

 GIG CYMRU NHS WALES Iechyd Cyhoeddus Cymru Public Health Wales	Name of Meeting People and Organisational Development Committee Date of Meeting 19 July 2023 Agenda item: 4.2a
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Welsh Language Standards Annual Progress Report 2022 - 2023	
Executive lead:	Neil Lewis, Director of People and OD
Author:	Sian Jones, Rheolwr y Gymraeg / Welsh Language Manager
Approval/Scrutiny route:	People and Organisational Development Committee

Purpose Purpose and Summary of Document <p>The purpose of the Welsh Language Standards Annual Progress report is to monitor and update on Public Health Wales's progress with complying with the Welsh Language Standards. The report allows us to monitor progress, celebrate successes and identify targets for the forthcoming year.</p> <p>This progress report is to be published on the Welsh Language Standards page on our website: Welsh Language - Public Health Wales (nhs.wales) by 30 September 2023. A link to the report will also be sent to the Welsh Language Commissioner's office to confirm our compliance with standard 120.</p>

Recommendation:				
APPROVE <input checked="" type="checkbox"/>	CONSIDER <input type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	NOTE <input type="checkbox"/>
The Committee is asked to: <ul style="list-style-type: none"> Review and approve the attached annual report 				

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	1 - Influencing the wider determinants of health
Strategic Priority	2 - Improving mental-well-being and building resilience
Strategic Priority	7 - Building and mobilising knowledge and skills to improve health and well-being across Wales

Summary impact analysis

Equality and Health Impact Assessment	There is no decision required here so an EHIA has not been completed.
Risk and Assurance	
Health and Care Standards	This report supports and/or takes into account the Health and Care Standards for NHS Wales Quality Themes Theme 3 - Effective Care Theme 4 - Dignified Care Theme 7 - Staff and Resources
Financial implications	There are ongoing financial implications of the Welsh Language Standards in terms of staff costs. These will be built into Workforce Planning processes
People implications	Upskilling of staff so that they are able to use their Welsh skills confidently in the workplace; our recruitment processes and how they can better support our need to employ more Welsh speakers; the operational standards and the services we offer our members of staff in Welsh. Updates on these are within the report.

1. Purpose / situation

The purpose of the Annual Report on Public Health Wales Welsh Language Standards 2022 – 2023 is to allow us as an organisation to monitor our compliance against the Standards listed in our compliance notice:

phw.nhs.wales/about-us/publication-scheme/welsh-language/public-health-wales-welsh-language-standards-compliance-notice-2/

The report also allows us to report on progress from the 2021 – 2022 reporting period and identify areas that we need to develop and improve.

This report focuses on the last financial year between 01 April 2022 and 31 March 2023 and will be our fourth report on the Welsh Language Standards.

2. Background

Public Health Wales is under a duty to implement [Welsh Language Standards \(No.7\) Regulations 2018](#) in accordance with the Compliance Notice issued by the Welsh Language Commissioner on 30 November 2018.

The [Welsh Language \(Wales\) Measure 2011](#) is the legislation that created the Welsh language standards. Welsh language standards promote and facilitate the Welsh language, and ensure that the Welsh language is not treated less favourably than the English language in Wales.

All public bodies in Wales are under a legal duty to comply with the Welsh Language Standards and the Standards were issued at different times in different sectors. Public Health Wales received our [compliance notice](#) in November 2018 with the majority of the standards having a compliance date of either May 2019 or November 2019.

The [Welsh Language Commissioner's office](#) regulates public bodies compliance with the Welsh Language Standards. They issue guidance for organisations which support us to meet the standards, such as the Code of Practice, and our Welsh language and People & OD team meet with our contact officer annually to discuss progress.

The Welsh Language Commissioner can investigate our compliance and issue complaints or investigations if they find evidence of non-compliance. Members of the public or staff can also complain directly to the Commissioner's office if we have breached our standards.

This report meets Welsh Language Standard 120: *You must produce a report (an "annual report"), in Welsh, in relation to each financial year,*

which deals with the way in which you have complied with the standards with which you were under a duty to comply during that year.

3. Description/Assessment

As a public organisation in Wales, Public Health Wales is under a legal duty to comply with the Welsh Language Standards to improve and develop the Welsh language services we offer our service users, customers and staff.

PHW have four areas of standards that we need to comply with; Service Delivery; Policy Making; Operational and Record Keeping and this report gives an update on our compliance within these areas.

There is much positive news within this report. Some of the highlights from 2022 – 2023 are:

- the launch of our new Welsh language staff network, Ymlaen, on 01 March 2023
- 101 members of staff took the opportunity to access training to learn or improve their Welsh skills
- 233 members of staff across the organisation have Welsh skills at levels 4 and 5, and 2022 - 2023 saw a reduction in the number of staff reporting no Welsh skills at all
- 43 jobs were advertised as needing Welsh skills; a rise from 35 during 2021 – 2022
- 93% of the workforce have recorded their Welsh skills on ESR, an increase from 90% during the last year
- Time to Talk Public Health Wales engagement work
- Development of the Healthy Weight Healthy You (HWHY) website, which is 100% compliant with the standards.

The report also recognises that there is still work to do to embed the standards within the organisation and to address areas of non-compliance, such as:

- the processes for publishing our web content across our websites in line with the Welsh Language Commissioner's investigation
- to develop our induction processes to include better information on the Welsh language generally, how to comply with the standards and what support is available to do this
- to formally complete and publish our outstanding areas of compliance such as the Clinical Consultation Plan and our policy on the internal use of Welsh.

The last section of the report therefore includes our priorities for 2023 – 2024 which are targets which will further improve our compliance.

Once approved and translated, the report will be published on our Welsh Language Standards webpage by 30 September 2023. A link to the report will also be sent to our contact officer at the Welsh Language Commissioner's office.

Recommendation

The People and Organisational Development Committee is asked to

- Review and approve the attached Annual Report.