



Theatr Genedlaethol Cymru

Welsh Language Standards - Annual Report 2022-23

Theatr Genedlaethol Cymru is the national Welsh-language theatre company. The Welsh language is central to all we do as a company, and promoting and developing the arts through the medium of Welsh is our main objective as a charity.

The company operates internally through the medium of Welsh and all employees of the company are fluent in Welsh.

Between 1 April 2022 and 31 March 2023, Theatr Genedlaethol Cymru continued to maintain the 168 Standards relevant to its operation and service. The company operates through the medium of Welsh, as well as carrying out the following activities specifically:

Personnel

The company's main language is Welsh, and Welsh is the company's internal operational language, therefore all core employees are fluent Welsh speakers. During 2022/23, the company employed a total of 18 members of staff, however the average was 15.

Three salaried positions were advertised during this period, all of which required high level Welsh skills, both verbal and written.

158 freelancers were employed during the period, covering a variety of disciplines, from artists to stage managers, actors to designers, and more. Of the 158, 121 identified as Welsh speakers and 11 identified as Welsh learners, totalling 133.

Theatr Genedlaethol Cymru continues to collaborate with Arts Council Wales to encourage freelancers to take up the free opportunities to learn Welsh, and to provide work opportunities as a legacy for course attendees.

All trustees of Theatr Genedlaethol Cymru are fluent Welsh speakers.

Training

- Language refresher courses have been offered to members of staff who desire additional support.
- No members of staff took up this offer during 2022/23.

Administration

- All Theatr Genedlaethol Cymru policies, forms and guidelines, including the Staff Handbook, are available in Welsh
- All public signage for Theatr Genedlaethol Cymru productions is bilingual

- The annual Statutory Accounts are published in Welsh and made available to the public via the Charity Commission's website and the Companies House website.

Communicate

- All of the company's communications (including promotional leaflets, show programmes, posters and emails) are delivered in Welsh first, English second.
- Theatr Genedlaethol Cymru's website is fully bilingual.
- Messages are shared on the company's social media (namely Facebook, Twitter and Instagram) in Welsh first, followed by English.
- Bilingual captions (with Welsh first, and English following) are available on all promotional videos from the company.
- Press releases are sent out in Welsh first, followed by English.
- Theatr Genedlaethol Cymru consistently uses the services of freelance Welsh translators and proof-readers to ensure accuracy and quality in our communication work.

Complaints/Enquiries

- No complaints have been received regarding the supply of Welsh Language Standards
- Theatr Genedlaethol Cymru welcomes feedback and enquiries regarding the Welsh language.

This report is also available in Welsh, and can be viewed on our website:

<https://theatr.cymru/y-cwmni/safonau-iaith-gymraeg/>.