

<b>Reference:</b>	FOI.2448.20
<b>Subject:</b>	Welsh Language
<b>Date of Request:</b>	4 February 2020

**Requested:**

1. How many of HDdUHB's policies are available in Welsh?
2. Do HDdUHB's Internet and Intranet sights favour English over Welsh? That is, is there an equal choice between accessing the sites in either language or are you given the site in English and have to find a link for the Welsh version?
3. Does HDdUHB recognise that its behaviour stands in conflict with its own policy of not treating Welsh less favourably than English?

**Response:**

1. Thirteen (13) of Hywel Dda University Health Board's (UHB) policies are available in Welsh, in accordance with Welsh Language Standard 82, which states:

"If you publish any of the following, you must publish it in Welsh –

- (a) a policy relating to behaviour in the workplace;
- (b) a policy relating to health and well-being at work;
- (c) a policy relating to salaries or workplace benefits;
- (ch) a policy relating to performance management;
- (d) a policy relating to absence from work;
- (dd) a policy relating to working conditions;
- (e) a policy relating to work patterns."

2. The UHB's current website has two separate web addresses, and an English and Welsh URL, which directs the user to one bilingual splash screen, from which the user can choose the language they wish to proceed.

In March 2020, the UHB is due to launch its new website. The new website also has two individual web addresses. However, the user will be directed to an English or Welsh website, dependent upon the language of the web address used. Each page has a quick link to move between pages in the alternative language.

3. The Freedom of Information Act 2000 affords members of the public with the ability to request and access business information held by the Public Authority. This part of your request asks for an opinion from the Health Board, not for information held. This part of your request is therefore being refused under the Freedom of Information Act 2000.

However, as a Welsh Health Board we are very committed to both languages being regarded with equal value. As an organisation we are keen to embrace the spirit as well as the duties of the Welsh Language Act 1993 and are constantly striving to ensure that we improve and hold ourselves to account.