GIG CYMRU NHS WALES | Iechyd Cyhoeddus Cymru Public Health Wales	**Name of Meeting** People and Organisational Development Committee **Date of Meeting** 15 October 2026 **Agenda item:** 10

NHS Wales Performance and Improvement – PODC Bi-annual Assurance Report

For period 1 April 2026 – 31 August 2026

Report Sponsor/s:	Chris Clayton, Managing Director
Report Authors:	Colette Rees, Assistant Director of POD Rhiannon Windsor, Deputy Director POD
Approval/Scrutiny route:	Approval/scrutiny route for NHS Wales Performance and Improvement is via the Senior Director Team (SDT). Report presented for approval at the SDT Weekly Meeting on 30 September 2026.

Purpose

The purpose of this report is to provide a bi-annual assurance report to the People and Organisational Development Committee (PODC), on the relevant governance compliance areas as outlined in the NHS Wales Performance and Improvement Assurance Schedule.

This report provides assurance on the following areas:

For the period **1 April 2026 – 31 August 2026** (bi-annual):

- **Equality, Diversity and Inclusion**
- **Welsh Language**

Recommendation:				
APPROVE ☐	CONSIDER ☐	RECOMMEND ☐	ADOPT ☐	**ASSURANCE** ☒

The Committee is asked to:

- **Note** the contents of this report and receive **assurance** that effective arrangements are in place for related processes.

For the period **1 April 2026 – 31 August 2026**

Equality, Diversity and Inclusion

- **Take assurance** that there are effective arrangements in place to ensure compliance with Equality, Diversity and Inclusion requirements

Welsh Language

- **Take assurance** that there are effective arrangements in place to ensure compliance with Welsh Language requirements
- **Take assurance** that any areas of non-compliance are being appropriately managed.

Link to Public Health Wales Strategic Plan

Public Health Wales is the Host Organisation for the NHS Wales Performance & Improvement ('the Hosted Unit'). The *Hosting Agreement ('the Agreement') between Public Health Wales (PHW) NHS Trust and The Welsh Ministers* was approved by the PHW Board on 26th January 2023 and took effect from the launch of the NHS Wales Executive on 1st April 2023 (nmpw NHS Wales Performance & Improvement. To take account of variations, an Addendum was approved by the PHW Board on 28th March 2024. A revised Agreement has been prepared for 2025/26, which is subject to approval.

PHW is not responsible or accountable for setting the direction for, or the work programme of, the Hosted Unit or for the delivery/quality or management of work undertaken by the Hosted Unit on behalf of Welsh Government.

Summary impact analysis	
Equality and Health Impact Assessment	A specific Equality and Health Impact Assessment (EHIA) is not required to support of this report.
Risk and Assurance	This report provides assurance on the implementation of the relevant policy and procedures within the NHS Wales Performance & Improvement, ensuring good governance is maintained.
Health and Social Care (Quality and Engagement) (Wales) Act	This paper supports the Quality themes.
Financial implications	There are no financial implications as a result of this report.
People implications	The themes of this assurance report relate to staff and stakeholders.

1. Purpose / situation

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This report provides assurance on the following areas:

For the period 1 April 2026 – 31 August 2026 (Bi-annual):

- Equality, Diversity and Inclusion
- Welsh Language

The sections below provide a summary of the status for the areas listed above.

1. Equality, Diversity and Inclusion

In line with the NHS Wales Performance and Improvement (NHSW PI) Assurance Schedule, NHSW PI is required to report to the Committee on a bi-annual basis for assurance on the arrangements in place to ensure compliance with the Equality, Diversity and Inclusion (EDI) requirements.

NHSW PI's 2026/27 Annual Plan, developed in response to the Welsh Government Remit Letter, embed equality considerations, engagement, collaboration and co-production throughout organisational delivery. EDI is reflected in key organisational processes, including stakeholder engagement, accessible communications and events, inclusive recruitment, corporate induction, workforce development, impact assessments and organisational development activities.

Workforce data is regularly reviewed to inform strategic decision-making, identify and address inequalities, and monitor progress. This includes continued collaboration with Public Health Wales on the workforce dashboard and ongoing work to improve the quality of EDI data recorded in ESR.

NHSW PI continues to promote an inclusive culture across the employee lifecycle through its Values and Behaviours and has established baseline staff engagement measures to support continuous improvement.

The emerging Communications and Engagement Strategy and NHSW P&I Strategy reflect the requirements of the Equality Act 2010, including the Public Sector Equality Duty and the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

Workforce Data

Workforce data is essential for monitoring Equality, Diversity and Inclusion (EDI) as it provides a clear understanding of the demographic profile of NHS Wales Performance and Improvement (NHSW P&I), helps identify areas of under-representation, and enables progress to be measured over time. Analysis of this data allows the People and Organisational Development (POD) function to monitor compliance with statutory and organisational requirements, inform workforce policies and initiatives, and support employee engagement and wellbeing. Workforce data also promotes accountability and transparency in EDI activity, helping to create a more inclusive workplace culture and supporting improved organisational performance and outcomes.

The workforce data for NHSW P&I indicates the following diversity profile:

	NHS Wales Performance & Improvement	PHW
Disabled	*7.22%*	*9.94%*
BME	*5.47%*	*10.51%*
Gay or Lesbian	*3.28%*	3.34%

Targeted initiatives to strengthen Equality, Diversity, and Inclusion

NHSW P&I continues efforts to ensure that it creates an inclusive environment where everyone can be themselves and thrive.

2. Welsh Language

In line with NHSW P&I Assurance Schedule, NHSW P&I is required to report to the Committee on a bi-annual basis for assurance on the arrangements in place.

The Welsh Language declarations by NHS Wales Performance & Improvement staff as of 31 August 2026 are:

Competence Name	Assignment Count	Required	Achieved	Compliance %
NHS|LANG|Listening/Speaking Welsh|	460	460	456	99.13%
NHS|LANG|Reading Welsh|	460	460	453	98.48%
NHS|LANG|Writing Welsh|	460	460	453	98.48%

Competence Name	Assignment Count	Required	Achieved	Compliance %
NHS|LANG|Welsh Language Awareness - 3 Years|	460	460	375	81.52%

- NHSW P&I must comply with Welsh Language Standards and follow the policies, procedures and guidance offered by PHW's Welsh Language Team. Staff have access to the Welsh Language Hwb intranet pages for advice, support and guidance. All information relating to Welsh language developments is shared by PHW with NHSW P&I through the Corporate Governance team.
- During the period several non-compliances were highlighted by the Welsh Language Society primarily focused on resource bilingualism on the organisations website and queries on how well embedded bilingualism is in strategic decision making.
- In response NHSW P&I has developed a Welsh Language Standards Action Plan for 2026-27 highlighting a number of areas of focus:
    - Strategic Integration of Welsh Language
    - Staff Confidence and Understanding
    - Provision of Resources and Guidance
    - Equality in Communication and Engagement
    - Accountability and Continuous Improvement
- NHSW P&I with the support of the PHW Welsh Language team have also met with the Welsh Language Society and the Welsh Language Commissioner to provide assurance on the work underway to address concerns raised. There is a follow up meeting planned for December to review progress.
- Annually a reflective report is developed, which is used to monitor compliance with the standards and information from this is fed into the PHW Annual Report on the Welsh Language Standards and the annual update on the *More Than Just Words* 5-year Action Plan.
- Compliance with the Welsh Language Standards is monitored across PHW by the PHW Welsh Language Manager, and review of compliance within the NHSW P&I is coordinated by the Compliance and Continuity team within the Corporate Governance team.
- The PHW Welsh Language Team support the NHSW P&I to fill any identified gaps in compliance and to put processes in place to improve.
- The PHW Welsh language team, via the Welsh Language Group, plays a central role in ensuring advice is shared within NHSW P&I and facilitates opportunities for staff to ensure understanding of the requirements under the Welsh Language Standards.

3. Conclusion

The report provides assurance to the Committee that the NHS Wales Performance and Improvement (NHSW P&I) is meeting the requirements for each of the subject areas.

There are no concerns to bring to the attention of the Committee in any of the areas listed.

4. Recommendation

The Committee is asked to:

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