
Welsh Language Standards Regulations Annual Monitoring Report 2025–26

September 2026

nmc
**Nursing &
Midwifery
Council**

About us

We are the independent regulator for nurses and midwives in the UK, and nursing associates in England.

Our vision is for safe and effective nursing and midwifery practice across the four countries of the UK – regulated and supported by the NMC – a fit for the future organisation, with fairness and equity at the heart of everything we do.

Our role is to **protect the public and maintain confidence** in the nursing and midwifery professions. As the largest independent regulator in Europe of more than 867,000 nursing and midwifery professionals, we have a crucial role in making this a reality.

We do this by **setting and promoting high education and professional standards** for all future and registered nurses and midwives in the UK and nursing associates in England.

We also ensure every nurse, midwife and nursing associate on our Register meets **clear standards of conduct** and practice which protects the public and the reputation of our professions.

We have a duty to **investigate concerns** and to take steps to **protect the public** in the relatively rare instances where we need to limit or restrict a nurse, midwife or nursing associate's right to practise.

We are building a new NMC with integrity, fairness, respect, equity and effectiveness at its core.

We are determined to **improve and modernise our culture and ways of working**. This will ensure that the public and professionals feel confident in our work.

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.

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 wishing to engage with the NMC. We recognise that the Welsh language should be treated no less favourably than English.

Professionals on our Register who work in Wales have a key role to play in ensuring that people accessing health and social care services receive holistic, person-centred care. For Welsh speakers in Wales, this means that effort should be made to ensure there is an active offer of Welsh so that their language and care needs are met.

The aim of this annual monitoring report is to summarise our compliance with the Welsh Language Standards Regulations during the period 1 April 2025 – 31 March 2026.

This report sets out our work in this area and will be published on our website in Welsh and English.

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.

Our Welsh language work over the past year

Standard 20 challenge application

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

We consider that we have been compliant with the regulations since this date, except for Standard 20, which required us to develop an online system to allow applications to join the Register from UK-trained applicants to be submitted in Welsh. We initially applied and were granted an extension to comply with this standard by 31 December 2025. This extension was to coincide with the NMC's programme of technology services modernisation.

In January 2026 we submitted a challenge to these existing obligations under Standard 20. We challenged this existing duty in light of recent changes in the NMC's financial circumstances. In our challenge to the Welsh Language Commissioner we highlighted the recent programme of internal restructuring and efficiencies, as well as our consultation on plans to increase the registration fees for professionals on our Register. Within this context we noted that the NMC has had to prioritise delivering value for money, and using our income from registrants responsibly.

The challenge application was made within this context. Since December 2023, we have offered a downloadable Welsh version of the UK registration form, which applicants can use if they wish to join the Register using Welsh. We are committed to facilitating registration applications for anyone who wishes to use Welsh.

Since December 2023, we have received no applications to join the Register using Welsh. We proposed in our challenge application that, due to the likely minimal number of applications, and the significant costs involved in developing an equivalent Welsh version of the online system, this standard was not proportionate.

While we acknowledge that the existing downloadable version of the registration form does not ensure an identical experience for applicants, those wishing to register using Welsh will not be directly disadvantaged as they will still be able to access our services and join the Register using Welsh, should they wish to do so.

The Welsh Language Commissioner accepted our challenge that this standard was disproportionate. Our [compliance notice](#) has been updated to reflect that Standard 20 now does not apply, as long as a downloadable version of the Welsh registration application form is available. This form is available [on our website](#).

Annual self-assessment

In January 2026 we completed our annual 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 in previous years 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 requests to access our services using Welsh.

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 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.

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.

Consultations

In 2025-26 we published two consultations where we sought views from professionals, members of the public and other key stakeholders around a proposed increase to the NMC's annual registration fee, and proposed changes to our Fitness to Practise Rules.

We provided Welsh language versions of these consultation documents and provided the option to use Welsh to respond to these consultation surveys. We received several responses to these surveys (fewer than five) which were submitted using Welsh.

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 2025 to 31 March 2026**, we can provide the following data:

1. No complaints were received in relation to our compliance with the Welsh Language Standards
2. Five colleagues had declared Welsh language skills. Three of these declared CEFR A1 level proficiency, one declared CEFR A2 level proficiency, and one declared CEFR B2 level proficiency. This is two more colleagues than declared skills in 2024-25
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:

- 43 pieces of corporate project work required Welsh translation. This includes key reports, Welsh easy read versions, and ad-hoc translation requests
- There were 1670 visits to the NMC's Welsh language website. There were 1721 visits in 2024-25
- Three meetings and events were held where Welsh translations and/or interpreting were offered.

Key actions for the next year

We will continue to collect Welsh Language monitoring data to maintain oversight of our compliance with the standards and identify any areas for improvement.

We will also ensure that further Welsh Language Impact Assessments (WLIAs) 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 2026-27 include a review of practice learning, and consulting on changes to our Code and Revalidation process. 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 as we develop and update policies.

WLIAs have been developed for consultations on these changes, and these will be available on our website, along with consultation documents which will also be provided in Welsh. We welcome responses to these consultations in Welsh, and we will also seek the views of stakeholders in Wales on these changes, and any impacts and opportunities for the Welsh language.

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 2025 to 31 March 2026**, the NMC joined a range of meetings and events with health and social care stakeholders in Wales.

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

Throughout 2025, 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.

Health and social care sector stakeholders

We have continued our positive engagement with stakeholders across the health and social care sector in Wales.

These engagements include:

- Paul Rees, Donna O'Boyle and Professional Regulation colleagues spoke at an event on 'Supporting NMC Registrants through an Avoidable Employee Harm Lens' Organised by Health Education and Improvement for Wales (HEIW) at Welsh Government Offices
- 42 learning sessions delivered at Health Boards across Wales by our Employer Link Service
- Seven further learning sessions delivered to midwives, midwifery representative bodies and midwifery students
- Four collaborative sessions with the GMC including one maternity wellbeing conference, and three pilot sessions at a maternity/perinatal service in a Welsh Health Board on 'Empathy in Action,' the first to be piloted in the UK
- Development of bespoke sessions designed support to midwives at one Health Board maternity unit
- Continued contribution at the biannual Wales Healthcare Summit chaired by HIW, and contribution to the Wales Health Care Summit Working Group to strengthen the impact and effectiveness of the Summit
- Social Care Workforce Partnership Social Care Disciplinary & Grievance Task and Finish group
- HEIW's Fitness to Practise Working Group to develop overarching FtP guidance for clinical staff who are supporting undergraduate nursing students
- Wales and South-West Maternity and Midwifery Festival
- Swansea Bay University Health Board Maternity Learning Event
- All Wales Student Midwife Conference
- RCM Wales St David's Day Conference.

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.

This document is also available
in Welsh on our website.

Mae'r ddogfen hon hefyd ar gael
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