

ROYAL WELSH COLLEGE OF MUSIC & DRAMA

Annual Report on the Welsh Language Standards

Based on data collected for the period
1 August 2024 to 31 July 2025

Mae'r ddogfen hon ar gael yn Gymraeg
This document is available in Welsh

1. INTRODUCTION

The Welsh Language (Wales) Measure established a legal framework to impose duties on certain organisations to comply with standards (Welsh Language Regulation (No.6). The Standards aim to

- provide greater clarity to organisations on their duties on the Welsh language
- provide greater clarity to Welsh speakers about the services they can expect to receive in Welsh
- ensure more consistency of Welsh language services and improve their quality.

The duties which derive from the Standards mean that organisations in Wales should not treat the Welsh language less favourably than the English language.

From 1st April 2018 the Royal Welsh College of Music & Drama 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 matters that must be reported on include:

- How the College has complied with the standards with which we were under a duty to comply during that year (per class of standards – service delivery, policy making, operational);
- The number of complaints received (per class of standards – service delivery, policy making, operational);
- Welsh language skills of employees;
- The number of members of staff who attended training courses offered in Welsh;
- The number of staff who wear a 'Working Wales' badge at the end of the financial year;
- The number of new and vacant posts advertised which were categorised according to various requirements in respect of Welsh language skills.

The report will be available on the Royal Welsh College of Music & Drama's website from 31 January 2026.

Consistent with RWCMD's commitment to Welsh Language and Culture, in addition to the statutory requirements indicated above, this report also references the way in

which Welsh Culture is supported and celebrated at RWCMD through its core activities as the National Conservatoire of Wales.

2. ACHIEVEMENTS AND NOTABLE REPORTS

Eisteddfod Genedlaethol 2024	RWCMD was resident at the Encore Stage performing Welsh music in association with Ty Cerdd, as well as celebrating the 75th anniversary of College with music and drama students together
Pan Ddaw'r Nos (November 2024 and July 2025)	Showcasing the songs of Meirion Williams in partnership with the RWCMD vocal department, Sir Bryn Terfel and Mererid Hopwood; the July performance was a celebration of the 150th anniversary of the Department of Welsh and Celtic Studies at Aberystwyth University.
St David's Day	RWCMD Celebrated St David's Day with its Brass Band celebration Welsh life and culture to a sell-out audience. The College's Cymdeithas Cymraeg also curated a foyer performance, featuring Welsh choral, vocal and traditional music.
Wales-Japan year (February and April 2025)	Working with the Urdd and Wales Arts International to bring Welsh music to Japan (students and staff), including a range of events associated with the Osaka Expo and the St David's Day Societies in Tokyo and Kansai. https://www.rwcmd.ac.uk/our-stories/representing-wales-in-japan-students-visit-to-celebrate-welsh-culture
Use of Welsh sur-titles	Mozart's Opera <i>Don Giovanni</i> was performed at the Sherman Theatre in March 2025. The opera was sung in Italian, but through the use of sur-titles for access and inclusivity, RWCMD affirmed its commitment to language in the equal use of Welsh and English.
Graduation 2025	RWCMD's Graduation Ceremonies have evolved into fully bilingual events. In addition to the presentation of three Fellows in the Welsh Language, a Fellows' Response was delivered bilingually and students are now presented for their awards in Welsh as well as in English.
Young Cultural International Ambassadors	The first Young Cultural International Ambassador awards were made at Eisteddfod yr Urdd Margam in May 2025 See: https://www.facebook.com/watch/?v=1606521813348216

	and https://www.rwcmd.ac.uk/cy/news/awards-of-a-lifetime-eisteddfod-yr-urdd-and-rwcmd-2025
Partnership with Coleg Cymraeg Cenedlaethol	In conjunction with Cardiff University's Music Department, RWCMD has been successful in application for funding to host a Music Activity day for welsh-medium secondary schools in the Spring of 2026

3. GOVERNANCE, STRATEGY AND MONITORING

3.1 Management of Welsh Language Policy and Compliance

The College's Welsh Language Steering Group, now led by the Director of Finance and Operations, has management responsibility for the College's Welsh Language policy. Reporting directly to the Senior Leadership Team, the Steering Group meets termly. The Steering Group includes student members nominated by the RWCMD Students' Union.

3.2 RWCMD Welsh Language and Culture Strategy

Through its Welsh Language and Culture Strategy and associated points for future action, RWCMD articulates its approach to both language and culture, in College and in partnership with the community. The overall strategic aims are:

- To fully inhabit the role as the National Conservatoire of Wales by acknowledging the essential nature of the Welsh language in the cultural identity of the nation; and
- To use, support and promote Welsh language and culture in the life and work of the College

The full Strategy may be seen at <https://www.rwcmd.ac.uk/who-we-are/corporate-information/welsh-language-standards> and through the links provided.

3.3 Monitoring

The Steering Group meets on a Termly basis to review ongoing compliance with the Standards. Other monitoring activity includes regular inspections of Estates and signage, visitor services and communications.

4. COMPLIANCE

How the College has complied with the standards

Numerous resources and guidelines have been provided to RWCMD staff on its intranet 'RWCMD Hub'.

Through its regular Committee Calendar, staff meetings and one to one discussion, staff are reminded on a continuous basis of the requirements of compliance with the Standards in relation to their activities. Responses to questions or concerns are considered on an ad hoc basis, to support the resources which are publicly accessible.

During the period of this report, the College complied with the designated classification of standards in the following ways:

4.1 Service Delivery Standards

- 4.1.1** All communication to all staff and/or all students is done bilingually. This includes the monthly information bulletin 'Sgwrs'.
- 4.1.2** No internal meetings were held principally in Welsh during this period. However, during the reporting period, RWCMD has developed a more consistent relationship with the Coleg Cymraeg Cenedlaethol. In addition to College staff attending CCC meetings (Panel y Diwylliannau Creadigol) additional meetings have been held between the colleges to facilitate partnership and these meetings are held in Welsh. See also 'notable reports' above.
- 4.1.3** Arrangements for Open Days continue to be supported bilingually. Participants invited to all Open Days during this reporting period were asked to indicate language preference and staff and students were available to converse and answer questions in the Welsh Language on demand. Student-led tours of campus and halls of residence were again supported in Welsh.
- 4.1.4** RWCMD has commissioned Lfb Cymru Cyf to fulfil Welsh Translation services and maintains a central point of contact for the collation of materials to be translated professionally. Testun a Cymen was commissioned to provide translation services of part of the website.
- 4.1.5** The RWCMD website is bilingual. As part of the continuing evolution of the site in the reporting period, Welsh translation is in-built into the content management system. Pages are not made live unless Welsh language equivalent is available. In addition, the availability of Welsh captions has been added to video content across the site, although there have been examples of only partial success in this regard and further protocols have been established to ensure that all content is presented bilingually.

- 4.1.6** Since 2020, the RWCMD Financial Statements (Annual Report and Accounts) have been available in Welsh

4.2 Policy Making Standards

- 4.2.1** The Welsh Language and Culture Strategy (see 3.2 above) provides the framework within which policy making standards are supported. In turn this points at other procedural documents which remain under constant revision, as well as drawing on the relationship with the University of South Wales, RWCMD's parent body. It may be noted that with respect to certain policies, most notably Human Resource Management and Health and Safety, RWCMD remains closely connected to the services and policies of the University of South Wales.
- 4.2.2** During the reporting period, RWCMD has affirmed its use of Equality Impact Assessments (EIA) as the means by which impact of policy making is measured. In addition to a number of other factors, the EIA asks explicit questions about the impact of policy making on the use of the Welsh Language. Impact may be articulated as both positive and of concern, as appropriate.
- 4.2.3** Of note in this regard has been the development of an RWCMD approach to the use of Artificial Intelligence (AI), with particular regard to the Welsh perspective and utilising principles developed by the Learned Society of Wales. Key features of the Code of Conduct which has been developed are commitments to transparency and human engagement. This includes a clear indication of when translation software is used to assist the production of bilingual text but that no such translation may be used without first being checked for accuracy.

4.3 Operational Standards

- 4.3.1** All resources and information are made available to staff and to students via the RWCMD Intranet 'The Hub'
- 4.3.2** The number of staff who wear a 'Working Wales' badge at the end of the financial year

laith gwaith badges are distributed to all staff who have indicated that they are fluent Welsh speakers and can be requested via the co-ordinators or by contacting the Marketing Department.

A number of staff are able to offer services in Welsh or bilingually as a result of growing confidence and developing their skills.

4.4 Record Keeping Standards

4.4.1 Records of staff language competencies

The facility to place language competencies on a staff member's employment record has been developed and all staff were invited to confirm and update their Welsh Language skill level during the reporting period.

Currently, a total of 20 members of core staff are fluent in Welsh with a further 14 members of staff indicating partial fluency.

4.4.2 The number of complaints received (per class of standards – service delivery, policy making, operational)

No complaints, either formal or informal, were received during the reporting period. The Complaints Procedure is available on the RWCMD website.

4.4.3 The number of members of staff who attended training courses offered in Welsh

During the 2024/5 Academic Year, 20 staff members undertook Welsh Language classes, 10 at Entry Level ('Mynediad'), 7 at Basic Level ('Sylfaen') and 3 at Advanced Level ('Uwch').

4.4.4 New and vacant posts

RWCMD includes the following statement in all advertisements:

"We are committed to creating a workforce that is representative of society. Currently, people from ethnically diverse communities, those who self-identify as disabled, neurodiverse and transgender, and Welsh speaking individuals are under-represented, so we are keen to hear from candidates from these under-represented groups."

RWCMD also states in all person specifications:

“Ideally the ability to communicate (orally and in writing) in the Welsh language. The College will support with any training or development needs in this regard.”

In addition and during the reporting period:

- RWCMD conducted 23 recruitment campaigns, both internal and external to the organisation. The Welsh Language was not considered essential to any of these posts, notwithstanding the statement above.
- Candidate language preference data is now hidden from selection panel members at the shortlisting stage to support recruitment free from any unconscious bias;
- Five applicants across all campaigns noted a preference for the use of the Welsh Language, one of whom was shortlisted for two roles and appointed to one of those.
- The RWCMD Induction Handbook for new staff (all categories) and line managers includes specific reference to Welsh Language training provision

5 FURTHER INFORMATION

If you have any queries regarding the annual report or any aspect of the Royal Welsh College’s compliance with the Welsh Language Standards, please contact:

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