

 GIG CYMRU NHS WALES Iechyd Cyhoeddus Cymru Public Health Wales	Name of Meeting People and Organisational Development Committee Date of Meeting 07 July 2022 Agenda item: 5.2
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Welsh Language Standards Annual Report 2021–22

Executive lead:	Neil Lewis, Director of People and Organisational Development
Author:	Sara Peacock, Equality Diversity & Inclusion Lead
Approval/Scrutiny route:	Once approved by the People & OD Committee (PODCOM), the report will be translated in order to enable publication by the required date of 30 September 2022

Purpose

The purpose of this paper is to provide background explanation to accompany the Welsh Language Annual Report 2021–22.

Recommendation:

APPROVE	CONSIDER	RECOMMEND	ADOPT	NOTE
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Committee is asked to: <ul style="list-style-type: none"> Review the Welsh Language Standards Annual Report Approve the report subject to any comments and feedback to Sara Peacock, Equality Diversity & Inclusion Lead in time for translation and publication on our website by the deadline of 30 September 2022. 				

Link to Public Health Wales [Strategic Plan](#)

Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities.

This report contributes to the following:

Strategic Priority	7 - Building and mobilising knowledge and skills to improve health and well-being across Wales
Strategic Priority	Choose an item.
Strategic Priority	Choose an item.

Summary impact analysis

Equality and Health Impact Assessment	An EQIA is not required as the plan is focused on an aspect of Equality, and no decision is required.
Risk and Assurance	As a Public Body, we are legally obligated to produce a Welsh Language Standards Annual report. Failure to do this would link to risk number 727: There is a risk that Public Health Wales will not comply with its statutory and regulatory obligations to such a degree that it fails to achieve its strategic priorities
Health and Care Standards	This report supports and/or takes into account the Health and Care Standards for NHS Wales Quality Themes Governance, Leadership and Accountability Theme 6 - Individual Care Theme 7 - Staff and Resources
Financial implications	The report will need to be translated, and this has been planned for in the Employee Experience budget
People implications	None

1. Purpose / situation

The purpose of this paper is to provide background explanation to accompany the Welsh Language Standards Annual Report 2021–22.

2. Background

As part of our obligations under the Welsh Language Standards (No.7) Regulations 2018, we are required to publish an Annual Report, detailing the way the organisation has complied with the standards with which we under a duty to comply during that year. This fulfils the requirement of Standard 120.

3. Description/Assessment

The attached Welsh Language Standards Report describes how we have implemented the standards during the year, some record-keeping information as specifically requested by Standard 120, and the challenges that still face our Welsh language compliance.

The report is written retrospectively to cover the period between 1 April 2021 and 31 March 2022. As well as the statutory reporting against the elements required under Standard 120, the report outlines some of the challenges and successes of the year, including:

- Governance and staffing arrangements to support the Welsh language, and our new Welsh intranet pages.
- Work undertaken to strengthen procurement procedures
- Initiatives to take advantage of our new digital environment, as well as assessment of the challenges it presents
- Growth in numbers/percentage of our staff speaking and learning Welsh
- Priorities for the coming year.

This report needs to be published on our website by 30 September 2022 in line with the requirements set out by the Welsh Language Standards. Time is built in for PODCOM approval and translation.

3.1 Well-being of Future Generations (Wales) Act 2015

This report contributes /will contribute to the following Public Health Wales well-being objectives

Goal 1 - Build capacity and support system change

Goal 3 - Support the NHS to deliver high quality, equitable and sustainable services

Goal 6 - Maximise the potential of our natural and cultural resources



The report sets out the work that is being done to ensure a bilingual culture within Public Health Wales now and in the future



In this work we are preventing future inequities for our Welsh-speaking service users



The Standards cut across all teams and areas of the business, so the work reported here shows a cross-cutting, integrated approach



The compliance described here has been achieved through collaboration with colleagues throughout the organisation



The bilingual culture within PHW being described here belongs to each and every member of staff

4. Recommendation

The Committee are asked to:

- Review the Welsh Language Standards Annual Report 2021–22
- **Approve** the report subject to any comments and feedback to Sara Peacock, Equality Diversity & Inclusion Lead in time for translation and publication on our website by the deadline of 30 September 2022.