

Equality and Welsh Language Impact Assessment (EWLIA)

Appendix 7 – NWJCC Annual Plan 2026-27

If you're leading on a policy, service change or initiative, we recommend that you read our EWLIA Guidance [here](#) before completing this form.

Section 1: Title and summary

<p>Title of policy or initiative and a brief description of its aims</p>	<p>NWJCC Annual Plan 2026-27</p> <p>This plan is presented as an Annual Plan which sets out how the NHS Wales Joint Commissioning Committee (NWJCC) will discharge its commissioning responsibilities in 2026/27 in the context of a three-year planning cycle. The plan is aligned to the NHS Wales Planning Framework, national priorities set by Welsh Government, and the duties placed on the NWJCC to secure safe, effective, equitable and sustainable services for the population of Wales. This is set against the backdrop of system wide challenges and uncertainty around future government priorities that will result from the forthcoming Senedd election in May 2026.</p>
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Section 2: Understanding the Potential Impact on Equality

This section is about understanding where the policy or initiative may have a potential impact on the protected characteristic groups. Note briefly what groups could be affected and a short summary of the potential impact on each group. Please note, there may be groups of which there is no impact.

The protected characteristic groups are: Age; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion or Belief; Sex; Sexual Orientation; Carers; Socio-Economic.

<p>Age – Access to services and long travel times for commissioned services</p> <p>Disability - Access to services and long travel times for commissioned services</p> <p>Gender Reassignment – Commissioning of Gender Reassignment Services</p> <p>Marriage and Civil Partnership – No direct impact is anticipated</p> <p>Pregnancy and Maternity – reconfiguration of specialist neonatal transport and cots will be determined through a strategic review</p> <p>Race – No direct impact is anticipated</p> <p>Religion or Belief – No direct impact is anticipated</p> <p>Sex – No direct impact is anticipated</p> <p>Sexual Orientation – No direct impact is anticipated</p> <p>Carers – Travel costs and distances may increase for commissioned services</p>

Socio-Economic – Travel costs and distances may increase for commissioned services

Now, based on the above, select whether your policy or initiative would have a positive, neutral or negative impact on the protected characteristics identified. Then place each group under the relevant categories:

Positive impact	Neutral impact	Negative impact
	<p>Marriage and Civil Partnership – No direct impact is anticipated</p> <p>Race – No direct impact is anticipated</p> <p>Religion or Belief – No direct impact is anticipated</p> <p>Sex – No direct impact is anticipated</p> <p>Sexual Orientation – No direct impact is anticipated</p> <p>Gender Reassignment – Commissioning of Gender Reassignment Services</p> <p>Pregnancy and Maternity – reconfiguration of specialist neonatal transport and cots will be determined through a strategic review</p>	<p>Age – Access to services and long travel times for commissioned services</p> <p>Disability - Access to services and long travel times for commissioned services</p> <p>Carers – Travel costs and distances may increase for commissioned services</p> <p>Socio-Economic – Travel costs and distances may increase for commissioned services</p>

Section 3: Strengthening or mitigating the identified impact on Equality

Consider what actions need to be taken to strengthen any positive impact of your policy/initiative (Green), or what actions are needed to avoid or mitigate any negative impact (Red). If no action is required (i.e. groups fall under neutral or no impact), you should leave blank. Please seek support by emailing CTM.Equality.WelshLanguageImpact@wales.nhs.uk if necessary.

Actions to be taken	Completion date	Responsible person
Through strategic commissioning, planning, policy/service specification development and relationships with providers, ensure the following:		
Age – Ensure commissioning of equitable services across Wales as close to home as possible	March 2027	Joint Commissioning Committee
Disability - Ensure commissioning of accessible services across Wales as close to home as possible	March 2027	Joint Commissioning Committee
Carers – Ensure commissioning of equitable services across Wales as close to home as possible	March 2027	Joint Commissioning Committee
Socio-Economic – Ensure commissioning of equitable services across Wales as close to home as possible	March 2027	Joint Commissioning Committee

Section 4: Understanding the potential impact on the Welsh Language

This section is about understanding where your policy or initiative is relevant to national legislation and CTM UHB's ambition for the use of Welsh.

Please note whether your policy/initiative could impact the following Welsh language initiatives (it could impact more than one):

Perspective	Likely to have an impact?	Describe potential impact
Cymraeg 2050: A Million Welsh Speakers	No	
Welsh Language Standards Regulations 2017	Yes	If not bilingual, it could risk Welsh speakers not being able to access document.
More Than Just Words 5-Year Plan	No	
Primary Care Services and Welsh language	No	

Now, based on above, note whether your policy or initiative would have a positive, neutral or negative impact overall by putting an **X** in the relevant box.

Positive impact	Neutral impact	Negative impact
	X	

Section 5: Strengthening or mitigating the identified impact on the Welsh Language

This section is about ensuring any positive impact on Welsh can be increased, or how any negative impact can be mitigated. This will ensure CTM UHB carries out its business in a way that promotes opportunities to use Welsh and does not treat Welsh less favourably.

Consider what actions need to be taken to increase any positive impact of your policy/initiative (Green), or what actions are needed to avoid or mitigate any negative impact (Red). Please seek support by emailing CTM.Equality.WelshLanguageImpact@wales.nhs.uk if necessary.

Actions to be taken	Completion date	Responsible person
Plan document to be translated into Welsh	June 2026	Comms and Engagement Team

Section 6: Governance

Name of person undertaking EWLIA	Emma King, Interim Assistant Director of Planning & Programmes
Version (whether first or final draft)	Final Draft
Sign off by Responsible Manager	Alexander Crawford, Deputy Director of Corporate Planning & PMO
Date of completion	12/03/2026

Once completed, please send a copy to CTM.Equality.WelshLanguageImpact@wales.nhs.uk.

This impact assessment will also need to be submitted with the covering paper for papers going to Operational Management Board, Deputies Group, Executive Leadership Group, any Board Committee and Board.