

---

# **Welsh Language Standards Regulations Annual Monitoring Report 2024–2025**

September 2025

**nmc**  
**Nursing &  
Midwifery  
Council**

---

# About us

**Our vision is safe, effective and kind nursing and midwifery practice that improves everyone's health and wellbeing. As the independent regulator of more than 853,000 nurses and midwives in the UK and nursing associates in England, we have an important role to play in making this vision a reality.**

We're here to protect the public by upholding high professional nursing and midwifery standards, which the public has a right to expect. That's why we're improving the way we regulate, enhancing our support for colleagues, professionals and the public, and working with our partners to influence the future of health and social care.

Our core role is to **regulate**. We set and promote high education and professional standards for nurses and midwives across the UK, and nursing associates in England and quality assure their education programmes. We maintain the integrity of the register of those eligible to practise. And we investigate concerns about professionals – something that affects very few people on our register every year.

To regulate well, we **support** nursing and midwifery professionals and the public. We create resources and guidance that are useful throughout professionals' careers, helping them to deliver our standards in practice and address challenges they face. We work collaboratively so everyone feels engaged and empowered to shape our work.

We work with our partners to address common concerns, share our data, insight and learning, to **influence** and inform decision-making and help drive improvement in health and social care for people and communities.

---

# Our commitment to the Welsh language

**In line with the Welsh Language Standards (No. 8) Regulations, as set out by the Welsh Language Commissioner, we are committed to promoting and facilitating the use of the Welsh language and ensuring that the Welsh language is not treated any less favourably than English.**

The aim of this annual monitoring report is to summarise our compliance with the Welsh Language Standards Regulations during the period 1 April 2024–31 March 2025.

We are committed to complying with the Welsh Language Standards Regulations and engaging with the Welsh Language Commissioner and others to be responsive and informed in our approach to meeting the needs of Welsh speakers. This report sets out our work in this area and will be published on our website.

---

# Governance of our Welsh language work

**Members of the Council, the Executive team and all our colleagues play a part in ensuring our compliance with the Welsh Language Standards. Oversight of this work sits within the NMC's People and Culture directorate.**

Throughout 2024–2025, we have convened a quarterly internal Welsh Language Standards monitoring meeting to collect data on each of the compliance areas. Any issues arising, areas for improvement or changes to be implemented are also discussed by this group of colleagues from across the NMC.

---

# Our Welsh language work over the past year

## **The NMC has been required to comply with the Welsh Language Standards (No.8) Regulations since 6 December 2023.**

In July 2024 we completed a self-assessment for the Welsh Language Commissioner in relation to our compliance with the Standards. We declared a high level of assurance for most standards, as we had undertaken significant work to ensure that all teams are prepared to respond to requests to use the Welsh language. Many of the standards remain untested due to low numbers of requests, however we are satisfied that processes and guidance are in place to respond accordingly should we receive such a request.

For the standards relating to websites, we declared a medium level of assurance due to the proportionate approach we have taken to translating website pages. This means that on some of our web pages which have been translated into Welsh, there are links to website pages available in English only. In our self-assessment we acknowledged that many of the NMC's web pages require updating, and we will consider at that point whether additional translation is required. We have produced guidance to support colleagues' decision-making in this area, focused on the intended audience and the purpose of materials, and whether these suggest that translation into Welsh is required.

This year we have continued to promote the Welsh Language Standards Regulations through internal communications channels. For example, a communications piece around St David's Day highlighted the details of the regulations and responsibilities for NMC colleagues, as well as the importance of people using health and social care being able to access services using Welsh.

In April 2024 we published our [\*\*first public newsletter in Welsh\*\*](#)<sup>1</sup>. This included an update in relation to future regulation of nursing associates in Wales, and an article from Llais Cymru Chief Executive Alyson Thomas about the organisation's role in encouraging and enabling peoples' voices in shaping their health and social care services.

As part of our biannual registration data reporting, we also produced a bespoke publication on the state of the register in Wales, available in both Welsh and English. This includes information relating to how many people are joining and leaving the professions, where they were educated, their demographic characteristics, and why people left the register.

---

1. [\*\*April 2024 public newsletter – English version\*\*](#)

---

# Annual data monitoring

Standard 66 of the Welsh Language Standards (No.8) Regulations requires the NMC to provide data within this annual report on the following areas:

1. Number of complaints received in relation to our compliance with the Welsh Language Standards
2. Number of colleagues declaring Welsh language skills and their skill levels
3. Number of vacant or new roles where Welsh language skills are required.

For the period from **1 April 2024** to **31 March 2025**, we can provide the following data:

1. No complaints were received in relation to our compliance with the Welsh Language Standards
2. Three colleagues had declared Welsh language skills. Two of these declared CEFR A1 level proficiency, and one declared CEFR A2 level proficiency. This is the same number of colleagues who declared skills in 2023-2024
3. There were no vacant or new roles advertised where Welsh language skills are required.

During this period, we collected additional data around our Welsh language provision:

- 41 pieces of corporate project work required Welsh translation
- There were 1,721 visits to the NMC's Welsh language website. There were 2,610 visits in 2023-2024.

---

# Key actions for the next year

**We will continue to collect Welsh language monitoring data throughout the year to maintain oversight of our compliance with the Standards and identify any areas for improvement.**

The Welsh Language Commissioner granted the NMC an extension to comply with Standard 20, which requires us to create a Welsh version of the UK-trained registration application process. Due to the anticipated programme of regulatory reform, we requested that the deadline for this standard be extended. This was granted, and we were granted an extension until 31 December 2025 to fully implement this standard.

We will continue working towards implementing Standard 20 as part of our corporate focus on modernising the NMC's technology services. As this is dependent on our modernising technology timetable, which was recently revised, we will not be able to meet the December 2025 timetable. We have requested a further extension from the Welsh Language Commissioner for implementing this standard, and we are working towards having a Welsh language version of our registration system implemented in summer 2026. We will maintain contact with the Welsh Language Commissioner about our progress in this area, and we continue to offer a document version of the registration form for those who wish to register in Welsh.



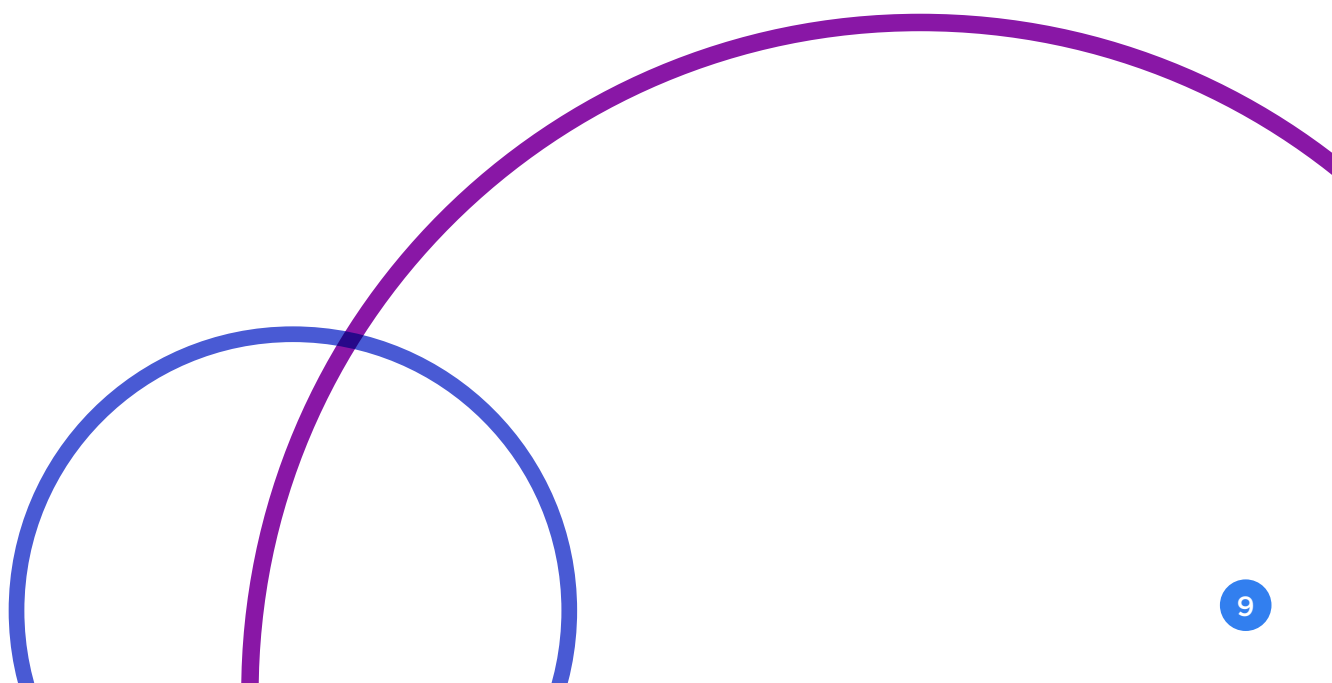
We will also ensure that further Welsh Language Impact Assessments (WLIA) are completed in relation to our major projects and policy development work. The requirement to complete a WLIA and consider impacts on the use of the Welsh language is highlighted in project management frameworks, as well as in templates for papers to be presented to the Council.

Our key corporate priorities for 2025–2026 include a review of practice learning, the Code, and revalidation. This work will include consultation with key stakeholders, which will include members of the public in Wales. Throughout this work we will ensure that we facilitate the use of Welsh in any of our engagement with the public in Wales and ensure that impacts and opportunities for Welsh language are considered.

This autumn, we also plan to consult on some amendments to our Rules. As we plan for our implementation of these changes we will consider Welsh language impacts for our process changes. Our public consultation will also seek the views of stakeholders on any impacts and opportunities for the Welsh language.

We will continue to review the pages provided in Welsh on the NMC website, and as pages are updated, we will translate these into Welsh as necessary.

We remain committed to engaging with the Welsh Language Commissioner's regulatory framework and look forward to offering our views through their co-regulatory approach and completing self-assessment of our compliance against the Standards. We will continue to make our services accessible to Welsh speakers and increase opportunities for people to use the Welsh language.



---

# Recent engagement activity in Wales

## **In addition to complying with the Welsh Language Standards Regulations, we continue to engage with key stakeholders in Wales.**

During the reporting period from **1 April 2024** to **31 March 2025**, the NMC joined a range of meetings and events with health and social care stakeholders in Wales and engaged with regulatory stakeholders in relation to the Welsh Language Standards.

While our work with health and social care stakeholders in Wales is primarily conducted in English, this engagement provides opportunities to better understand the context for professionals and the public in Wales. In particular, we look forward to continuing to work with these stakeholders to better understand the Welsh language context for health and social care, and how the use of the Welsh language can be promoted and facilitated for both professionals and the public in Wales.

## **Cross-regulatory engagement on the Welsh Language Standards Regulations**

The NMC joined regular Welsh Language Standards Joint Regulators' Forum meetings, where we discuss our respective approaches to implementing the standards and our understanding of how to apply the standards in the context of health and care professional regulation.

## **Employer Link Service**

The NMC's Employer Link Service (ELS) has seen increasing positive engagement in Wales. This includes regular engagement with the Deputy CNO for Wales, and senior leadership at health boards across Wales.

The ELS held multiple engagement and learning sessions across health boards in Wales. These included:

- 52 learning sessions delivered at health boards in Wales
- Five 'Welcome to the UK' sessions delivered to internationally educated nurses employed by three health boards in Wales
- Development of bespoke sessions designed to support positive workplace cultures and promote positive learning cultures in midwifery at one health board maternity unit
- Collaboration with Royal College of Nursing (RCN) Wales in delivery of the RCN Wales Leadership Programme through one session for nurses working in a health board in Wales, and one session for nurses working in the independent sector in Wales
- A presentation at the RCN Wales Safe and Effective Care event.

## **Health and social care sector stakeholders**

The NMC's leadership met regularly with Chief Nursing Officers and Chief Midwifery Officers from across the UK and our Professional Practice Directorate leadership also joined regular meetings including with the Deputy CNO for Wales.

NMC Professional Practice colleagues attended a range of events with nursing and midwifery stakeholders in Wales, including:

- The Cross Regulatory Wales Health Care Summit hosted by Healthcare Inspectorate Wales (HIW) every six months
- Healthcare Improvement and Education Wales (HEIW) Nursing Workforce launch event
- Midwifery Leadership and Development Programme (MLDP) dinner hosted by Royal College of Midwives (RCM) Wales and the Welsh Government
- All Wales Student Midwife Conference
- Wales & South West Maternity and Midwifery Festival
- RCM Wales St David's Day Conference
- Meetings of the All-Wales Practice Assessment Document Development Group for Specialist Community Public Health Nurses (SCPHN) and Specialist Practitioner Qualifications (SPQ).

## **Nursing Associates in Wales**

Following Council's agreement to regulate the role of nursing associate in Wales in March 2024, we continue to work closely with the Welsh Government on the regulation of nursing associates in Wales, subject to the requisite changes to our legislation.

## **Advanced Practice**

To support development of the new Principles for Advanced Practice, we held meetings of an independent steering group of key stakeholders and experts across the four nations of the UK, as well as a joint regulatory working group with other four-nation professional and system regulators.

To ensure the principles aligned with each nation's own framework for Advanced Practice, we also held four-country working groups with professionals working in each of the four nations, including in Wales. In Autumn 2024, we also held further engagement sessions on Advanced Practice with members of the public in Wales, where the option to use Welsh was offered.

This document is also available  
in Welsh **on our website**.

Mae'r ddogfen hon hefyd ar gael  
yn y Gymraeg **ar ein gwefan**.

23 Portland Place,  
London W1B 1PZ  
+44 20 7637 7181  
**[www.nmc.org.uk](http://www.nmc.org.uk)**

 @nmcuk

 @nmcnews

 The Nursing and Midwifery Council