

# Welsh Language Impact Assessment

2018

## Welsh Language Impact Assessment

<b>Title:</b> A Healthier Wales our Plan for Health and Social Care	<b>WLIA Reference No</b> <i>(completed by WLU): 02/05/2018</i>				
<b>Name of person completing form:</b> Jon Roche	<b>Date:</b> 01 May 2018				
<b>Policy lead:</b> Ifan Evans	<b>Contact details:</b>				
<b>Programme/Project Type</b> <input checked="" type="checkbox"/> Policy <span style="margin-left: 200px;"><input type="checkbox"/> Project or programme</span> <input type="checkbox"/> Legislation <span style="margin-left: 180px;"><input type="checkbox"/> Research, evaluation</span> <input type="checkbox"/> Grant <span style="margin-left: 200px;"><input type="checkbox"/> Services</span> <input type="checkbox"/> Business change <span style="margin-left: 180px;"><input type="checkbox"/> Contracts, tenders</span> <input type="checkbox"/> Infrastructure <input type="checkbox"/> Construction, Capital <input type="checkbox"/> ICT <input type="checkbox"/> Other (Please specify below)					
<b>Costs: How much is the projected whole life cost for the programme/project?</b> If below £25k, then a full WLIA is not always required (see guidance).					
Under £25k	£25k - £49k	£50 - £249K	£250K - £1m	Over £1m	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>Of the above, please provide details if there are any identified costs directly associated with the Welsh language?</b>					
<b>How long is the programme/project expected to run?</b>					
Up to 1 yr	Up to 2yrs	Up to 5yrs	Up to 10yrs	More than 10 yrs	Unknown
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Key milestone dates for the programme/ project:</b>					
The plan includes a commitment to undertake a 'national overview of the overall performance of the health and care system... and submit to the National Assembly for Wales within 3 years'					

## STAGE 1: PLANNING

### **What are the aims and objectives of the policy?**

### **What are the desired outcomes/ what constitutes 'success'?**

At its most strategic level, the aim of the Long Term Plan for Health and Social Care is to ensure the sustainability of health and social care services in Wales into the future. The Plan sets out the actions that will be taken by the Welsh Government, including in response to the Parliamentary Review of Health and Social Care in Wales, to support the Welsh NHS, local authorities, the voluntary and independent care sectors and wider public services make the transformation required across Wales to ensure we have sustainable, value-based, high quality health and care services that meet the needs of our citizens now and in the future.

### **What policy options have been considered?**

**and**

### **What impacts will there be if the policy is *not* implemented?**

Welsh Government's previous plan for health and social care "Together for Health" expired in 2016. During 2017-18 an independent review of health and social care services in Wales was undertaken by a panel of international experts. The Parliamentary Review, as it was known, published its report in January 2018 which included a number of recommendations designed to achieve the service transformation required to ensure the long term sustainability of health and care services in Wales. The Long Term Plan addresses these recommendations and confirms the actions Welsh Government will be taking directly, and those it will be requiring health and social care providers to take themselves, to secure the viability and capacity of our NHS and social care services to meet current and future demand. The Parliamentary Review was very clear that the current pattern of health and social care provision is 'not fit for the future'. Like many other healthcare systems internationally ours faces significant pressures including in relation to workforce and demand. The Plan is intended to provide a sustainable and effective model for future provision, as the current system is unsustainable in the long term.

### **Does the programme demonstrate a clear link with the Welsh Government's strategy for the Welsh language – [Cymraeg 2050 A million Welsh speakers](#)**

Welsh health and social care service providers are subject to the requirements of the Welsh Language Measure 2011 and Welsh Language Standards are currently being developed for introduction in 2019. In the meantime, the 'More Than Just Words' strategic framework sets out the steps that service providers are expected to take to ensure Welsh speakers receive services in their first language. The requirements of More Than Just Words, including the 'active offer', are referenced in the NHS Wales Planning Framework, against which LHBs are required to demonstrate their compliance.

Cymraeg 2050 contains the following reference to the requirements of 'More Than Just Words': "The 'active offer' principle, which places responsibility on the service provider to offer services in Welsh, rather than on the service user to request them, is particularly relevant when considering the health and social care sector services. In Wales, the NHS, social services and social care is delivered by nearly 200,000 staff, and in the NHS alone, patients interact with the service 20 million times a year. The extent of the challenge this involves cannot be underestimated. However, in view of

the number of staff and high level of interaction with the public, this sector has the potential to make a valuable contribution to our aim.”

The Plan will confirm that Welsh Government remains committed to the current NHS Planning Framework, including its requirements relating to the use of Welsh that healthcare providers are required to evidence in their IMTPs.

More significantly, the Long Term Plan will also include a commitment to commission the development of a long-term workforce strategy from Health Education Improvement Wales (HEIW) and Social Care Wales (SCW). In developing this strategy, HEIW and SCW will need to give detailed consideration to how service providers will be able to meet the Welsh Language Standards, and the ambitions of Cymraeg 2050 through making best use of Welsh speaking employees within their current workforce, providing Welsh language learning/using opportunities for all staff, and through the recruitment of more practitioners with Welsh language skills in future.

**What are the impacts/ effects (both positive and/or adverse) on the Welsh language you have identified at the initial planning stage**

i.e. Welsh speakers, Welsh language communities, Welsh medium education, Welsh learners, services available in Welsh?

The ‘big idea’ in the Plan is for a concerted nationwide move to community-based, rather than hospital-based, health and social care services. This transformation is unlikely to impact either negatively or positively on the Welsh language, as service providers will remain subject to statutory Welsh language requirements irrespective of the setting in which services are delivered.

The Long Term Plan recognises that health and social care service providers need to develop more sophisticated methods for undertaking local population assessments and workforce planning approaches so that they are able to better anticipate and meet the needs, including Welsh language requirements, of their populations. In relation to workforce development, the Long Term Plan also recognises that education and training have a key role to play in ensuring that demand for service provision in the Welsh language can be met. As mentioned above, HEIW and SCW will be required to consider these matters carefully in their development of the forthcoming health and social care workforce strategy

**Who are the stakeholders? Are the needs of Welsh speakers and learners addressed? To what extent are Welsh language interest groups likely to respond positively to the proposals?**

Every citizen of Wales is a stakeholder, inasmuch as all citizens of Wales will make use of NHS or social care services at certain times in their lives. In addition, the health and social care sector is by far the largest employer in Wales. As mentioned above, the needs of Welsh speakers are covered by existing statutory requirements, which remain unaffected by the Plan.

**Where an assessment was not completed, or no impacts were identified, please provide a full account for record keeping purposes**

<p><b>What actions/ further work has been identified at the initial planning stage?</b> e.g. data requirements, need for peer review, external engagement with Welsh speaking groups, identify stakeholders or consultation list, need to contact Welsh Language Division for advice)?</p>
<p>The health strategy team has considered each of the Step 2 WLIA questions, and is satisfied that no further detailed work is required at this stage, but that the issues identified above and below will need to be considered during the development of the health and social care workforce strategy .</p>
<p><b>STAGE 2: IDENTIFYING AND ASSESSING IMPACTS</b></p>
<p><b><u>Impact Assessment Summary</u></b> <b>Summarise the detailed impact assessment carried out together with the scores assigned.</b></p>
<p><b>Positive effects/ impacts:</b></p>
<p>The Long Term Plan can act as a strategic enabler for the further development of Welsh language provision within health and social care services in Wales over time, as it will support the development of a greater range of community-based services catered more specifically to the needs of local communities than is presently the case. In designing, delivering and assessing the effectiveness of new models of care, service providers will be expected to give due regard to the Welsh Language standards, and will be accountable to the Commissioner and the Welsh Government in discharging their obligations.</p>
<p><b>Adverse effects/ impacts:</b></p>
<p>It is not anticipated that there will be any adverse effects or impacts in relation to the Welsh language as a result of the Long Term Plan for Health and Social Care being implemented. An underpinning theme in the Plan is the importance of service providers delivering care in a person-centred way: establishing what matters to the individual - including language - and then working to meet these requirements, and a more co-productive approach to care (doing <i>with</i> the patient, rather than <i>to</i> the patient). The strategy team have not identified any unintended consequences in relation to the Welsh language that could result from implementation of the Long Term Plan.</p>
<p><b>Opportunities to promote the Welsh language e.g. status, use of Welsh language services, use of Welsh in everyday life, Welsh at work increased?</b></p>
<p>The reorienting of services to a more community based, joined-up, person-centred model provides health boards and social care organisations with an opportunity to revisit and reconsider the ways in which they accommodate the Welsh language needs of their populations, and to take steps to embed and promote its use through the new models of care that all will be developing at a locality level moving forward. Welsh Government will support this as part of any future guidance or advice it issues to service providers to supplement the Long Term Plan.</p>
<p><b>Evidence/ data used including demographic profile when considering the effects/ impacts:</b></p>
<p>In developing the Plan, the Strategy Team have made full use of the comprehensive range of evidence gathered by the Parliamentary Review, and their conclusions (cited below) have been the basis for the development of the content of the Plan itself.</p> <p>Separately, at an operational organisational level, LHBs and local authorities are required to undertake their own population assessments to identify care and support</p>

needs in their areas. This duty will be unaffected by anything included in the Plan.	
<b>What is the overall anticipated likely impact on the Welsh language if this policy is taken forward based on the impact assessment/ risk assessment?</b>	Positive: <input type="checkbox"/> Adverse: <input type="checkbox"/> Neutral: X Unknown: <input type="checkbox"/>
<b>Decision following IA</b>	1. No major change X
	2. Adjust the policy to improve impacts <input type="checkbox"/>
	3. Continue the policy with mitigation measures <input type="checkbox"/>
	4. Stop and remove the policy <input type="checkbox"/>
<b><i>If answered 2,3, or 4 above – then answer the following:</i></b> <b>How will you address these impacts in order to improve the outcomes for the Welsh language? Details of mitigation measures/ action points/ alternative options to reduce adverse impacts and increase positive outcomes:</b>	
N/A	
<b>If engaging or consulting, what are your plans? What questions do you wish to ask stakeholders about the Welsh Language Impact Assessment and Welsh language related issues?</b>	
<p>There will be no formal consultation prior to the publication of the Plan. Extensive stakeholder engagement was undertaken by the Parliamentary Review, including in relation to Welsh language provision, and responses were received from the Welsh Language Commissioner and Welsh Language in Health and Social Services Partnership Board.</p> <p>The interim report included the following observation:</p> <p><b>“Welsh Language</b></p> <p>There was a consistent view from stakeholders that to drive quality improvement, services should be provided in Welsh whenever and wherever service users required. Respondents reported variation in the availability and standard of Welsh language services in health and social care. This matters in the context of international evidence, which emphasises the importance of communicating in one’s first language with health and care professionals. It is especially true for elderly people, those with dementia or who have experienced a stroke, and young children who only speak Welsh. The challenges of recruiting and retaining health and care staff that can work confidently in Welsh is set within the context of broader recruitment and retention challenges in many parts of the workforce. ‘More than just words’ is a strong framework that has been put in place by the Welsh Government to guide greater availability of public services in Welsh. Despite this, recruitment campaigns, and the availability of Welsh language training in health and social care, we note that a concerted effort is needed to increase welsh language skills in the workforce.”</p> <p>The Final Report included the following recommendation:</p> <p>“We recognise the importance of the Welsh language in care and this should be factored into workforce planning with a focus on professions that use language based</p>	

tests and therapies such as speech therapists, school nurses, psychologists and clinical staff likely to be in contact with children, older people, people suffering from dementia and those with mental health problems.”

**STAGE 3: POST CONSULTATION AND PREPARING FOR PUBLICATION, MONITORING AND EVALUATION**

**Following consultation, what changes have you made to address any Welsh language issues that were raised?**

See above

**How will you monitor the ongoing effects during the implementation of the policy?**

Ongoing monitoring of LHB and local authority performance, including in relation to the provision of services in the Welsh language, will continue through the extensive range of arrangements referenced above.

**Please outline how you will continue to capture effects/ impacts in future monitoring and evaluation?**

Through existing arrangements, including the Welsh language requirements of the NHS Planning Framework through the IMTP approval process.

**Any other comments – ongoing results of evaluations, emerging impacts**

**4. Declaration**

**Policy lead:**

*\*Please delete as appropriate:*

**The policy *\*does / does not* have an impact upon the Welsh language. Where there were identified adverse impacts or missed opportunities, the appropriate amendments and actions have been put in place.**

Name:

**Jon Roche**

Department:

**Health and Social Care Strategy**

Date (s):

**09 May 2018**

Signature:



Planned Review Dates:

**June 2021**

**SRO ENDORSEMENT and REVIEW**

I am satisfied that the WLIA is an accurate reflection of the programme/project at this stage of development. By signing, I am able to confirm that the Welsh Language Standards have been given the appropriate attention. I will re-assess the programme/project at key stages throughout the life of the programme/ project, including policy reviews.

Signed **Ifan Evans**

(Senior Responsible Owner)

Date **09 May 2018**

Signed

(Senior Responsible Owner)

Review Date

Signed

(Senior Responsible Owner)

Review Date

Signed

(Senior Responsible Owner)

Review Date