



	Iechyd Cyhoeddus Cymru Public Health Wales	Name of Meeting People and Organisational Development Committee
		Date of Meeting 16 July 2025 Agenda item: 7

Welsh Language reporting 2024 – 2025 Welsh Language Standards Annual Report	
Executive lead:	Neil Lewis, Director of People and OD
Author:	Sian Jones, Welsh Language Manager

Approval/Scrutiny route:	Leadership Team
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<p>Purpose</p> <p>Welsh Language Standards Annual Report</p> <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>We are required to publish this progress report by September 30th 2025 and will do so on the Welsh Language Standards page on our website: Welsh Language - Public Health Wales (nhs.wales). A link to the report will also be sent to the Welsh Language Commissioner’s office to confirm our compliance with standard 120.</p>
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Recommendation:				
APPROVE <input checked="" type="checkbox"/>	CONSIDER <input type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	ASSURANCE <input type="checkbox"/>
The Committee is asked to: <ul style="list-style-type: none"> Review and approve Public Health Wales’s Welsh Language Standards Annual Report 2024-2025. 				



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

Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities and well-being objectives.

This report contributes to the following:

Strategic Priority/Well-being Objective	1 - Influencing the wider determinants of health
Strategic Priority/Well-being Objective	2 - Promoting mental and social wellbeing
Strategic Priority/Well-being Objective	4 - Delivering excellent public health services

Summary impact analysis

Equality and Health Impact Assessment	There is no decision required here so an EHIA has not been completed.
Risk and Assurance	Non-compliance with Welsh Language legislation is a reputational risk for us as an organisation. Welsh language sits on some Departmental risk registers for this reason and departments are encouraged to identify Welsh compliance as a risk on their registers, where appropriate, so that remediation action can be taken.
Health and Social Care (Quality and Engagement) (Wales) Act	This report supports the implementation of the Health and Social Care (Quality and Engagement) (Wales) Act by demonstrating a transparent approach to delivering improvements that address the wider determinants of health, in line with the Duty of Quality.
Financial implications	There are ongoing financial implications of the Welsh Language Standards in terms of translation and staff costs.
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 reports.



1. Purpose / situation

The purpose of the Annual Report on Public Health Wales Welsh Language Standards 2024–2025 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 last year’s report and to identify areas that we need to develop and improve over the next year.

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 POD 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.

The Welsh Language Standards Annual 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.*

The Welsh Language Commissioner’s office also issue other compliance progress methods during the year, including a self-assessment questionnaire, usually issued in the Autumn.



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.

Public Health Wales have four areas of standards that we need to comply with; Service Delivery; Policy Making; Operational and Record Keeping. This annual report for 2024 – 2025 gives an update on our compliance within these areas.

There is much to celebrate within the report and some of the highlights from are:

- The Digital Communications team have addressed the compliance issues with our web estate and have successfully tendered for a new web estate provider who can ensure the new Public Health Wales website will be fully compliant with Standard 39.
- New learn Welsh opportunities have been available to our staff over the past year, including the Building Confidence and Croeso opportunities, provided by Coleg Cambria and funded by Welsh Government. Both these opportunities will continue to 2025 – 2026 and will support us as an organisation to meet Welsh Government targets and to embed the Welsh language within workforce planning.
- The pilot of the Governance Hub has been successful in enabling us to meet the Policy Making Standards for the first time.
- We've made the Welsh spellcheck and dictionary software, Cysgliad, more readily available for all staff who wish to use it.
- We exceeded Welsh Government's target of 90% for the numbers of staff who have completed the Welsh Language Awareness module on ESR (96.7% of PHW staff).
- 97% of our staff have now recorded their Welsh Language skills on ESR
- Our Welsh language staff network, Ymlaen, continues to grow with membership exceeding a 100 over the last year. Welsh Language Week, held between March 3rd – 8th, was a highlight of the year for the network and the Welsh Language generally at Public Health Wales.

The report also recognises that there is much work to do to further embed the Welsh Language Standards within the organisation. These are some of the targets outlined within the report for us during 2025 /2026):

- We will ensure that staff across the organisation have the opportunity to take part in the Croeso and Raising Confidence offer by the Learn Welsh Centre
- We will enhance our staff engagement by providing bespoke posters which include QR codes and phone numbers for our colleagues in laboratories and screening

centres, who don't have regular access to laptops, with information on how to access learn Welsh opportunities via PHW.

- We will ensure the new Welsh translation request portal is used to administer all Welsh translation requests, ensuring that staff have all the information and guidance they need throughout the year.
Simultaneous and Multimedia elements will be added to the portal and the portal will be developed and improved as needed.
- We will launch our new corporate Public Health Wales website fully by January 2026 and work with individual sites to move their content over to the main site throughout the year, ensuring that each page is compliant with Welsh Language Standard 39
- All Public Health Wales Directorates will develop their Workforce plans, which will include targets specifically related to Welsh Language.
- We will continue to develop Public Health Wales as a bilingual organisation where the Welsh language and culture are celebrated

A comprehensive list of our targets for the Welsh language over the next year can be seen at the end of the Welsh Language Standards Annual Report.

Once approved and translated, the reports will be published on our [Welsh Language Standards webpage](#) by September 30th 2025. A link to the Welsh Language Standards report will also be sent to our contact officer at the Welsh Language Commissioner's office.

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

These reports work has been drafted following the five ways of working, as defined within the sustainable development principle in the Act, in the following ways:



Even though we have been fully compliant with many of our Welsh Language Standards since 2019, we still have some way to go to meet them all fully. The report outlines our successes over the last year and our targets for the coming year to ensure that the Welsh language is embedded within the organisation in the long term.



Alongside ensuring that our customers and service users in Wales receive the best possible service from us in Welsh, the report contains details of the complaints and enquiries we've received over the last year and measures that have been put into practice to prevent repetition and similar situations arising in the future.



Integreiddio

Integration

Public Health Wales's aim is for the Welsh Language to be an integral part of the organisation and of everything that we do. The report outlines the work already achieved and our targets for the future to enable this to happen.



Cydweithio

Collaboration

The report details how staff across Public Health Wales work collaboratively to ensure the Welsh language is embedded within the organisation. The report also includes detail of how we work with colleagues from NHS Wales organisations, Welsh Government and beyond.



Cynnwys

Involvement

The Welsh language is for everyone at Public Health Wales, and we encourage all our staff to learn, develop and use their Welsh at work.

4. Recommendation

The Committee is asked to:

- Review and **approve** Public Health Wales's Welsh Language Standards Annual Report 2024-2025.