Airport or Birmingham Christmas Market, staff were also able to reinforce the practical value of bilingualism. These trips helped highlight the positive role of Welsh and strengthen the department's commitment to providing Welsh language provision across every aspect of the learner journey.

Overall, the Welsh language involvement in these activities and trips has had a significant impact by promoting bilingualism, enhancing learner confidence, and embedding the Welsh language as a natural and valued part of extra-curricular and enrichment activities.

2.5 Learner Engagement with the Welsh Language

Coleg Cymraeg Cenedlaethol Welsh Language Ambassadors

The college has continued to engage in the Coleg Cymraeg Welsh Language Ambassador initiative, with four learners taking on the role across 2024-2025. These ambassadors play a crucial role in promoting the Welsh language within the college and the wider community.

The ambassadors are typically learners who have a passion for the Welsh language and culture. Their primary role is to encourage their peers to use Welsh in both academic and social contexts, and to act as role models for other learners learning Welsh. During 2024-2025, they engaged with learners in various ways, from leading Welsh language events to offering peer support for those looking to improve their Welsh language skills.

By working alongside the college's Welsh language team, the Ambassadors played a pivotal role in organising and running events like Diwrnod Shwmae, and also contributed to initiatives such as the Coleg Cymraeg Cenedlaethol scholarship programme, which encourages learners to pursue Welsh-medium courses at higher education institutions.

Their efforts help foster a more vibrant Welsh-speaking community within the college, encouraging greater engagement with the language and promoting its use both on and off site.

Welsh Clubs

During 2024-2025, our Welsh clubs continued to play a crucial role in promoting the Welsh language within the college community, with an increased number of learners engaging on a weekly basis. These clubs provide a supportive and informal environment for learners to practice speaking Welsh, participate in language games, and take part in various activities. Regular meetings, language practice sessions, and cultural discussions allow learners to engage with the Welsh language in a relaxed and fun setting.

Cultural Events

Throughout the year, the college hosted and participated in several cultural events to celebrate the Welsh language and heritage. These events provided learners with the opportunity to engage in Welsh language activities and immerse themselves in the cultural traditions of Wales and included St Dwynwen's Day, St David's Day and Mari Lwyd. In addition, the college worked in partnership with the Welsh Language Education Forum (WEF) to organise a Diwrnod Shwmae event in Merthyr Tydfil Town Centre, further promoting the use of Welsh in the community.

Impact on Learners

The impact of these clubs and events on learners has been overwhelmingly positive. Learners who participate in Welsh clubs and cultural events report increased confidence in their ability to use the Welsh language in both formal and informal settings. Many learners, who may have initially felt shy or unsure about speaking Welsh, found these activities to be a valuable tool for overcoming language barriers.

In addition to boosting language skills, these activities also contributed to a greater understanding and appreciation of Welsh culture by encouraging learners to explore Welsh history, literature, and traditions, fostering a sense of connection to the wider Welsh-speaking community.

Furthermore, by participating in Diwrnod Shwmae and other events, learners were more motivated to incorporate Welsh into their daily lives, even outside the classroom, thus helping to ensure that it remains an integral part of their overall experience at the college.

2.6 Bilingual Assistants in Welsh Governments key priority areas

During 2024-2025, The College has successfully secured grant funding of £162,400 from Y Coleg Cymraeg Cenedlaethol for another year. This funding enables us to continue delivering Bilingual Support Assistants within the Welsh Government's key priority areas, including Health and Social Care, Childcare, Public Services, Sports, Creative Industries, Business and Construction.

The grant plays a vital role in promoting and developing Welsh language skills among learners and staff. Through the work of Bilingual Support Assistants, learners benefit from bilingual resources, Welsh language events, and opportunities to learn and teach in a Welsh language environment. They also engage in online courses and cultural activities that celebrate Welsh heritage throughout the year. These initiatives not only enrich the learning experience but also help learners achieve at least a B3 LLWR standard, in line with the Coleg Cymraeg Cenedlaethol Welsh and Bilingual Provision Guide and the Welsh Government's *Cymraeg 2050* strategy.

Currently, 703 learners are enrolled in these key priority areas, with 521 actively developing their Welsh language skills as recorded on the LLWR database. This demonstrates the significant impact of the funding in supporting bilingualism and ensuring the Welsh language thrives in education and beyond

2.7 Expanding Welsh Language Skills for Staff and Learners

The College Merthyr Tydfil continues to demonstrate a strong commitment to promoting the Welsh language and embedding bilingualism across all areas of learner and staff experience. Through a range of initiatives, the college has created meaningful opportunities for learners and staff to develop their Welsh language skills in line with national strategies and the Welsh Language Standards.

Provision included Welsh-medium content within priority curriculum areas and the ongoing support of bilingual assistants who play a vital role in delivering resources, facilitating language activities, and creating an environment where Welsh is used naturally in teaching and learning. Informal opportunities such as Clwb Coffi, and cultural events further encouraged staff and learners to engage with the language beyond the classroom, helping to build confidence and fluency.

The college has strengthened its partnerships with key organisations, including Coleg Cymraeg Cenedlaethol, local schools, and community groups, to promote Welsh language learning and raise

awareness of its importance in education and employment. Collaborative events, such as Welsh careers fairs and taster sessions, have highlighted the value of bilingual skills in the workplace and supported the Welsh Government's Cymraeg 2050 vision.

Through these efforts, the college is fostering a bilingual culture that benefits learners academically and professionally, ensuring they are equipped with the language skills needed for future careers. The commitment to expanding Welsh language provision remains central to the college's strategic priorities, and work will continue to build on these achievements in the coming year.

2.8 Positive feedback from the college's 2025 Estyn Inspection

The College's recent Estyn Inspection report highlighted the positive use and embedding of the Welsh Language through:

- **Teacher Engagement with Welsh**

- A majority of teachers use Welsh phrases and terminology within their teaching as part of everyday practice.
- Teachers are supported by Welsh language teaching assistants who promote Welsh use and cultural awareness in class.

- **Active Promotion of Welsh Language Skills**

- The college actively promotes the development of Welsh language skills and provides strong support for staff to enhance bilingual skills.
- Initiatives include the Work Welsh scheme and collaboration with Sgiliaith, ensuring staff have opportunities to improve their Welsh.

- **Vocational Contexts and Learner Confidence**

- In vocational areas where Welsh is a priority (e.g., health and social care, creative industries, childcare), a minority of learners grow in confidence and use Welsh as part of their studies.
- Examples include:
 - Performing arts learners incorporating Welsh lyrics into songs and performing at Welsh language venues.
 - Childcare learners singing Welsh nursery rhymes during nursery activities, boosting confidence to use Welsh in college studies.

- **Increase in Bilingual Learning**

- The proportion of learners completing elements of their programme bilingually has increased substantially in recent years.

- **Welsh Language Support Spaces**
 - The college's well-being centre includes a Welsh language Shwmaeronment Room, considered a strong element of the learning environment.
- **Strategic Priority**
 - Developing teachers' and learners' use of Welsh is identified as one of the college's own development priorities.

3. Governance and Monitoring

3.1 Welsh Language Steering Group

The College Merthyr Tydfil actively participates in the University of South Wales Welsh Language Steering Group, chaired by the University Secretary. Meeting three times per year, the group provides a strategic forum for reviewing and advancing Welsh language provision across the institution. Its remit includes overseeing the implementation and monitoring of the Welsh Language Standards, addressing compliance matters, and driving continuous improvement to ensure high-quality bilingual services for learners and the wider community.

3.2 Welsh Education Forum Partnership

The College Merthyr Tydfil is an active member of the Welsh Education Forum Partnership across Merthyr Tydfil and has played a key role in shaping the Welsh Education Strategic Plan (WESP). This collaborative group brings together representatives from a wide range of educational organisations, including local primary and secondary schools, Welsh Government, Mudiad Meithrin, Menter Iaith Merthyr Tudful, Adult Community Learning, Cymraeg i Oedolion, Central South Consortium, RHAG Merthyr Tudful, and the Urdd.

The Forum's core objectives are to:

- Facilitate the wider use of the Welsh language within schools and the community, while championing Welsh identity.
- Work with partners to promote and increase the use of Welsh in schools and across the County Borough.
- Further develop provision for Welsh-medium education.
- Celebrate progress and commitment to advancing the Welsh language in all settings.

- Develop support for learners with additional learning needs through the medium of Welsh, ensuring equal linguistic opportunities.

This ongoing partnership enables the college to work closely with schools across Merthyr Tydfil, strengthening Welsh language provision and engagement.

As part of this collaboration, the college has worked with the local authority's Education Department to deliver Welsh language activities, attend school assemblies, and organise taster sessions and events for pupils to experience Welsh language opportunities at the college.

In March 2025, the college partnered with Merthyr Tydfil Education Department to host a Welsh Language Careers Event, alongside local businesses. The event aimed to raise awareness among primary, secondary, and college learners of the importance of Welsh language skills in the workplace. Activities included employer stands in the college sports hall and interactive workshops showcasing how Welsh language skills are valued across sectors and career pathways.

3.3 Welsh Language Co-ordinators

The College Merthyr Tydfil participates in a departmental Welsh Language Group at the University of South Wales, which includes representatives from each academic faculty and central service department. Meeting once per term, the group provides a collaborative forum to uphold the Welsh Language Standards and ensure consistent bilingual provision. It supports coordinators by offering guidance and advice on service expectations, addressing queries related to learner and public engagement, and sharing best practice across departments. The group also enables coordinators to seek solutions to challenges, collaborate on joint initiatives, and access a network of expertise to maintain compliance and drive continuous improvement.

3.4 Bilingualism Development Group

The College Merthyr Tydfil is an active member of the Welsh Coordinators Group for Further Education (FE) colleges, which brings together representatives from College Bilingual Managers/Officers, Welsh Government, Coleg Cymraeg Cenedlaethol, and Sgiliaith. Meeting once per term, this group provides a collaborative platform for sharing best practice, exchanging ideas, and developing strategies to strengthen Welsh language and bilingual provision across the FE sector.

Working together in this way ensures consistency in implementing Welsh Language Standards and supports innovation in teaching and learning. Coordinators benefit from expert guidance, peer support, and access to resources that enhance delivery within their institutions. The impact of this collaboration is significant: it drives continuous improvement, promotes a unified approach to bilingual education, and creates opportunities for learners to engage with Welsh in meaningful and practical ways. By pooling expertise and aligning efforts, the group contributes to the wider national vision of Cymraeg 2050, ensuring that Welsh language skills are embedded across vocational and academic pathways.

3.5 Monitoring

The college conducts an internal Welsh language monitoring process annually, as agreed by the Welsh Language Steering Group and the College Executive. The purpose of this process is to evaluate compliance with Welsh Language Standards and identify examples of good practice across the institution. A range of methods are used, including meetings with Heads of Division to review progress, as well as “mystery shopper” activities such as visits, emails, and telephone calls to assess service delivery. These approaches enable the Welsh language team to highlight areas of strength and provide targeted support where further development is required.

In addition to this annual review, Welsh language implementation and adherence to the college’s Welsh Language Policy are embedded within the college’s quality assurance framework. Welsh language considerations form part of Quality Week learning walks, Learner Focus Groups, and Divisional Quality Review Boards, ensuring continuous monitoring and improvement throughout the academic year. Outcomes from these processes are reported to the College Executive Team and Heads of Division to inform strategic planning and enhance bilingual provision.

Welsh Language Monitoring Report – March 2025

During the week of 4th–8th March 2025, the Welsh Language Team, in collaboration with external volunteers, carried out a confidential monitoring audit across designated service areas. This exercise aimed to assess compliance with Welsh language standards and evaluate the quality and consistency of bilingual service delivery.

The outcomes of this monitoring exercise are presented in the table below. When compared to last year's audit, the results indicate a modest upward trend in overall compliance, reflecting progress in certain areas. However, the findings also highlight specific aspects requiring further improvement to meet statutory obligations and best practice standards.

To address these gaps, targeted support measures have been implemented, including staff training, resource development, and ongoing advisory sessions. These actions are designed to strengthen bilingual service provision and ensure sustained compliance.

It is important to note that the Welsh Language Commissioner's Compliance Officers maintain year-round oversight of all Further Education (FE) colleges in Wales, providing continuous monitoring and guidance to uphold the principles of the Welsh Language Standards.

	Welsh/ Cymraeg	Bilingual/ Ddwyieithog	English/ Saesneg	Total /Cyfanswm
E-mails/ E-Bost	7 58.3%	4 33.3%	1 8.3%	12
Phone/ Ffôn	6 75%	1 12.5%	1 12.5%	8
Visits/ ymweliadau	5 83.3%	1 16.7%		6
Welsh in The Classroom Cymraeg yn yr dosbarth	2	10	2	14
Tik Tok		4		4
Facebook		11 100%		11
Instagram		11 100%		11
Full Total/ Cyfanswm Llawn	20	31	4	66

Table 1: Results of Monitoring Exercise, March 2025

4. Compliance

4.1 Compliance with Service Delivery Standards

Overview

The college has adopted a structured approach to ensure full compliance with the Welsh Language Standards across all service delivery areas. This initiative reflects our commitment to embedding bilingualism into everyday practice and meeting statutory obligations.

Training and Awareness

- Existing Staff: All current staff have completed mandatory training focused on raising awareness of Welsh Language Standards and clarifying expectations for service delivery.
- New Staff: Welsh Language Standards training is integrated into the induction programme, ensuring all new employees understand their responsibilities from the outset.

Guidance and Resources

- Individual Staff: Each member of staff receives a Welsh Language Standards Guidance Pack, which includes compliance requirements and practical examples of best practice.
- Managers and Heads of Division: A dedicated Manager's Guide supports leadership in promoting good practice, monitoring compliance, and fostering a bilingual culture within teams.
- Accessibility: All guidance materials are available on the staff intranet and stored on every staff desktop under the Welsh Language Standards section for quick reference.

Digital Learning

- An interactive online course on Welsh Language Standards was launched during the 2024/25 academic year. This course is mandatory for all staff and serves as a refresher tool to reinforce understanding and compliance.

Monday Memo

The Monday Memo is a weekly bilingual communication issued by the College Principal to all staff. Its primary purpose is to provide essential updates for the forthcoming week, share key operational information, and highlight positive developments across the college. Each edition includes a dedicated section on Welsh language matters, offering updates, guidance, and opportunities for staff to enhance

their language skills. This section also promotes upcoming Welsh language events and cultural celebrations, such as Dydd Gŵyl Dewi (St David's Day), Shwmae Su'mae Day, and other initiatives designed to encourage staff participation and engagement with the Welsh language.

In addition to providing information, the Monday Memo recognises and celebrates staff achievements in developing and using the Welsh language within their roles. By showcasing success stories and promoting events, the memo reinforces the college's commitment to fostering a positive bilingual culture and ensuring compliance with Welsh Language Standards. This approach not only supports statutory obligations but also strengthens the visibility and value of the Welsh language within the college community.

4.2 How the college complies with the Policy Making Standards

The college ensures that all policies adhere to the established policy-making guidance and Equality Impact Assessment (EIA) procedures. As part of this process, every EIA form includes a dedicated section requiring consideration of the Welsh language, specifically assessing the potential impact that any new policy or revision may have on its use and visibility. This ensures that the Welsh language is embedded as a core element in policy development and review.

In addition, the college guarantees that all policies are available in both Welsh and English. This bilingual provision is clearly stated on the front page of every policy document, reinforcing accessibility and compliance with Welsh Language Standards. By integrating these measures into the policy-making process, the college demonstrates its commitment to promoting equality, safeguarding linguistic rights, and supporting the continued growth and use of the Welsh language within its operations.

4.3 How the college complies with the Operational Standards

The college has a comprehensive policy governing the use of the Welsh language, which underpins its commitment to promoting bilingualism and meeting statutory requirements. In addition to this, all college policies are made available in both Welsh and English and can be accessed via the Staff Portal, Student Portal, and the College Website. This ensures transparency and equal accessibility for all stakeholders.

To further support language choice and inclusivity, staff and learners are able to indicate their preferred language through the college's systems. Staff record their language preference via the HR platform, iTrent, while learners select their preferred language during the admissions and enrolment

process through the EBS system. These measures ensure that communication and documentation can be tailored appropriately, reinforcing the college's dedication to providing a fully bilingual experience.

4.4 Recruitment

During the 2024/2025 academic year, the College advertised 27 posts, both internally and externally. Of these, 25 positions listed Welsh as a desirable skill, while 2 positions required Welsh as an essential skill. The proportion of posts filled by Welsh speakers was 11.11%, representing a slight increase from 10.71% in the previous academic year. This demonstrates continued progress in embedding Welsh language skills within the College workforce.

4.5 Welsh language skills of employees

Table 2 below illustrates the number and percentage of academic staff able to teach through the medium of Welsh, broken down by Division. The proportion of staff with this capability has shown a steady increase over recent years, rising from 4.3% in 2021/22 to 8.1% in 2022/23, 8% in 2023/24, and reaching 11.76% in the 2024/25 academic year. This upward trend reflects the College's ongoing commitment to expanding Welsh-medium provision and supporting bilingual education.

Department/Faculty	Number	Teach through the medium of Welsh in %
Business	12	8.33%
Child Care	6	50%
Health and Social Care	8	25%
Creative Industries	11	9.10%
Sport	6	33.33%
Public Services	5	40%
AMBE	23	4.34%
Maths, Science and ICT	18	5.55%
Hair and Beauty	10	0%
Humanities / Welsh	19	15.78%
ILS	8	0%
Total	136	11.76%

Table 3 below details the number and percentage of administrative staff that are able to speak Welsh by support department. This compares to 14.29% in 2023-2024 and highlights the ongoing training being undertaken and the positive impact that this training is having on staff Welsh language skills.

Department	Total number of staff in the department	Welsh speaker and excellent Welsh language skills	Percentage of Welsh speakers (of total number of staff)
Senior Management Team	8	0	0%
Marketing/Admission/Enquiries	6	1	16.6%
Learning Zone/wellbeing	18	4	22.22%
Estates and Infrastructure	16	0	0%
Student Record	9	1	11.11%
Student Finance	7	1	14.29%
PLA/Employability	5	0	0%
Welsh Language Team	10	10	100%
Total	79	17	21.51%

4.6 Number and Percentage of Staff Attending Welsh Language Training

During the 2024/2025 academic year, 110 academic staff completed a training course aimed at improving their Welsh language skills, representing 91.8% of the total academic workforce. This marks an increase of 1.8% compared to the previous academic year, reflecting the College's ongoing commitment to enhancing bilingual capability among staff.

4.7 The number of staff who wear a Welsh speaking or learner identity badge at the end of the financial year

Work Welsh lanyards are distributed by the Welsh Language Officer to staff who have indicated that they are either fluent Welsh speakers or Welsh language learners. These lanyards have proven to be an effective tool for promoting visibility and confidence, enabling staff and learners to easily identify Welsh speakers across the college.

During the 2024/2025 academic year, 17 members of staff wore the 'Fluent Welsh' lanyard, while 15 members of staff proudly displayed the 'Welsh Learner' lanyard, demonstrating the college's commitment to creating a supportive bilingual environment.

4.8 The number of Complaints received

Complaints relating to the Welsh language, or any aspect of compliance with the Welsh Language Standards, are managed in accordance with the College's Complaints and Concerns Policy. During the 2024/2025 academic year, no formal complaints were received in relation to the Welsh language or the Welsh Language Standards.

The College's Complaints Policy and Procedure are publicly available on our website for reference.

Further Information

For any queries regarding this Annual Report or the College's compliance with the Welsh Language Standards, please contact:

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