COLEG CYMRAEG CENEDLAETHOL

Coleg Board, 19 November 2025 (10:00 – 1.30), Bangor University

Present

Board Members:	Dr Aled Eirug (Chair) Ann Beynon Nia Elias (Teams) Rhys Evans (Teams) John Hayes Meri Huws Professor Anwen Jones (Teams) Professor Pedr ap Llwyd Angharad Roberts Llinos Roberts Professor Enlli Thomas
Observers:	Alan Jones (Welsh Government) (Teams) Deio Owen (UCMC/NUS Wales)
Officers:	Dr Ioan Matthews (Chief Executive) Gwenllïan Griffiths (Director of Policy, Communications and Engagement) Dr Dylan Phillips (Director of Higher Education and Coleg Secretary) Dr Dafydd Trystan (Director of Further Education, Apprenticeships and Registrar) Nia Brown (Governance Officer)

Suzanne Lewis (Senior Manager for Corporate Services)
Mari Fflur (Senior Manager for Policy)
Rebecca Williams (Senior Manager for Language Skills and Workforce Planning)

Minutes of the 19 November 2025 meeting

1. Item 1 – Welcome, apologies and introductory matters

Number	Main points of discussion	Action	Timescale
1.1	All those present were welcomed to the meeting.		
1.2	Efa Gruffudd Jones (Welsh Language Commissioner) and Osian Llywelyn (Deputy Welsh Language Commissioner) were welcomed to the meeting.		
1.3	It was noted that senior managers who were not present at the meeting would be joining remotely to listen in.		

2. Item 2 – Declarations of interest

Number	Main points of discussion	Action	Timescale
2.1	Members were reminded of the procedure in which they are asked to note any declarations of interest additional to those already noted in the Register of Interests.		

3. Item 3 – Presentation on Workforces and Workplaces: their role in relation to Cymraeg 2050

Number	Main points of discussion	Action	Timescale
3.1	A presentation was given on workforces and workplaces: their role in relation to Cymraeg 2050 by Efa Gruffudd Jones (Welsh Language Commissioner) and Osian Llywelyn (Deputy Welsh Language Commissioner).		
3.2	A report was given on the Welsh Language Commissioner's role in terms of regulation, promotion, influence and communication in accordance with the Welsh Language Measure and the Standards.		
3.3	A report was given on the role of the Welsh Language Commissioner in strategically leading		

	and coordinating the work of planning and increasing the use of Welsh in the workplace. A report was also given on the importance of a coordinated relationship between the Welsh Language Commissioner, the Coleg Cymraeg and the National Centre for Learning Welsh (and the Athrofa in due course).		
3.4	A discussion was held on: i. the opportunities for the Coleg and the Commissioner to work together to plan workforces across sectors ii. creating links between education, training and the workplace in order to ensure practical Welsh language skills iii. the barriers and challenges when trying to increase the use of Welsh in the workforce iv. how can success be measured? v. the resources that could be developed to support institutions		
3.5	Efa Gruffudd Jones and Osian Llywelyn were thanked as they left the meeting.		

4. Item 4 – Chief Executive's Report

Number	Main points of discussion	Action	Timescale
4.1	The Chief Executive's written report on recent activities was received and the updates included in the report were noted.		
4.2	**Visits** A report was given on a successful visit by Paul Davies MS and Sam Kurtz MS to Pembrokeshire College on 17 November 2025.		
4.3	**The Coleg's Strategic Plan** A report was given on the Senior Managers' discussions on the strategic plan. It was noted that a workshop on the matter will be arranged for Board members in February and that an update will be presented at the Board meeting on 25 March 2026. The new strategic plan will adopt a framework for planning in the tertiary sector.	Arrange workshop for Board members on the Strategic Plan. Update for the Board on drawing up the Strategic Plan.	February 2026 25 March 2026
4.4	**The Coleg's budget and the Welsh Government** It was reported that, following the publication of the Welsh Government's draft budget in		

	October, it is anticipated that there will be no significant change to the Coleg's budget in 2026/27. Following a discussion at the Audit and Risk Committee on 22 October 2025 where concern was expressed about the possibility that the Welsh Government would not succeed in securing a majority to pass the budget, it was noted that the implications of that would go far beyond the impact on the Coleg's budget. Arising from that discussion, and the possible results of the Senedd elections in 2026, it was agreed to prepare a high-level outline of possible funding scenarios to present to the Board in March 2026.	Present an outline of possible funding scenarios to the Board following the May 2026 elections	25 March 2026
4.5	**Discussions with politicians and Welsh Government officials** At a meeting on 18 September, Bethan Webb, who is leaving her role as Head of the Welsh Language Division, was thanked for her support for the Coleg's work.		

	The Director of Policy and Engagement reported on engagement work which has intensified since the publication of the Coleg's Manifesto.		
4.6	**Welsh Language and Education Act** A report was given on the relationship between the Welsh Language Commissioner, the Coleg and the Athrofa. A Chair for the Athrofa would be appointed soon.		
4.7	**The Coleg and Medr** A report was given on a meeting held on 12 November between the Chair of the Coleg Board and the Coleg's Chief Executive and the Chair and Chief Executive of Medr. A pattern of bi-monthly meetings between Medr officials and Coleg officers has been established.		
4.8	**Higher Education** A report was given on collaboration with Universities Wales in terms of engagement and policy work. The main asks made by Universities Wales in their manifesto reflect a number of		

	matters that have already been discussed at the Board.		
4.9	**Further Education and Apprenticeships** A report was given on the opportunities to raise the ambition and extend the Welsh-medium experiences of learners and apprentices. At the ColegauCymru conference, there had been a focus on the Welsh language and the concept of working across the tertiary sector.		
4.10	**Sixth form provision** A report was given on further discussions with CYDAG to secure an agreement to share draft advice that will be submitted to Medr under the designation. It was reported that Angharad Roberts had agreed to join the Schools Forum as a Board member.		
4.11	**Equality, Diversity and Anti-racism** A report was given on the Sbarduno Scheme which has recruited more mentors and young people throughout Wales.		

	A report was also given on the Llywio Scheme, a pilot scheme in place this year that will give prospective Black, Asian and Ethnic Minority leaders practical experience on the Coleg's Board and committees. It will also offer a possible progression path so that the Coleg's governance reflects the population of Wales as a whole.		
4.12	**Human Resources** It was reported that, due to an evolution in the Coleg's work, the responsibilities of the Executive Directors had been reviewed. It was noted that Dr Dylan Phillips will act as Director of Corporate Affairs and Coleg Secretary, Gwenllian Griffiths as Director of External Affairs and Dr Dafydd Trystan as Director of Tertiary Education.		

5. Item 5 – Minutes of the 25 June 2025 meeting

Number	Main points of discussion	Action	Timescale
5.1	The minutes of the meeting held on 25 June 2025 were approved.		

6. Item 6 – Matters arising

Number	Main points of discussion	Action	Timescale
6.1	Item 3.5 – It was reported that the Coleg's advice for Medr on regulatory principles had been placed in the Board's Teams folder.		
6.2	Item 4.2 – It was reported that the behaviour change pack had been placed in the Board's Teams folder.		

7. Chair's matters – Governance review – CLOSED

Number	Main points of discussion	Action	Timescale
	At this point, Alan Jones and Deio Owen (observers) left the meeting		
7.1	**Governance review** The Secretary gave some context to the governance review.		
7.2	A report was given on the self-evaluation questionnaire that is completed by Board members annually.		

	There was also reference to the previous reviews which were: i. Wyn Mears Review (2013) which had been requested by HEFCW ii. Review of the constitution (2015) – the Coleg's articles of association were reviewed iii. Welsh Government Review by Delyth Evans (2016) – iv. A Constitutional Working Group chaired by Professor Iwan Davies amending the articles of association and establishing the Finance and General Purposes Committee v. Review of the constitution (2022) – changes to the governance document by the Coleg's solicitors It was reported that the Internal Auditors' recent report on governance had offered significant assurance on the Coleg's governance procedures.		
7.3	Following a discussion on themes for the proposed governance review, it was		

	recommended that there should be a focus on the following: i. membership ii. representation iii. skills and experience iv. role and responsibilities v. arrangements vi. culture		
7.5	The Coleg's procurement process was noted, as well as the importance of recruiting a company with a full understanding of the field to undertake the review.		
7.6	It was recommended to delegate the work of considering further suggestions and drawing up a specification to a task group and then to include the Chair of the Board and committee chairs, for discussion at the Appointments and Governance Standards Committee meeting on 21 January 2026, and then to share with the Board members via correspondence for approval.	Task group to consider and draw up a specification for the governance review Appointments and Governance Standards Committee to discuss Final copy to be shared with the Board for approval	Before the end of December 2025 21 January 2026 31 January 2026

7.7	It was recommended to advertise, with the aim of commissioning the review by March 2026.	Advertise for a company/individual to conduct the governance review	By March 2026
	At this point, Alan Jones and Deio Owen (observers) rejoined the meeting		

8. Item 8 – Appointments and Governance Standards Committee

Number	Main points of discussion	Action	Timescale
8.1	**Minutes (Item 8i)** The minutes of the Appointments and Governance Standards Committee meeting held on 10 September 2025 were noted. The Secretary reported on: • Professor Pedr ap Llwyd's presentation regarding diversity on boards • a campaign and video to recruit new members to the Board • arrangements for the appointment of a Vice-Chair of the Board following the end of Llinos Roberts' term		

8.2	**Appointment procedures (Item 8ii)** The Appointment Procedures for the Board and its committees were received and approved.		
8.3	**Board member second term** It was noted that Rhys Evans' second term on the Board, from 17 November 2025 to 16 November 2029, had been confirmed via correspondence.		
8.4	**New chair of the Finance and General Purposes Committee** The appointment of Professor Anwen Jones as chair of the Finance and General Purposes Committee, to replace Professor Pedr ap Llwyd, was noted.		

9. Item 9 – Audit and Risk Committee

Number	Main points of discussion	Action	Timescale
9.1	**Minutes (Item 9i)** The minutes of the Audit and Risk Committee meeting held on 22 January 2025 were noted.		

	Rhys Evans, Chair of the Audit and Risk Committee, reported on: • the importance of the governance review • artificial intelligence (AI) • artificial intelligence training for Coleg staff in December		
9.2	**The Coleg's audited annual accounts (Item 9ii)** The Coleg's audited annual accounts for 2024/25 were received and approved.		
9.3	**The external auditors' annual report (Item 9iii)** The annual report of the external auditors was received.		
9.4	**Strategic Risk Register** The Coleg's strategic risk register was noted, for information.		
	At this point, Rhys Evans and Professor Anwen Jones left the meeting		

10. Item 10 – Finance and General Purposes Committee

Number	Main points of discussion	Action	Timescale
10.1	**Minutes (Item 10)** The minutes of the Finance and General Purposes Committee meeting held on 24 September 2025 were noted. Professor Pedr ap Llwyd was thanked for his notable service as chair of the Finance and General Purposes Committee. He noted how much he had appreciated the experience of working with the Coleg's officers. The report was received.		

11. Item 11 – Academic Board

Number	Main points of discussion	Action	Timescale
11.1	**Minutes (Item 11)** The minutes of the Academic Board meeting held on 8 October 2025 were noted. Professor Enlli Thomas, chair of the Academic Board, reported:		

	• that Dr Non Vaughan Williams is the new Vice-Chair of the Academic Board • that the Learner Voice Forum has expressed concern about shortcomings in the provision of assessments through the medium of Welsh at some institutions and that the Welsh Language Commissioner is carrying out a review • on the right of students to have a Welsh-medium personal tutor • on the concern about student living costs		

12. Item 13 – Post-16 Strategic Board

Number	Main points of discussion	Action	Timescale
12.1	**Minutes (Item 12)** The minutes of the Post-16 Strategic Board meeting held on 15 October 2025 were noted. Meri Huws, Chair of the Post-16 Strategic Board, reported: • that the morning had been chaired by Yusuf Ibrahim		

	• on a presentation by the President of NUS Wales • on a presentation given relating to the ColegauCymru manifesto • on a presentation by Adult Learning Wales • on a discussion to move learners along the continuum to study at C1 or B1 level		

13. Item 13 – Constitutional matters

Number	Main points of discussion	Action	Timescale
13.1	**Coleg Court** It was noted that the Coleg's annual general meeting (the Coleg Court) would be held virtually on 23 March 2026.		
13.2	**Terms of Reference (Item 13)** The terms of reference of the following were approved: • Audit and Risk Committee • Finance and General Purposes Committee • Appointments and Governance Standards Committee • Academic Board		

	• Post-16 Strategic Board		

14. Item 14 – Any other business

Number	Main points of discussion	Action	Timescale
14.1	**Dates of next meetings (Item 16)** The dates of the next meetings were noted: • 25 March 2026, Carmarthen (the Annual Congregation will be held on 24 March) • 24 June 2026, Cardiff		

15. Item 15 – CLOSED – separate minutes

Number	Main points of discussion	Action	Timescale
	At this point, Dr Aled Eirug, the observers and the Senior Managers left the meeting, and the chair was taken by the Vice-Chair, Llinos Roberts.		