

Welsh Language and Equality Impact Assessment Exercise

Introduction

The Welsh Language is now an integral part of the Equality Impact Assessment Exercise, where you must actively consider how the Welsh language will be impacted by the introduction of the policy.

What to think about when thinking about the Welsh language?

- ✓ Under our Welsh Language Scheme, patients and service users who's first language is Welsh should be given the choice to receive a Welsh language service. If the policy is about directly dealing with patients, then clear steps should be added on how the Welsh language will be considered as part of the service.
- ✓ Set out in the policy on how it will provide a Welsh language service by the organisations' staff for patients, service users and their relatives.
- ✓ If part of the policy is about publishing patient information and forms, then it should state clearly that they will be published bilingually.

How about policy that deals with staff and workforce issues?

- ✓ Under the new Welsh language Measure (2011), the freedom to speak Welsh is granted.
- ✓ If the policy where the member of staff finds it easier to discuss a matter in their first Welsh language, then arrangements should be made to have the discussion in Welsh where possible.

Case Studies

The following examples should help you how the Welsh language can be considered when including it during the impact assessment:

Chaperone Policy	Welsh Language Issues
A patient will have the right to have a chaperone during certain medical procedures.	Policy should consider the language needs for a Welsh speaking patient. Many patient who's first language is Welsh may prefer a Welsh speaking chaperone

	<p>during the appointment.</p> <p>Staff should ask if the patient would like a Welsh speaking chaperone during the procedure.</p>
Policy for the Donation of Tissues and Organs following Death	
Consenting from relatives of donation of tissues and organs following the death of patient.	<p>Relatives would find it easier to discuss the issues around organ donation through Welsh if it was their first language.</p> <p>Staff should ensure that Welsh speaking staff are available to discuss the consent with the relatives.</p> <p>All consent forms should be bilingual as set out in the Welsh language Scheme.</p>
Dignity at Work	
To ensure that staff are to be treated with dignity and respect.	Staff will have the freedom to speak Welsh, without the fear of harassment.

Evidence

Evidence that could be used during assessment:

- A. Cardiff and Vale University Health Board Welsh Language Scheme:
<http://nww.cardiffandvale.wales.nhs.uk/pls/portal/url/ITEM/8CE97051D8E3416CE0400489923C0F1E>
- B. Welsh in the Health Service: The Scope, Nature and Adequacy of Welsh Language Provision in the Health and Social Services of Wales:
<http://www.wales.nhs.uk/sites3/documents/415/WelshintheHealthService.pdf>
- C. Language Appropriate Practice in Health and Social Care. It outlines the importance of language awareness in health and social care as a means of improving health and addressing inequalities in service provision:
http://llaais.org/brief/LLAIS_ORG.pdf
- D. Report on Scoping Study of Language Awareness in Health and Social Care:
<http://llaais.org/pub/docs/en/LLAIS%20Scoping%20Study%20Report.pdf>
- E. Report of a study of Welsh Language Awareness in Healthcare provision in Wales:
<http://www.wales.nhs.uk/sites3/documents/415/ACF3394.pdf>
- F. Dignity in Care: Importance of language in maintain dignity in care, in particular older people and those with dementia:
<http://wales.gov.uk/docs/dhss/publications/110802olderen.pdf>

Further information and advice

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