



CTM Health Board

Welsh Language Standards Annual Performance Report 2024/25

Dyddiad y Cyfarfod / Date of Meeting	27/11/2025
Statws Cyhoeddi / Publication Status	Open/ Public Not Applicable
Awdur yr Adroddiad / Report Author <i>If you do not wish for your name to be included in the public domain, please only include your job title</i>	Ben Screen, Welsh Language Lead/Arweinydd y Gymraeg
Cyflwynydd yr Adroddiad / Report Presenter <i>If you do not wish for your name to be included in the public domain, please only include your job title</i>	Ben Screen, Welsh Language Lead/Arweinydd y Gymraeg
Noddwr Gweithredol yr Adroddiad / Report Executive Sponsor	Hywel Daniel, Executive Director for People

Pwrpas yr Adroddiad / Report Purpose	For Approval
---	--------------

Engagement (internal/external) undertaken to date (including receipt/consideration at Committee/Group)

Committee / Group / Forum Individuals	Date	Outcome
Welsh Language Steering Group	19/09/2025	
Operational Delivery Committee	28/10/2025	Endorsed for Board Approval

Acronyms / Glossary of Terms

--	--

1. Situation /Background

- 1.1 Each financial year the Health Board is required to publish a Welsh Language Standards Annual Performance Report, in accordance with the Welsh Language Standards. It also highlights the actions taken by the Health Board in year, to not only achieve compliance with the standards, but to continually improve the quality and consistency of the delivery of Welsh language services to our patients and service users.
- 1.2 The deadline for publication of the Annual Report is 31 October 2025, which is six months after the end of the financial year to which it relates.

2. Specific Matters for Consideration

- 2.1 The Board is requested to note the content and approve the report for publication.
- 2.2 The Board is also requested to note the progress made during the reporting year, to help create a thriving Welsh language culture and identity, by improving staff skills and awareness for the benefit of our patients and the communities we serve.
- 2.3 Key areas of achievement include the following:
- Developing Welsh language skills has been built into the People Plan 2025-2030 for CTMUHB.
 - A 5-Year Strategic Plan for Clinical Consultations in Welsh has been published, available [here](#). (Appendix 4.4.b)
 - CTMUHB was present at the National Eisteddfod in Pontypridd for the first time, holding meaningful public health engagement in Welsh and English.
 - CTMUHB can report High Assurance with 62% of the Welsh Language Standards, an increase of 2%.
 - An audit methodology has been created to ensure meaningful data can be gathered across CTMUHB on compliance with all Welsh Language Standards.
 - Data has been gathered and made public for the first time on how well Primary Care providers are adhering to the Six Duties under their own relevant regulations. This will support targeted work.
 - Over 200 members of staff took part in learning Welsh at work, an increase of 140 on last reporting period.
 - Over 90% of all recruitment material is now published bilingually, up from 0% on last reporting period.
 - A decision tree tool has been created to allow managers to objectively assess whether a post should be advertised as Welsh language skills are essential, desirable, need to be learnt or not required.
 - A new Welsh Language & Culture Dashboard has been created to bring together key data points that shine a light on the areas most critical to our success.



3. Key Risks / Matters for Escalation

- 3.1 The report includes a full assurance assessment detailing areas where 'high assurance' of compliance cannot be reported.

4. Assessment

Objectives / Strategy	
Dolen i Nod (au) Strategol BIP CTM / Link to CTMUHB Strategic Goal(s)	Inspiring People
	If more than one applies please list below:
Dolen i Feysydd Strategol BIP CTM / Link to CTMUHB Strategic Areas	Not Applicable
	If more than one applies please list below:
Dolen i Ddeddf Llesiant Cenedlaethau'r Dyfodol – Nodau Llesiant / Link to Wellbeing of Future Generations Act – Wellbeing Goals 150623-guide-to-the-fg-act-en.pdf (futuregenerations.wales)	A Wales of Vibrant Culture & Thriving Welsh Language
	If more than one applies please list below:
Dolen i Hwyluswyr Ansawdd (Canllawiau Statudol Dyletswydd Ansawdd (llyw.cymru)) / Link to Enablers of Quality (Duty of Quality Statutory Guidance (gov.wales))	Culture and Valuing People
	If more than one applies please list below:
Dolen i Feysydd Ansawdd (Canllawiau Statudol Dyletswydd Ansawdd (llyw.cymru)) / Link to Domains of Quality (Duty of Quality Statutory Guidance (gov.wales))	Person Centred
	If more than one applies please list below:
Effaith Amgylcheddol/ Cynaliadwyedd (5R) / Environmental /Sustainability Impact (5Rs)	No - Not Applicable
	If more than one applies please list below:

Impact Assessment	
Ansawdd <i>Ydych chi wedi ymgymryd â Sgrinio Asesiad o'r Effaith ar Ansawdd? /</i> Quality <i>Have you undertaken a Quality Impact Assessment Screening?</i>	Yes: <input type="checkbox"/>
	No: <input checked="" type="checkbox"/>
	Outcome:
	If no, please include rationale below: This is a covering paper for a statutory report; no policy decision has been made.



Cydraddoldeb a'r Gymraeg <i>Ydych chi wedi ymgymryd â Sgrinio Asesiad o'r Effaith ar Gydraddoldeb a'r Gymraeg? /</i> Equality and Welsh Language <i>Have you undertaken an Equality and Welsh Language Impact Assessment Screening?</i>	Yes: <input type="checkbox"/>	No: <input checked="" type="checkbox"/>
	Outcome for Equality (delete as appropriate): POSITIVE/NEUTRAL NEGATIVE Outcome for Welsh Language (delete as appropriate): POSITIVE/NEUTRAL NEGATIVE	If no, please include rationale below: This is a covering paper for a statutory report; no policy decision has been made.
Cyfreithiol / Legal	Yes (Include further detail below)	
	Report highlights areas of non-compliance with statutory duties.	
Enw da / Reputational	Yes (Include further detail below)	
	Report must be published by October 2025, and detail included within it highlights non-compliance with statutory duties.	
Effaith Adnoddau <i>(Pobl /Ariannol) /</i> Resource Impact <i>(People / Financial)</i>	There is no direct impact on resources as a result of the activity outlined in this report.	

5. Recommendation

- 5.1 The Board is asked to **APPROVE** the Welsh Language Standards Annual Performance Report for publication on or before the 31 October 2025.

6. Next Steps

- 6.1 An operational plan has been formulated for Welsh language development for 2025 to 2026, taking account of the current position against the Standards as noted in the report. Progress with this plan is being monitored via the Welsh Language Development Dashboard.