



**PWYLLGOR DIWYLLIANT, POBL A DATBLYGU SEFYDLIADOL
PEOPLE, ORGANISATIONAL DEVELOPMENT & CULTURE COMMITTEE**

DYDDIAD Y CYFARFOD: DATE OF MEETING:	10 October 2023
TEITL YR ADRODDIAD: TITLE OF REPORT:	Delivery against Planning Objectives aligned to PODCC (Planning Objectives Update), 8d: Welsh Language and Culture
CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:	Alwena Hughes Moakes, Communications and Engagement Director
SWYDDOG ADRODD: REPORTING OFFICER:	Enfys Williams, Welsh Language Services Manager

Pwrpas yr Adroddiad (dewiswch fel yn addas)

Purpose of the Report (select as appropriate)

Er Gwybodaeth/For Information

**ADRODDIAD SCAA
SBAR REPORT**

Sefyllfa / Situation

Planning objective 8d outlines our Health Board's ambition for our Welsh language and culture and builds on the planning objective from 2022/23. The planning objective is:

Welsh Language and Culture - Building on the Welsh language and Culture Discovery process, we will deliver a Welsh Language plan that supports our ambitions to enhance our Welsh language and culture across the health board and engages and inspires our staff, patients, and broader communities. We will also seek to achieve the KPIs outlined within the Bilingual Skills policy, Cymraeg 2050, and More than Just Words.

This report provides an update on progress to date in achieving the aims and ambition of the planning objective.

Cefndir / Background

The planning objective outlines the Health Board's ambition to build on the statutory requirements as set out by the Welsh Language Commissioner's Office and, through our Welsh language and Culture Discovery process, that we seek to engage and inspire our staff, patients, and broader communities.

To achieve this, the planning objective has specific actions that shape our work for the coming year. The progress against each action is outlined below:

Production of the Welsh Language and Culture Discovery report by April 2023

The Welsh Language and Culture Discovery report was completed and presented to the June meeting of the People Organisational Development and Culture Committee.

Welsh language delivery plan produced by April 2023

The Welsh language delivery plan was contained within the Welsh Language and Culture Discovery report that was presented at the June meeting of the People Organisational Development and Culture Committee.

Establish a Welsh language Working/Steering Group by end of April 2023

Due to service pressures facing the Health Board, this work of establishing a steering group is delayed.

Create a Welsh language mentors' network by June 2023

The Welsh Language Mentors' Network was launched at the Urdd Eisteddfod in May and the Welsh Language Services Team continues to promote and support its growth. The aim of the network is to provide support for individuals seeking to learn or improve their Welsh within an informal mentoring environment.

Support managers to recruit Welsh speakers and support staff to learn/improve staff Welsh Language skills in order to achieve our 10-year target

The Welsh language and the requirements of the Bilingual Skills Strategy are included as part of training given to recruiting managers. The Welsh Language Services Team also offers support to managers on how to attract and recruit Welsh speakers, where gaps are identified within teams.

Support staff to ensure that in carrying out their duties they promote the Welsh Language and recognise that patients receive care in their language of need as a key patient experience and quality of care issue.

The Welsh Language Services team continues to work with services to promote awareness of the Welsh language – through a broad range of engagement events and provision of resources (Give it a Go posters, desk cards etc.), and signposting to learning resources and lessons. Completion rates of the Welsh Language Awareness Course on the Electronic Staff Record (ESR) is slowly increasing and is currently at 68.2%.

A new and refreshed Welsh language course, as part of corporate induction, was introduced in July and is now fully embedded in the new-starter process.

The team has identified further opportunities for collaboration with the National Centre for Learning Welsh. Building on the successful appointment of the Welsh language confidence building officer, a bid for further funding to continue with the building confidence course in 2024/25 has been presented to the National Centre for Learning Welsh. Attendance on the confidence course is on target – currently at 75% for 2023/24 with 5 months remaining.

In addition to the in-house support for staff, three members of the Board/Executive have enrolled on the Academy Wales' Leading in a Bilingual Country programme for 2023/24 – providing an opportunity for the Health Board to share our experiences with partners and to learn from other organisations.

Develop a communications campaign to explain the importance of the Active Offer to staff

The Welsh Language team is working on a range of communication that tie in with national events for example Diwrnod Shwmae, and seeks to promote the importance of the Active Offer. This work will be ongoing during the rest of the year.

Asesiad / Assessment

Progress against the Welsh Language planning objective 8d is progressing well and, with the exception of the establishment of the Steering Group, is on track for 2023/24.

Argymhelliad / Recommendation

The PODCC is asked to:

- Note the progress made in delivering planning objective 8d – Welsh Language and Culture.

Amcanion: (rhaid cwblhau) Objectives: (must be completed)	
Committee ToR Reference: Cyfeirnod Cylch Gorchwyl y Pwyllgor:	3.10 Seek assurances that there is the appropriate culture and arrangements to allow HDdUHB to discharge its statutory and mandatory responsibilities with regard to Welsh language provision (workforce & patient related).
Cyfeirnod Cofrestr Risg Datix a Sgôr Cyfredol: Datix Risk Register Reference and Score:	n/a
Parthau Ansawdd: Domains of Quality Quality and Engagement Act (sharepoint.com)	6. Person-Centred
Galluogwyr Ansawdd: Enablers of Quality: Quality and Engagement Act (sharepoint.com)	2. Culture and valuing people
Amcanion Strategol y BIP: UHB Strategic Objectives:	All Strategic Objectives are applicable
Amcanion Cynllunio Planning Objectives	8d Welsh Language and Culture
Amcanion Llesiant BIP: UHB Well-being Objectives: Hyperlink to HDdUHB Well-being Objectives Annual Report 2021-2022	2. Develop a skilled and flexible workforce to meet the changing needs of the modern NHS

Gwybodaeth Ychwanegol: Further Information:	
Ar sail tystiolaeth: Evidence Base:	Welsh Language Standards (No. 7) Regulations 2018 Compliance Notice – Section 44 Welsh Language (Wales) Measure 2011
Rhestr Termiau: Glossary of Terms:	n/a

Partïon / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Diwylliant, Pobl a Datblygu Sefydliadol: Parties / Committees consulted prior to People, Organisational Development & Culture Committee:	All Wales Welsh Language Officers Welsh Language County Forums x 3 Independent Members Executive Directors
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Effaith: (rhaid cwblhau) Impact: (must be completed)	
Ariannol / Gwerth am Arian: Financial / Service:	HDdUHB staff time to engage with members of our broad community. These costs are currently absolved within the Welsh Language Services Team budget and within directorates themselves.
Ansawdd / Gofal Claf: Quality / Patient Care:	Communication is at the heart of everything HDdUHB do therefore treating service users and staff in the language of need is key to the organisation's culture and engagement. There is evidence that high employee engagement can deliver quality patient care.
Gweithlu: Workforce:	All staff have a role to play in implementing the statutory Welsh Language Standards. However, in developing our Welsh Language and Culture Plan, we hope that it entices colleagues to join our health board, provides learning opportunities for current staff, and assists the health board in further developing its culture and supporting staff retention.
Risg: Risk:	Current compliance assessment highlight risks that may apply to each Welsh Language Standard and our statutory obligation to comply with these. However, these are addressed through the day-to-day management of the Welsh Language Services.
Cyfreithiol: Legal:	Compliance Notice – Section 44 Welsh Language (Wales) Measure 2011 on 30 November 2018
Enw Da: Reputational:	HDdUHB has committed not only to comply with the Welsh Language Standards, but to embrace their Spirit – this proposal brings to life this ambition.
Gyfrinachedd: Privacy:	Not applicable
Cydraddoldeb: Equality:	The focus of equality between the Welsh and English languages runs throughout the compliance notice. HDdUHB's Equality Impact Assessment processes will ensure that compliance with the standards is assessed.