

# Welsh Language Report 2024-25

September 2025



# Background

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This annual report has been prepared in accordance with Welsh Language Standards 152, 158 and 164, and will highlight how the Auditor General for Wales and Audit Wales have complied with the Welsh Language Standards which were imposed on them by the Welsh Language Commissioner, set out in the appropriate Compliance Notices.

- Auditor General for Wales Compliance Notice
- Audit Wales Compliance Notice

This document has been prepared as part of work performed in accordance with statutory functions.

As well as outlining general compliance, this report also contains the specific information required by the Standards to be published annually. This includes data on the number of complaints we have received, the Welsh language levels of our staff, the training we offer through the medium of Welsh, and the level of Welsh we require on all vacant and new posts we have advertised during the financial year.

In the event of receiving a request for information to which this document may be relevant, attention is drawn to the Code of Practice issued under section 45 of the Freedom of Information Act 2000.

The section 45 code sets out the practice in the handling of requests that is expected of public authorities, including consultation with relevant third parties. In relation to this document, the Auditor General for Wales and Audit Wales are relevant third parties.

Any enquiries regarding disclosure or re-use of this document should be sent to Audit Wales at [infoofficer@audit.wales](mailto:infoofficer@audit.wales).

We welcome correspondence and telephone calls in Welsh and English. Corresponding in Welsh will not lead to delay.

Rydym yn croesawu gohebiaeth a galwadau ffôn yn Gymraeg a Saesneg. Ni fydd gohebu yn Gymraeg yn arwain at oedi. Mae'r ddogfen hon hefyd ar gael yn Gymraeg.

This document is also available in Welsh

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# Introduction

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- 1 This annual report on the Welsh language outlines the work done to comply with the Welsh Language Standards and promote the language within Audit Wales during 2024-25.
- 2 Even though the primary function of this report is to assess compliance, it provides an opportunity to review the delivery of our Welsh Language Strategy and its strategic pillars of governance, culture and delivery.
- 3 The Welsh Language Strategy is in its second full year. Its purpose is to guide the organisation's approach based on three core pillars - governance, culture and delivery. It is underpinned by our duties as set out in Welsh Language Measure 2011.
- 4 While there is no statutory requirement for Audit Wales to have a Welsh Language Strategy, it is recognised as good practice and supports our objective of being an exemplar organisation for the public sector in Wales.

# Governance

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- 5 Our ambition is to develop a robust governance model, underpinned by our use of data and key performance indicators to monitor progress of the strategy, identify areas for improvement and provide regular assurance to ELT, the Board, and the Welsh Language Commissioner.

## Activities during 2024-25

- 6 The Welsh Language Strategy Group updated its terms of reference and continued to meet quarterly. The membership of the group was refreshed to include colleagues from performance and financial audit, as well as corporate teams. It is chaired by the Executive Director of Communications and Change.
- 7 Our self-assessment questionnaire report was submitted to the Welsh Language Commissioner in February who responded positively to the detail provided including our compliance levels and internal monitoring arrangements.
- 8 Impact assessments were undertaken for key projects to ensure compliance with Welsh Language standards, including the new disciplinary policy, roll out of LinkedIn Learning, and office moves.
- 9 Welsh language guidance and awareness was updated in the Performance Audit Delivery Manual (PADM) with a particular focus on our Welsh medium provision for our public, clients, stakeholders and staff.
- 10 The **Using Welsh Internally** policy was refreshed, providing staff with clear guidance on how they should be using the language in the workplace. This policy and other resources are hosted on the Hwb in a specific Welsh language area.

## Culture

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- 11 Our ambition is to develop a culture where people are proud of our status as the national audit body of Wales. This includes activities to promote awareness of Welsh language history and culture, our statutory obligations and recognise its importance to colleagues, audited bodies, and stakeholders.

### Activities during 2024-25

- 12 At the staff conference in March 2025 we delivered a workshop in partnership with Dysgu Cymraeg Caerdydd highlighting the various methods of learning Welsh available to staff and the support that is available through different networks and third-party organisations to practice. The workshops were well-attended by staff and feedback was positive.
- 13 We rolled out our new Welsh Language Awareness training which was launched with a video and quiz designed in-house for all staff. The video covers the history and culture of the language in Wales, while highlighting our statutory obligations. The launch included in-person presentations, attendance at cluster and team meetings, communications on the Hwb and at the staff conference.
- 14 We promoted and supported national events that promote the Welsh language, both internally and externally. This includes Shw'mae Day, the Welsh Language Commissioner's Defnyddia dy Gymraeg campaign and cultural events such as Welsh Language Music Day and the National Eisteddfod.
- 15 We are increasing the usage and visibility of the language through our internal communications channels. All staff bulletins such as the ELT briefing and Pobl are all bilingual. On the Hwb, all job descriptions, key announcements and policies are available bilingually.

## Delivery

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- 16 Through delivery, we look at how effectively we meet the Welsh language needs of audited bodies and other stakeholders and comply with our standards.

### Activities during 2024-25

- 17 Recruitment is the key lever to increase the number of Welsh speakers in Audit Wales. Our apprentice and graduate recruitment campaigns, come with a commitment to recruit a minimum of 20% Welsh essential posts.
- 18 With all other recruitment campaigns, that are recruiting for **three** or more positions, will have a target of a minimum of 20% Welsh essential posts. Welsh language is part of the wider range of essential skills on which recruitment decisions are based. New roles are assessed against a matrix to determine Welsh language skills, while recognising the challenging marketplace and demand for skills.
- 19 During 2024/25 we recruited 63 posts to which 7 Welsh speakers were appointed.

	Total No Recruited	No of Welsh speakers
Corporate	5	0
Financial Audit	17	0
Performance Audit	9	3
Graduates	22	3
Apprentices	7	0
Communications and Change	3	1

- 20 We are reviewing our outreach activity to target more Welsh speakers. In 2026, we will be attending the Urdd (youth Eisteddfod) to raise awareness of our graduate and apprenticeship schemes. This already includes attendance at career fayres and university events.
- 21 Building the Welsh language skills of our staff is another key measure for developing a strong Welsh language culture in the workplace. Welsh language skills are self-evaluated and recorded on the Employee Self-Service portal. Staff are encouraged to update and record their skills against the Welsh Language Skills Matrix, with levels that describe what an individual can achieve in terms of speaking, listening, reading, and writing in Welsh.
- 22 The levels range from Awareness where someone will be able to recognise some short, simple words but still have a strong awareness and understanding of working in a bilingual environment through to Advanced and Proficient, where there are strong levels of fluency where staff are confident using their Welsh language skills in their work.
- 23 The percentage of staff who have declared their Welsh language skills to be either advanced or proficient is 17%, which remains largely consistent with the last two years.

### Welsh-language skills of Audit Wales staff

	<b>Listening</b>	<b>Reading</b>	<b>Speaking</b>	<b>Writing</b>
Awareness	108	110	112	111
Entry	15	14	15	14
Foundation	9	6	3	5
Intermediate	7	8	11	10
Advanced	8	12	2	6
Proficiency	19	16	21	20



### Welsh-language skills of staff within audit services

	Listening	Reading	Speaking	Writing
Awareness	92	93	92	92
Entry	8	7	68	7
Foundation	4	2	2	3
Intermediate	5	5	7	6
Advanced	5	9	2	5
Proficiency	14	11	16	15

### Welsh-language skills of staff within corporate services / communications and change

	Listening	Reading	Speaking	Writing
Awareness	20	20	20	20
Entry	3	3	3	6
Foundation	3	2	1	2
Intermediate	0	2	2	2
Advanced	1	0	1	0
Proficiency	5	5	5	5

## Welsh language skills training

24 During 2024-25, staff took part in the courses as shown in the table below:

Course	Completed
Work Welsh Online 'Croeso' courses Part 1	17
Work Welsh Online 'Croeso' courses Part 2	17

- 25 During the year, one complaint was received relating to the Welsh language relating to two messages that were inadvertently sent in English only. The Welsh Language Commissioner noted that following an internal investigation, the matter was dealt with appropriately.
- 26 Through our publishing team, hundreds of pieces of work and over a million words were translated during 2024-25. Our use of intelligent translation software (Phrase) has provided both financial and process efficiencies in our translation activity.
- 27 Where possible with external providers, we offer staff the opportunity for training through the medium of Welsh. In 2024-25, Equality Diversity and Inclusion and Media training were provided bilingually. Work is ongoing to source appropriate bilingual training providers.

## Next steps

- 28 In addition to building on the activities above, there will be a focus on the following for 2025-26:
  - Engagement with workforce planning strategy group to look at skills needs, approaches to recruitment and Welsh essential roles.
  - Wider outreach work at events such as the Urdd to promote careers with Audit Wales, with a focus on graduates and apprenticeships.
  - Re-launch of a staff network (Grwp Cymraeg) to support learning and skills development in the workplace through a champion network.
  - Internal survey to assess effectiveness awareness of Welsh language training.

# Conclusion

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- 29 The primary focus of our Welsh language activity has been to ensure that the organisation is compliant with standards which is vital for both our reputation and effective use of resources.
- 30 As indicated in our engagement with the Welsh Language Commissioner, there is confidence in our monitoring arrangements. The past year has seen an increase in activity around culture and language awareness and this will continue in 2025-26.

# About us

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The Auditor General for Wales is independent of the Welsh Government and the Senedd. The Auditor General's role is to examine and report on the accounts of the Welsh Government, the NHS in Wales and other related public bodies, together with those of councils and other local government bodies. The Auditor General also reports on these organisations' use of resources and suggests ways they can improve.

The Auditor General carries out his work with the help of staff and other resources from the Wales Audit Office, which is a body set up to support, advise and monitor the Auditor General's work.

Audit Wales is the umbrella term used for both the Auditor General for Wales and the Wales Audit Office. These are separate legal entities with the distinct roles outlined above. Audit Wales itself is not a legal entity.



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galwadau ffôn yn Gymraeg a Saesneg.