

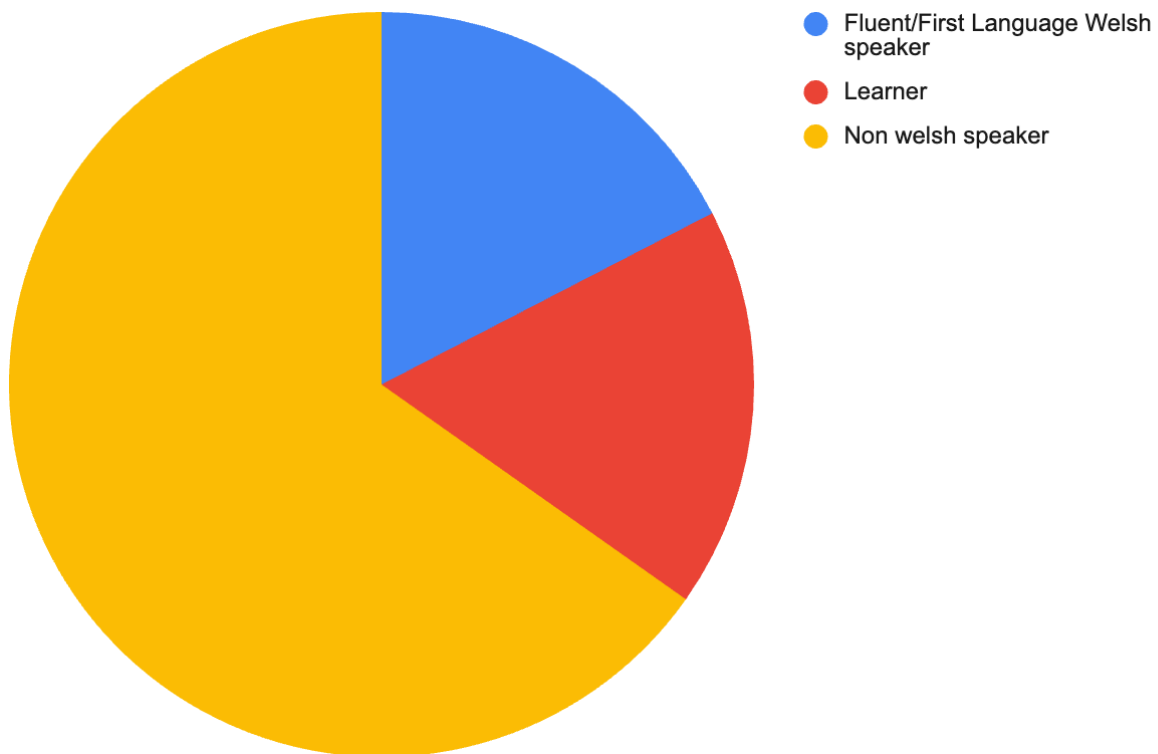


## **WELSH LANGUAGE STANDARDS ANNUAL REPORT 2021-22**

Between 1 April 2021 and 31 March 2022 National Theatre Wales continued to maintain the 138 Standards applicable to its operation and service as well as specifically delivering the following activity:

### **Personnel**

In accordance with the Welsh Language Standards, we assess staff language levels regularly. The graph below displays the number of Welsh language speakers, learners and non-Welsh language speakers as of 31 March 2021.



- 7 core payroll vacancies were advertised during this period with 6 of the posts requesting the ability to speak Welsh as a desirable skill and 1 post requiring the ability to speak Welsh as an essential skill.
- 17 freelance creative contracts relating to National Theatre Wales productions were filled by first language Welsh speakers.
- 8 artists involved with National Theatre Wales' Creative Development programme were Welsh speakers
- 2 members of National Theatre Wales's Board of Trustees are first language Welsh speakers
- All new members of core payroll staff were offered their contract of employment in Welsh, but none were requested in Welsh
- All staff received Welsh language cultural awareness training as a separate bullet

## **Training**

- All core members of staff were offered Welsh language training and improvement courses – 2 members of staff are having lessons.

## **Administration**

- All National Theatre Wales policies, forms, and guidance, including Staff Handbook, are available in the Welsh Language
- All public-facing signage used for National Theatre Wales's artistic productions is bilingual
- The annual Statutory accounts are published in the Welsh language and made available to the public via National Theatre Wales's website ([nationalthearewales.org](http://nationalthearewales.org))
- 22-25 Strategic Plan and the 21/22 Strategic Equalities Plan are available in both languages

## **Other Events**

- All TEAM posters and any written text have been bilingual, as have all Facebook posts & text on TEAM videos.
- TEAM educational resources are bilingual.
- TEAM Go Tell the Bees app was bilingual
- All social media posts on Instagram, Facebook and NTW online community are bilingual
- Go Tell the Bees evaluation forms were available in Welsh.

## **Communications**

- Promotional leaflets, show programmes, posters, newsletters, and e-news bulletins were provided or published bilingually where both languages are treated equally.
- National Theatre Wales continued to utilise the services of a freelance Welsh language translator on a monthly retainer, enabling a strong relationship with the translator and swift responses to translations requests
- Press releases from National Theatre Wales are sent and published in English and Welsh.