



# Theatr Genedlaethol Cymru

## Welsh Language Standards - Annual Report 2021-22

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 2021 and 31 March 2022, 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. The company employed 15 members of staff, on average, in 2021/22.

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

176 freelancers were employed during the period, covering a variety of disciplines, from artists to stage managers, actors to designers, and more. Of the 176, 137 identified as Welsh speakers and 19 identified as Welsh learners, totalling 156.

We collaborated once again in 2021/22 with the Arts Council of Wales, the National Centre for Learning Welsh and Canolfan Nant Gwrtheyrn on the '*Hybu Hyder*' scheme. During 2020/21 it emerged that a lack of confidence in their Welsh language skills was a barrier for some artists and theatre workers to presenting themselves to the company for prospective employment or offering creative ideas. This was discussed with the Arts Council of Wales (ACW) and a pilot scheme was created to give freelancers in the performing arts sector opportunities to attend language skills development courses, and receive a fee for their time, as well as receiving the training for free. The pilot scheme was extended in 2021/22 and another opportunity was offered for arts freelancers to attend the *Cymraeg Gwaith* (Work Welsh) courses. The pilot scheme was regarded a success and ACW has since appointed a Welsh Language Learning Co-ordinator to undertake this work. Theatr Genedlaethol Cymru continues to collaborate with ACW 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 2021/22.

## **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 company's website ([www.theatr.cymru](http://www.theatr.cymru))

## **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.