

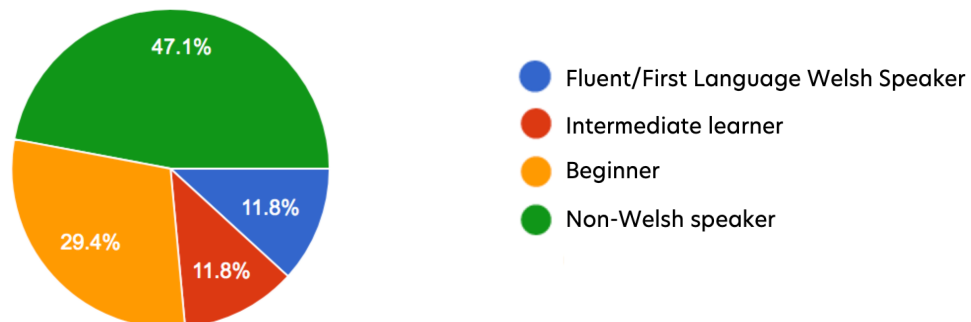


## Welsh Language Standards Annual Report 2020-21

Between 1 April 2020 and 31 March 2021 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 March 31<sup>st</sup> 2021.



- 4 core payroll vacancies were advertised during this period with 3 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
- 46 freelance creative contracts relating to National Theatre Wales productions were filled by first language Welsh speakers
- 43 of 153 artists involved with National Theatre Wales' Creative Development programme were Welsh speakers
- 4 members of National Theatre Wales' 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
- At least one member of the Front of House freelance contracted team on each National Theatre Wales production was a Welsh language speaker

## **Training**

- All core members of staff were offered Welsh language training and improvement courses, with no take up
- Staff were also signposted during the year to the availability of short online training resources provided by 'learnwelsh.cymru'

## **Administration**

- All National Theatre Wales policies, forms and guidance, including the Staff Handbook, are available in the Welsh language
- All public facing signage used for National Theatre Wales' artistic productions is bilingual
- The annual Statutory Accounts are published in the Welsh language and made available to the public via National Theatre Wales' website ([www.nationaltheatrewales.org](http://www.nationaltheatrewales.org))

## **Other Events**

- Go Tell The Bees Simple Act Mission Boards were bilingual
- 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 are working currently on launching a bilingual interactive app
- Some school workshops have been delivered bilingually and secondary school pupils in Pembrokeshire have been working on a durational, bilingual poem
- Simultaneous translation services have been offered in all recent virtual TEAM workshops but have not had any individuals using this service yet

## **Communications**

- Promotional leaflets, show programmes, posters, newsletters and e-news bulletins were provided or published in the Welsh language first, followed by the English language
- 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 translation requests
- Press releases from National Theatre Wales were sent and published with the Welsh language provided before the English

## **Complaints/Enquiries**

- One complaint was received regarding an email response, however the individual retracted their complaint and there was no further action. NTW carried out an internal investigation into the complaint and conducted retraining on Welsh Language correspondence
- No complaints were received regarding National Theatre Wales' delivery of the Welsh Language Standards
- National Theatre Wales welcome all feedback and comments relating to the Welsh language and are used to improve on-going and future services