



**Council**  
**16 July 2015**  
**Welsh Language Scheme Annual Report**

<b>Classification</b>	Public
<b>Purpose</b>	For noting
<b>Issue</b>	Under the Welsh Language Act 1993, the GOsC is required to publish an annual report on the implementation and progress of its Welsh Language Scheme. This paper introduces our fourth annual report, which is attached as an annex for approval, and provides an update on the forthcoming introduction of Welsh Language Standards.
<b>Recommendation</b>	To note the 2014-15 Annual Report on the GOsC Welsh Language Scheme and note anticipated changes in Welsh language requirements.
<b>Financial and resourcing implications</b>	The costs of implementing the current Scheme are provided for in the 2014-15 budget. The introduction of the new standards may incur costs not budgeted for in this financial year.
<b>Equality and diversity implications</b>	The purpose of the Annual Report is to ensure that the GOsC fulfils its obligations to Welsh language speakers.
<b>Communications implications</b>	The 2014-2015 Annual Report will form the basis of the GOsC Annual Monitoring Report on the Welsh Language Scheme, to be submitted to the Welsh Language Commissioner. The Annual Monitoring Report will be published on our website and brought to the attention of Wales-based registrants.
<b>Annex</b>	GOsC Welsh Language Scheme Annual Report 2014-2015
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## Background

1. The Welsh Language Act 1993 established the principle that in the conduct of public business and the administration of justice in Wales, the English and Welsh languages should be treated on a basis of equality. The Act also makes provision for the preparation and approval of Welsh language schemes that set out the measures an organisation will take to put into effect the principle of equality of language with regard to Welsh and English. The GOsC Welsh Language Scheme was introduced on 1 August 2011.
2. Under the Welsh Language Act, the GOsC is required to actively monitor the implementation and progress of our Scheme and to make an annual report to the GOsC Council and to the Welsh Language Commissioner.

## Discussion

3. The GOsC Welsh Language Scheme Annual Report 2014-15 is attached as an Annex.

### *New Welsh Language Standards*

4. The Welsh Language Measure 2011 introduced a new system of standards (duties) relating to the use of the Welsh language or the treatment of the Welsh language. There are more than 100 standards in five areas and the standards currently have draft status.
5. In 2014/early 2015, the Welsh Language Commissioner conducted an investigation to determine which of the proposed (draft) standards the GOsC (and other similar organisations) should have to comply with. As part of the investigation, the GOsC submitted:
  - a. an evidence questionnaire about the degree to which the GOsC could reasonably meet the standards and whether the GOsC considered the requirements to be reasonable and proportionate
  - b. a regulatory impact assessment, which went to the Welsh Government and included details about resource implications for the GOsC of implementing the proposed standards.
6. In June 2015, the Welsh Language Commissioner presented a report on her findings to the Welsh Government. Welsh ministers will consider this report and the related regulatory impact assessment, on the basis of which they will then draw up draft requirements for the GOsC and other organisations. It is expected these will be published in autumn 2015. It is not yet clear whether there will be a consultation on the standards themselves when they are published.

7. Following publication of the standards, the GOsC will be issued with a draft compliance notice, which will set out what is expected of us. Reasonableness and proportionality will apply. There will then be consultation period (possibly of four weeks), during which the GOsC can challenge the standards and compliance requirements. Organisations may appeal to the Welsh Language Tribunal if they believe that a standard, or a requirement to comply, is unreasonable or disproportionate. At the conclusion of this process, a final compliance notice will be issued.
8. The health regulators are working together to determine the implications of the Welsh Language Commissioner's recommendations regarding standards and, possibly, to develop a coordinated response.
9. In view of the large amount of information collected by the Welsh Language Commissioner earlier this year, she made a change in the format of the annual monitoring report and asked only for additional, specific information, relating to the period 1 April 2014 – 31 March 2015.

**Recommendation:** to note the 2014-15 Annual Report on the GOsC Welsh Language Scheme and note anticipated changes in Welsh language requirements.

**General Osteopathic Council**

**Welsh Language Scheme Annual Monitoring Report 2014-2015**

*QD indicates that the Welsh Language Commissioner requires quantitative data.*

<p><b>1. New policies and initiatives</b></p> <ul style="list-style-type: none"> <li>○ <b>Number and percentage of new policies and initiatives that were subject to a language impact assessment.</b> 15, 100%. All new polices and initiatives are subject to an equality and diversity impact assessment, which includes consideration of language implications</li> <li>○ <b>An example of a policy or initiative which was amended following consideration of the language impact assessment.</b> No policies or initiatives were amended following consideration of the language impact assessment.</li> </ul>	<p>QD</p>
<p><b>2. Contact with the public</b></p> <ul style="list-style-type: none"> <li>○ <b>Number of publications available to the public</b> 15</li> <li>○ <b>Number of publications available to the public in Welsh</b> 7; translations of any document are available to the public on request</li> </ul>	<p>QD QD</p>
<p><b>3. Complaints</b></p> <ul style="list-style-type: none"> <li>○ <b>Number of all complaints received about the conduct of practitioners in Wales</b> 0</li> <li>○ <b>Number of complaints received in Welsh about the conduct of practitioners in Wales</b> 0</li> <li>○ <b>Number of complaints received about the operation of the Welsh language scheme</b> 0</li> </ul>	<p>QD QD QD</p>

<p><b>4. Information technology</b></p> <ul style="list-style-type: none"> <li>○ <b>Percentage of the organization’s website that is available in Welsh</b> 3.63%</li> <li>○ <b>Evidence relating to any plans to improve or increase the Welsh Language provision on the website</b> We recently launched an upgraded website with a more flexible content management system and, as part of that, we improved the usability of the Welsh language portion of the website.</li> <li>○ <b>Evidence relating to the process used to ensure that existing content, updates and new content, complies with the requirements of the Welsh language scheme</b> The member of staff who oversees the operation of the Welsh Language Scheme is also the organisation’s web manager. Ensuring that GOsC web content meets the requirements of the Welsh Language Scheme forms part of her remit to assure the integrity of GOsC web content.  Planning for new initiatives and publications across the organisation includes consideration of Welsh Language obligations, about which staff are regularly briefed. Primarily this serves to identify where there is a need for translations and web-content updates.</li> </ul>	QD
<p><b>5. Publicity</b></p> <ul style="list-style-type: none"> <li>○ <b>Evidence of the methods used to promote the organization’s Welsh language services e.g. telephone services, website, providing evidence etc.</b>  Our Welsh Language Scheme (<a href="http://www.osteopathy.org.uk/news-and-resources/document-library/continuing-fitness-to-practise/gosc-welsh-language-scheme/">http://www.osteopathy.org.uk/news-and-resources/document-library/continuing-fitness-to-practise/gosc-welsh-language-scheme/</a> ) includes details of our Welsh Language services and this is flagged on our website at <a href="http://www.osteopathy.org.uk/cymraeg/">http://www.osteopathy.org.uk/cymraeg/</a> and <a href="http://www.osteopathy.org.uk/about-us/our-work/welsh-language-scheme/">http://www.osteopathy.org.uk/about-us/our-work/welsh-language-scheme/</a>.  Our Welsh Language Page (<a href="http://www.osteopathy.org.uk/cymraeg/">http://www.osteopathy.org.uk/cymraeg/</a> ) provides an email address in Welsh for people to contact us, as well as details of the complaints procedure in relation to the implementation of the Welsh Language Scheme.  The ‘Contact us’ page on our website includes a Welsh translation and this is plainly evident from the link which displays at the top of every web page (<a href="#">Contact us / Cysylltu â ni</a>).</li> </ul>	

<p><b>6. Fitness to practise cases</b></p> <ul style="list-style-type: none"> <li>○ <b>Number of hearings held in Wales</b> 0</li> <li>○ <b>Number of hearings where a request was made by the witness to speak Welsh</b> 0</li> <li>○ <b>Number of hearings in which evidence was presented in Welsh</b> 0</li> </ul>	<p>QD</p> <p>QD</p> <p>QD</p>
<p><b>7. Language awareness training</b></p> <ul style="list-style-type: none"> <li>○ <b>Number and percentage of the organization’s new staff (i.e. new since 1 April 2014) who have received training to raise awareness of the Welsh language scheme’s commitments</b> 8, 100%</li> <li>○ <b>Number and percentage of the organization’s entire workforce who have received training to raise awareness of the Welsh language scheme’s commitments</b> 24, 100%</li> </ul>	<p>QD</p> <p>QD</p>