

Welsh Language Impact Assessment (WLIA) template

Welsh Language Assessment completed by:	NMC Review of Practice Learning Project Team
Completion date:	April 2026
Stage 1: Planning	
What are the aims of the policy, and how do these relate to the Welsh language?	<p>The NMC is undertaking a practice learning review focusing on pre-registration nursing and midwifery programmes. As part of their education, nursing, nursing associate and midwifery students must undertake practice learning placements in different practice settings – this provides supportive opportunities for them to learn and achieve their proficiencies. These practice learning placements provide students with opportunities to develop the confidence and ability to think critically, apply evidence-based knowledge and skills, and provide evidence-based care under supervision. During practice learning, students have direct contact with the public and with people who use services. The quality of practice learning is therefore a key factor in ensuring our role in public protection through setting standards and education quality assurance, and in prioritising the safety of the public and students.</p> <p>The pre-registration programme standards including practice learning are used by Approved Education Institutions (AEIs) and Practice Learning Partners (PLPs) across the UK. As the review of the Practice Learning Review affects all countries within the UK, there will be an impact on Wales and the Welsh language.</p>

The Importance of WLIA

The Welsh Government has set out the Cymraeg 2050 policy to ensure there are a million Welsh speakers by 2050.

[More than just words: Five Year Plan 2022-27](#) is the strategic framework for promoting the Welsh language in health, social services and social care.

This includes a range of actions across an overarching Culture and Leadership theme and three other themes of:

- Welsh language planning and policies including data;
- Supporting and developing the Welsh language skills of the current and future workforce; and
- Sharing best practice and an enabling approach.

The Welsh Government's [A Healthier Wales: Our Workforce Strategy for Health and Social Care](#) (Oct 2020) set out a workforce strategy up to 2030. One of the four ambitions in this document is that 'we will have a workforce that is reflective of the population's diversity, Welsh language and cultural identity' (p11).

"Our aim will be to understand, anticipate and plan to meet the Welsh language needs of health and social care students, our workforce and ultimately patients and people in receipt of care and support across Wales as we move forward". (p13).

The Welsh Government's [National Workforce Implementation Plan: Addressing NHS Wales Workforce Challenges](#) (January 2023) sets out that there is 'huge opportunity for NHS organisations to become exemplars in providing proactive Welsh language services' (p29). This includes plans to collect data on the language skills of health and social care staff; delivery of [More than just words](#) actions; work with Health Education and Improvement Wales (HEIW) to identify workforce skill gaps to improve confidence in speaking Welsh; and the production of a Welsh language awareness course which will explain how important Welsh is in service delivery and work to ensure mandatory completion.

<p>What are the impacts/effects (both positive and/or adverse) on the Welsh language you have identified at the initial planning stage?</p>	<p>Following discovery work and key lines of enquiry, we are now undertaking a public consultation focused on strengthening a number of practice learning focused standards.</p> <p>This includes analysis of proposed changes to practice learning focused education standards (e.g. a possible reduction in pre-registration nursing practice learning hours and extension of the midwifery programme), consideration of current delivery models for practice learning across the four nations and any potential impact on Welsh-medium practice learning provision.</p> <p>Maintaining and expanding opportunities for students to undertake practice learning through the medium of Welsh, supported by the timely provision of Welsh language materials such as consultation documents, surveys and related outputs. Additionally, actions to protect and strengthen Welsh-medium placement capacity are highlighted as essential to sustaining meaningful opportunities for learners to study and practise in Welsh.</p> <p>Continuing a clear and visible focus on the Welsh language within professional education and regulation enhances its status and normalises its use. Over time, improved attention to Welsh language impacts at policy level can contribute to building a more confident Welsh-speaking workforce, supporting greater use of Welsh across practice settings.</p> <p>If changes to the practice-focused education standards reduce access to Welsh-medium practice learning, this may lead to fewer opportunities for students to learn and practise in Welsh. Over time, this could result in a workforce that is less confident using Welsh, which may negatively impact service delivery and patient experience in Wales.</p>
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Stage 2: Data Collection and Evidence

What evidence e.g. data, research, results of engagement and consultation have you used to consider how this policy might affect:

- **opportunities for individuals/communities to use the Welsh language**
- **treating the Welsh language no less favourably than the English language.**

Please link to any relevant documents.

Describe who you engaged with and the results.

The consultation narrative document, the survey and easy read will be available in Welsh. In addition, the focus groups run by the independent research company and supporting information will also be offered in Welsh.

This assessment draws on statutory and policy guidance, including the Welsh Language (Wales) Measure 2011 and guidance from the Welsh Language Commissioner, alongside internal programme evidence relating to the Review of Practice Learning (RPL). This includes analysis of proposed changes to practice learning focused education standards (e.g. a possible reduction in pre-registration nursing practice learning hours and extension of the midwifery programme), consideration of current delivery models for practice learning across the four nations and any potential impact on Welsh-medium practice learning provision.

Evidence has also been informed by existing organisational knowledge, previous engagement with stakeholders across education and practice settings, and planned targeted engagement with Welsh stakeholders (including policy leads, education providers and system leaders) as part of the consultation process.

Further evidence will be gathered through the public consultation and targeted qualitative engagement, including focus groups, to explore Welsh language impacts in more detail. This will include understanding access to Welsh language materials, opportunities to use Welsh in practice learning, and any disparities identified through the evidence. Insights from this engagement will be used to inform analysis and recommendations, including implications for Welsh language speakers.

This assessment has been informed by, and will continue to be strengthened through, targeted stakeholder engagement, including planned engagement with key stakeholders in Wales and internal teams across communications, policy and EDI.

<p>What additional research, data or consultation is required to fill any gaps in understanding the effects of the policy?</p>	<p>The practice learning review consultation is being led by an independent research company. Participants will be able to ask for information and participate in the medium of Welsh. On completion of the consultation any recommendations to Council will include implication for Welsh language speakers.</p>
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Stage 3. Impact Assessment (IA)

<p>Positive effects/impacts on:</p> <ul style="list-style-type: none"> • opportunities for persons to use the Welsh language • treating the Welsh language no less favourably than the English language. <p>As a starting point, try to identify at least three positive effects.</p>	<p>Direct impact</p>	<p>Opportunity to contribute to the practice learning review, including the consultation, via the Welsh language.</p> <p>Continued opportunity to undertake practice learning via the medium of the Welsh Language.</p> <p>The commitment to provide Welsh language materials (including the consultation document, survey and supporting outputs) available at the point of launch, supporting equitable access and participation for Welsh speakers.</p> <p>Provision of Welsh language engagement opportunities (e.g. targeted sessions and stakeholder discussions) supports Welsh speakers to engage in the consultation process in their preferred language.</p>
	<p>Indirect impact</p>	<p>Strengthened and more structured engagement with Welsh stakeholders (including Welsh Government, education providers and system leaders) supports better-informed policy decisions that reflect Welsh language needs.</p> <p>A clear focus on Welsh language considerations throughout the policy and consultation process helps to promote the status and visibility of the Welsh language within professional education and regulation.</p>

		<p>Improved consideration of Welsh language impacts at policy level may contribute to a more confident Welsh-speaking workforce in the longer term, supporting use of Welsh in practice settings.</p>
<p>Adverse effects/impacts on:</p> <ul style="list-style-type: none"> • opportunities for persons to use the Welsh language • treating the Welsh language no less favourably than the English language. <p>As a starting point, try to identify at least three adverse effects.</p>	<p>Direct impact</p>	<p>Proposed changes to practice learning (including potential reduction in nursing practice learning hours) may reduce opportunities for Welsh-medium placements, which are already limited, thereby restricting opportunities for students to learn and practise in Welsh.</p> <p>If consultation materials (including documents, surveys and accessible formats such as Easy Read) are not available in Welsh at the point of launch, or are not of equivalent quality, there is a risk that Welsh speakers are excluded or discouraged from participating in the consultation, resulting in inequitable access.</p>
	<p>Indirect impact</p>	<p>Reduced opportunities to undertake practice learning in Welsh may, over time, result in a workforce that is less confident in using Welsh in practice, with potential implications for service delivery and patient experience in Wales.</p> <p>Limited availability of Welsh language learning resources and environments may contribute to reduced use of Welsh in professional education, impacting the longer-term sustainability and visibility of the language within the sector.</p> <p>Insufficient early engagement with Welsh stakeholders (including Welsh Government, education providers and system leaders)</p>

		<p>may result in Welsh-specific needs not being fully reflected in policy development, leading to unintended adverse impacts.</p> <p>A perception that policy development is not fully inclusive of Welsh language considerations may lead to reputational risk and reduced stakeholder confidence, particularly in Wales.</p>
<p>Neutral effects/impacts on:</p> <ul style="list-style-type: none"> • opportunities for persons to use the Welsh language • treating the Welsh language no less favourably than the English language. 	Direct impact	<p>The proposed changes to practice learning structures (including hours and use of simulation) are not expected to have a differential impact on the Welsh language where delivered with Welsh and English materials, guidance and engagement provided to an equivalent standard.</p> <p>Where consultation materials and outputs are made available in Welsh and English, the proposals will treat the Welsh language no less favourably than English, resulting in no direct adverse or positive impact.</p>
	Indirect impact	<p>The overall policy intent and structure of the practice learning review proposals are not language specific and therefore are not expected to directly influence opportunities to use the Welsh language where appropriate mitigations are in place.</p> <p>Where implementation is supported across education and practice settings in English and Welsh, the proposals are unlikely to create additional barriers or enhancements to the use of Welsh beyond current arrangements.</p>

<p>Opportunities to promote the Welsh language e.g. status, use of Welsh language services, use of Welsh in everyday life, Welsh at work increased:</p>	<p>Opportunity to contribute to the Practice Learning Review including the consultation via the Welsh language.</p> <p>The consultation provides a clear opportunity to promote the use of Welsh by ensuring all consultation materials, surveys and outputs are available simultaneously in Welsh and English, supporting increased use of Welsh in engagement and decision-making processes.</p> <p>The delivery of Welsh language engagement sessions and targeted stakeholder discussions offers opportunities for individuals and organisations to participate in Welsh, helping to normalise and encourage the use of Welsh within professional and regulatory contexts.</p> <p>Strengthened and earlier engagement with Welsh stakeholders, including education providers and system leaders, provides an opportunity to embed Welsh language considerations more fully within and changes to practice learning focused education standards and implementation.</p> <p>The proposals may create an opportunity to strengthen Welsh-medium provision within practice learning, including consideration of placement capacity and the potential development of Welsh language simulation resources, supporting increased use of Welsh in education and training environments.</p> <p>A clear and consistent focus on Welsh language considerations throughout the practice learning review supports the promotion of the status and visibility of the Welsh language within nursing and midwifery education and practice.</p>
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<p>Evidence/data used, including demographic profile when considering the effects/impacts:</p>	<p>This assessment draws on statutory guidance and policy requirements, including the Welsh Language (Wales) Measure 2011 and Welsh Language Standards, alongside internal programme evidence from the Review of Practice Learning (RPL).</p> <p>Evidence considered includes analysis of proposed areas of consultation to strengthen practice learning focused education standards and how these may interact with current models of education and practice learning delivery across the four nations. This includes recognition that Welsh-medium provision is more limited in availability compared to English-medium provision, particularly within practice learning environments.</p> <p>Consideration has also been given to known characteristics of the Welsh population, including the proportion of Welsh speakers and the importance of supporting opportunities to use Welsh within education, training and service delivery settings. The assessment reflects the need to ensure equitable access for Welsh speakers and alignment with the principle of treating Welsh no less favourably than English.</p> <p>The assessment is further informed by existing organisational knowledge, prior stakeholder engagement across education and practice settings, and planned targeted engagement with Welsh stakeholders (including Welsh Government, education providers and system leaders) as part of the consultation process.</p> <p>Additional evidence will be gathered through the public consultation, including feedback on access to Welsh language materials, opportunities to undertake practice learning in Welsh, and the extent to which proposals support or inhibit the use of Welsh in education and practice.</p>
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<p>What is the overall anticipated likely impact on the Welsh language if this policy decision is taken forward based on the impact assessment?</p>	Positive	
	Adverse	
	Neutral	The proposals may have a mixed impact on opportunities to undertake practice learning in Welsh. For example, changes to practice learning hours could reduce opportunities in some settings; however, a reduction in overall hours may also increase placement capacity, which could support more Welsh-medium placements.
	Unknown	
<p>Decision following IA</p>	1. No major change	
	2. Adjust the policy to improve impacts	
	3. Continue the policy with mitigation measures	Selected option. The practice learning review and any changes to practice learning-focused education standards following the consultation can proceed with targeted mitigation measures in place to reduce adverse impacts and enhance positive outcomes for the Welsh language. These include protecting Welsh-medium practice learning opportunities and undertaking targeted engagement with Welsh stakeholders.
	4. Stop and remove the policy	

If answered 2, 3, or 4 above, then answer the following: 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:

- 1** A combination of targeted policy adjustments and implementation-focused mitigation measures will be applied to reduce adverse impacts and enhance positive outcomes for the Welsh language:
- 2 Design approach:**
 - 2.1 All consultation materials (including documents, surveys and accessible formats such as Easy Read) will be developed and published in Welsh and English, ensuring equal quality, accessibility and timing.
- 3 Welsh language engagement and consultation:**
 - 3.1 Targeted Welsh language engagement sessions will be delivered, with opportunities for stakeholders to contribute in the medium of Welsh. Feedback from Welsh stakeholders will be actively used to inform both policy refinement and implementation.
- 4 Strengthening Welsh-medium provision (policy and delivery):**
 - 4.1 Consideration will be given to how the outcome of the practice learning review consultation and its implementation can protect and, where possible, strengthen Welsh-medium practice learning opportunities, including working with Welsh AEs and PLPs to understand and support capacity.
- 5 Welsh language learning and teaching resources:**
 - 5.1 Any changes to Standards by Council will be made available in Welsh, with translation and accessibility requirements built into project timelines from the outset.
- 6 Targeted stakeholder engagement:**
 - 6.1 Engagement with Welsh Government, Chief Nursing Officer (Wales), Health Education and Improvement Wales, education providers and practice learning partners will inform both final policy positions and implementation planning, ensuring Welsh language considerations are embedded.
- 7 Monitoring, evaluation and ongoing refinement:**
 - 7.1 Impacts will be monitored throughout the consultation and implementation phases, including analysis of Welsh language responses and feedback. Findings will be used to refine recommendations and address any emerging issues.

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?

Engagement and consultation plans:

Targeted engagement will be undertaken as part of the public consultation to ensure Welsh language considerations are fully understood and reflected. This will include:

- Providing all consultation materials bilingually (Welsh and English) at the point of launch
- Delivering targeted Welsh language engagement sessions, alongside broader UK-wide engagement activity
- Engaging with key stakeholders including Health Education and Improvement Wales, education providers and practice learning partners
- Offering stakeholders the opportunity to respond in Welsh or English, with equal weighting given to all responses
- Monitoring participation from Welsh stakeholders to ensure appropriate representation and inclusivity.

Key questions for stakeholders

Stakeholders will be invited to provide views on the potential impact of the proposals on the Welsh language, including:

1. Opportunities to use Welsh:

- a. To what extent do the proposals support or limit opportunities for students to learn and practise in Welsh?
- b. Are there particular aspects of practice learning (e.g. placements, simulation) where Welsh language use may be affected?

2. Welsh-medium provision:

- a. What impact might the proposals have on the availability of Welsh-medium practice learning placements or learning environments?
- b. How could Welsh-medium provision be protected or strengthened?

3. Bilingual access and fairness:

- a. Do you consider that the proposals and consultation materials treat Welsh no less favourably than English?
- b. Are there any barriers to accessing materials or participating in Welsh?

4. Implementation considerations:

- a. What actions could be taken to mitigate any negative impacts on the Welsh language?
- b. Are there opportunities to increase the use or visibility of Welsh within education and practice learning?

5. Wider impacts:

- a. What impact might the proposals have on the ability of the future workforce to use Welsh in practice?
- b. Are there any additional Welsh language considerations we should take into account?

Stage 4: 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?

Following consultation, feedback relating to the Welsh language will be reviewed and used to inform both final policy recommendations and implementation planning. Where Welsh language issues are identified, changes will be made to ensure:

- Bilingual materials and outputs are available to an equivalent standard and at the same time as English
- Any identified gaps in Welsh-medium provision, including practice learning opportunities, are addressed where feasible in collaboration with education providers
- Additional Welsh language engagement or clarification is undertaken where feedback indicates this is required
- Policy proposals and supporting documentation are refined to ensure they do not disadvantage Welsh speakers and align with Welsh Language Standards

A summary of Welsh language feedback and resulting actions will be reflected in consultation outputs and decision-making papers

This proposed list is not exhaustive and will depend on the feedback received through consultation and engagement.

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

Ongoing monitoring will be undertaken to assess the impact of the policy on the Welsh language, including:

- Reviewing consultation responses, including those submitted in Welsh, to identify key themes and issues
- Monitoring the availability and quality of Welsh language materials and ensuring ongoing compliance with bilingual requirements
- Engaging with Welsh stakeholders (including education providers and system leaders) to gather feedback during implementation
- Identifying any emerging issues relating to access to Welsh-medium provision, including practice learning
- Using existing governance and reporting structures to track Welsh language considerations and escalate issues where required

<p>Any other comments – ongoing results of evaluations, emerging impacts, etc.:</p>	<p>The impact of the policy on the Welsh language will continue to be reviewed as part of wider evaluation activity. This will include identifying any emerging impacts on Welsh-medium education, workforce capability and service delivery, and taking appropriate action where required.</p> <p>This is expected to be an iterative process, with learning from implementation and stakeholder feedback informing future policy development and refinement.</p>
<p>Proposed review date:</p>	<p>The points identified in this WLIA will be reviewed throughout the consultation, at its close, and at the conclusion of the Review of Practice Learning project. Any further actions arising will be allocated to appropriate owners and embedded within business-as-usual (BAU) processes to ensure ongoing oversight and delivery.</p>