



Llywodraeth Cymru
Welsh Government

Social Partnership The Welsh Way

March 2025

Social Partnership Self-Assessment Results

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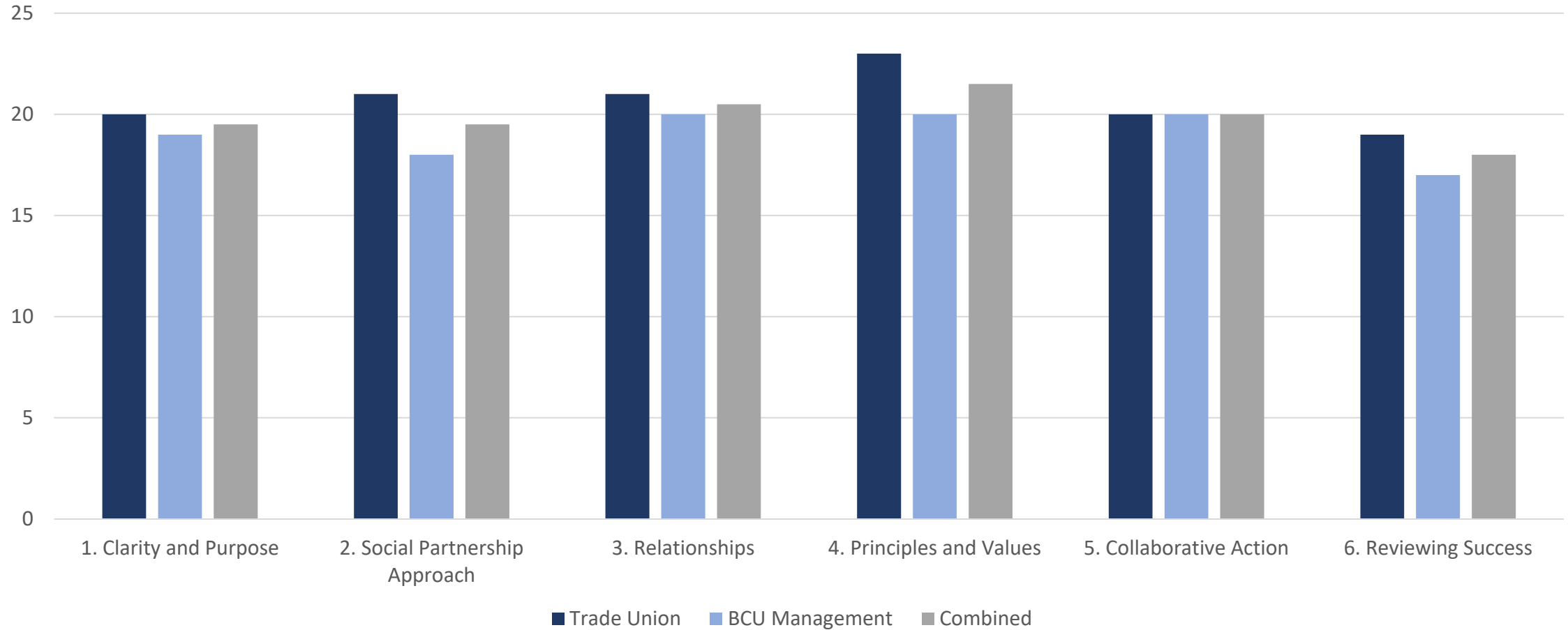
Reporting Period: 04/07/2025 – 17/07/2025



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CYMRU
NHS
WALES

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Betsi Cadwaladr
University Health Board

Self-Assessment Scores by Characteristic Category



Understanding the results

In simple terms you can interpret the results as follows:



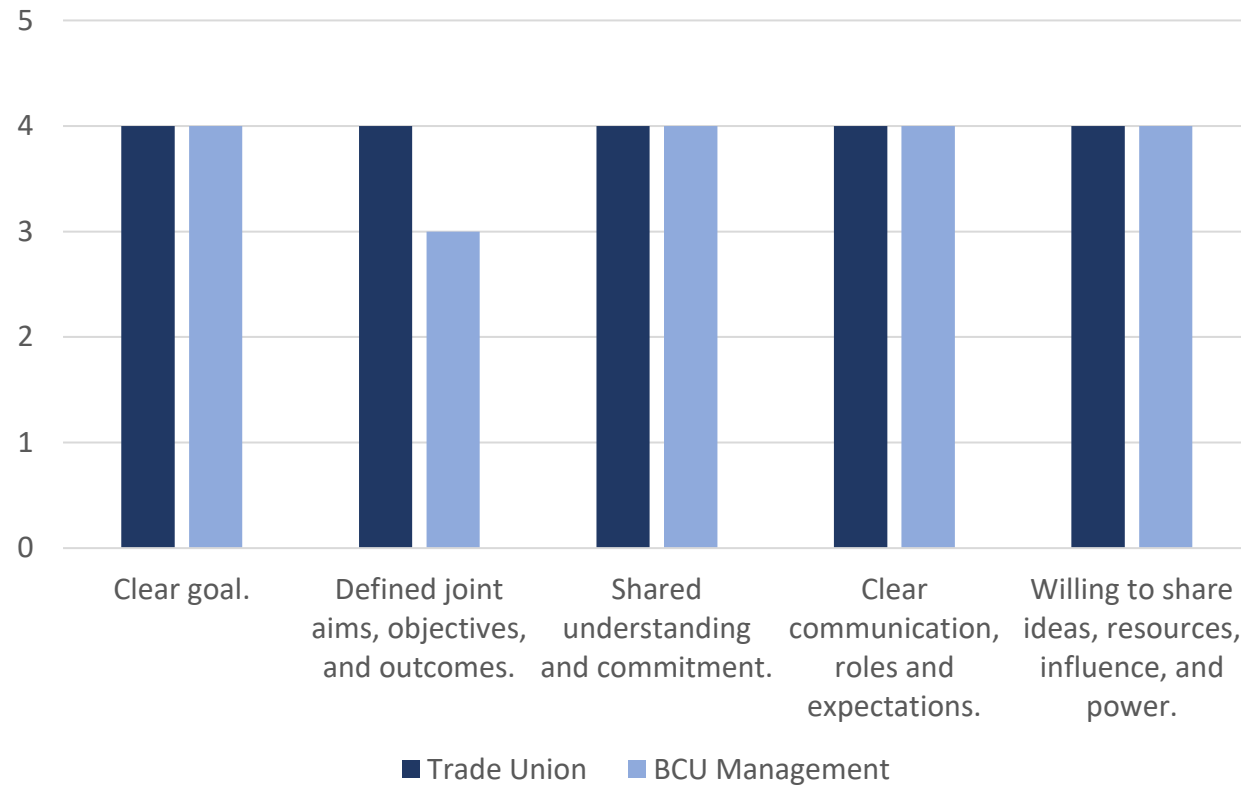
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Assessment Scores

	<10	11-15	16-20	21-25
Clarity and Purpose	The partnership lacks any clarity or sense of purpose.	Only limited clarity and purpose exists.	There is reasonable understanding of purpose.	The purpose of the partnership is very clear.
Social Partnership approach of the need for social partnership is minimal.	Recognition and acceptance of the need for social partnership is minimal.	Recognition and acceptance of the need for social partnership is limited in some areas.	The need for social partnership is recognised and accepted.	There is very high recognition and acceptance of the need for social partnership.
Relationships	Relationships amongst partners is poorly developed.	Relationships need building.	Good relationships are in place.	Relationships are very strong and based on mutual trust.
Principles and Values	Principles are not well understood and need development.	Work is needed to embed principles for social partnership working.	Principles are understood and show signs of embedding.	Principles are very well understood and embedded.
Collaborative Action	Partnership working arrangements are poor.	Partnership working arrangements are insufficiently clear and robust.	Arrangements for collaborative working are reasonably clear and robust.	Clear and robust arrangements lead to collaborative action.
Reviewing Success	Monitoring is poor in most respects or not at all.	The partnership could improve how it monitors and learns from its performance.	The partnership monitors, measures and learns from its performance reasonably well.	The partnership monitors, measures and learns from its performance very well.

1. Clarity and Purpose



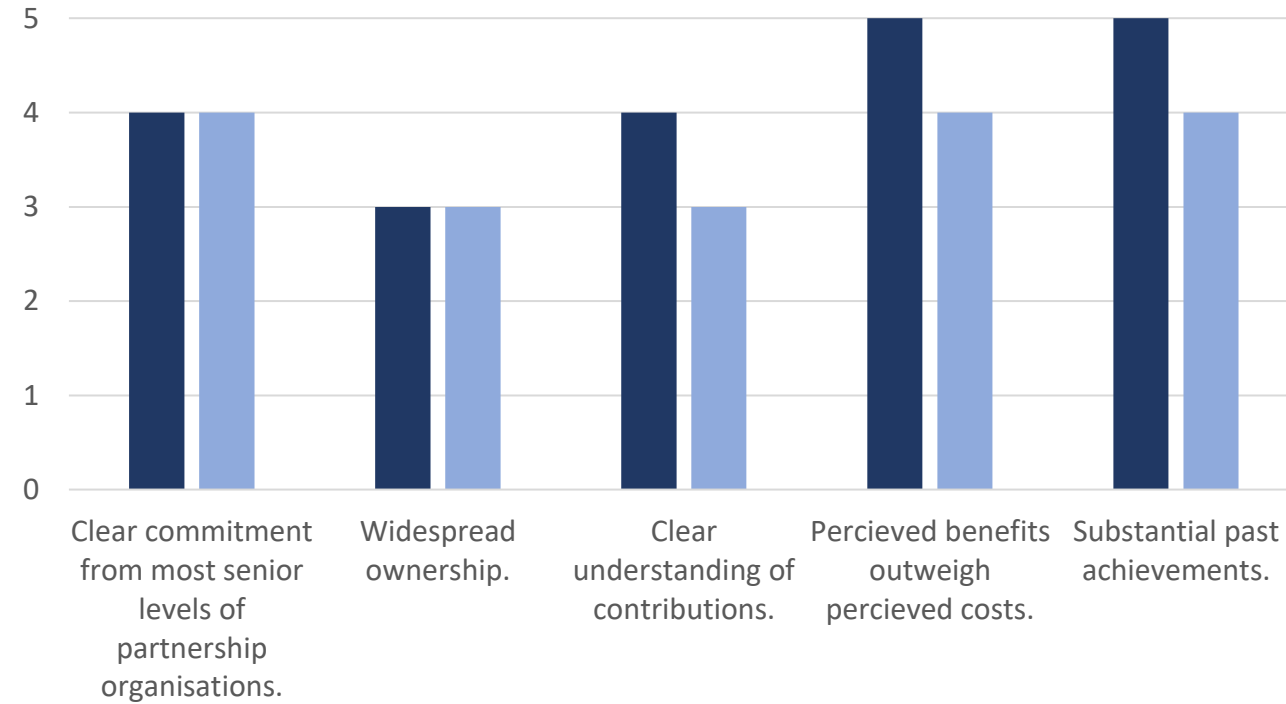
The partnership lacks any clarity or sense of purpose.

Only limited clarity and purpose exists.

There is reasonable understanding of purpose.

The purpose of the partnership is very clear.

2. Social Partnership Approach



Recognition and acceptance of the need for social partnership is minimal.

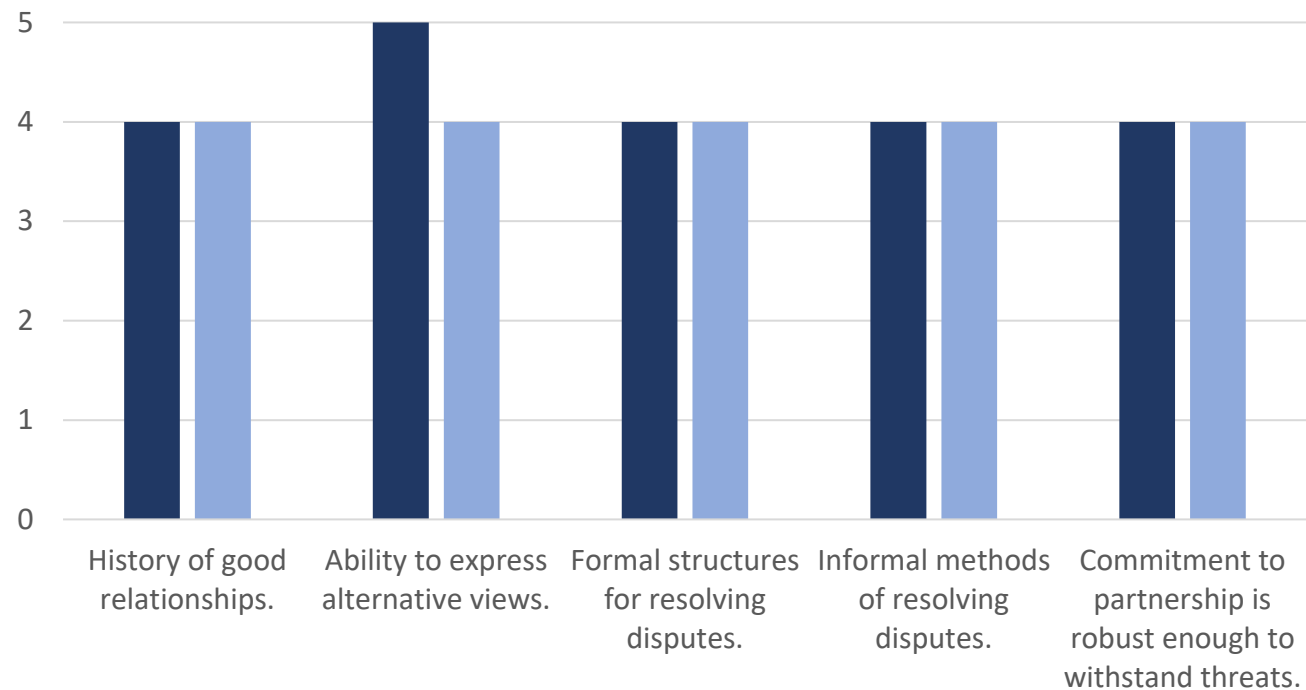
Recognition and acceptance of the need for social partnership is limited in some areas.

The need for social partnership is recognised and accepted.

There is very high recognition and acceptance of the need for social partnership.

Trade Union BCU Management

3. Relationships



Trade Union BCU Management

Relationships amongst partners is poorly developed.

Relationships need building.

Good relationships are in place.

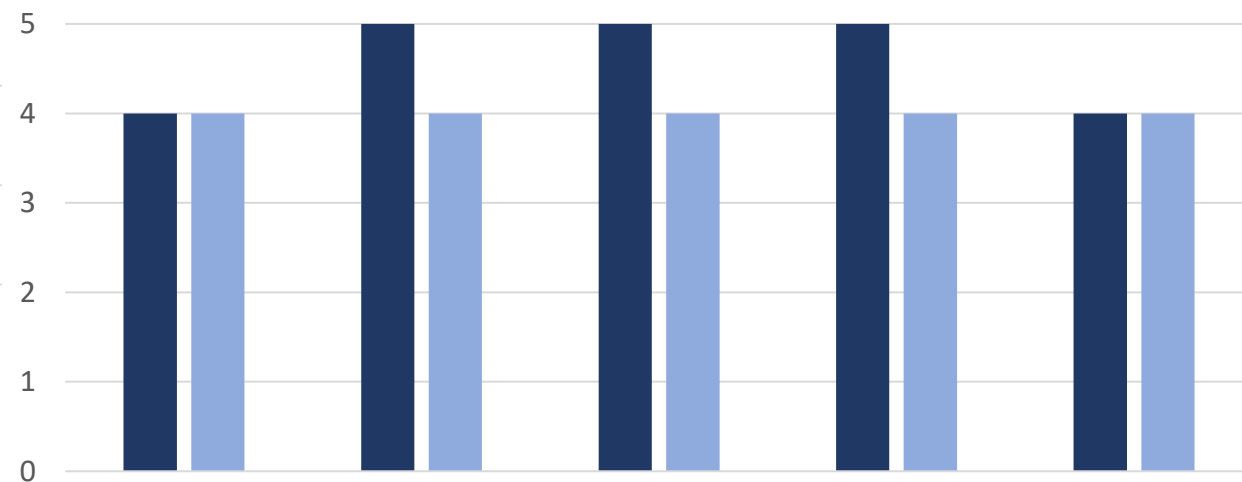
Relationships are very strong and based on mutual trust.



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4. Principles and Values



Trade Union BCU Management

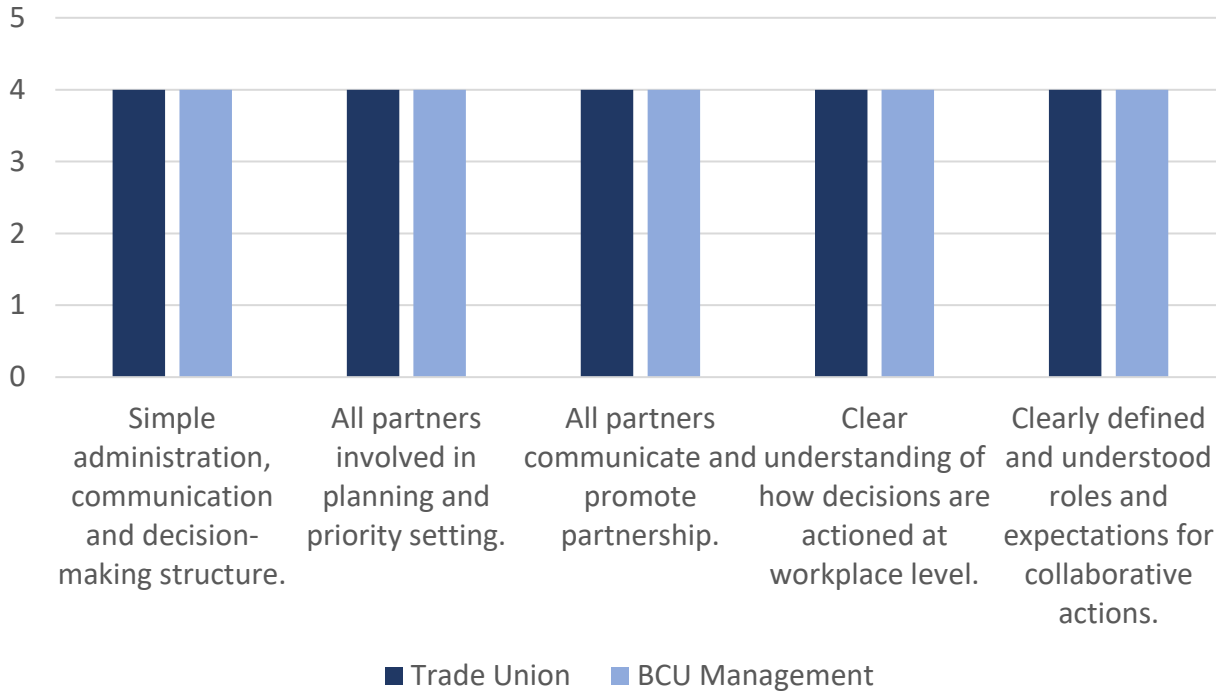
Principles are not well understood and need development.

Work is needed to embed principles for social partnership working.

Principles are understood and show signs of embedding.

Principles are very well understood and embedded.

5. Collaborative Action



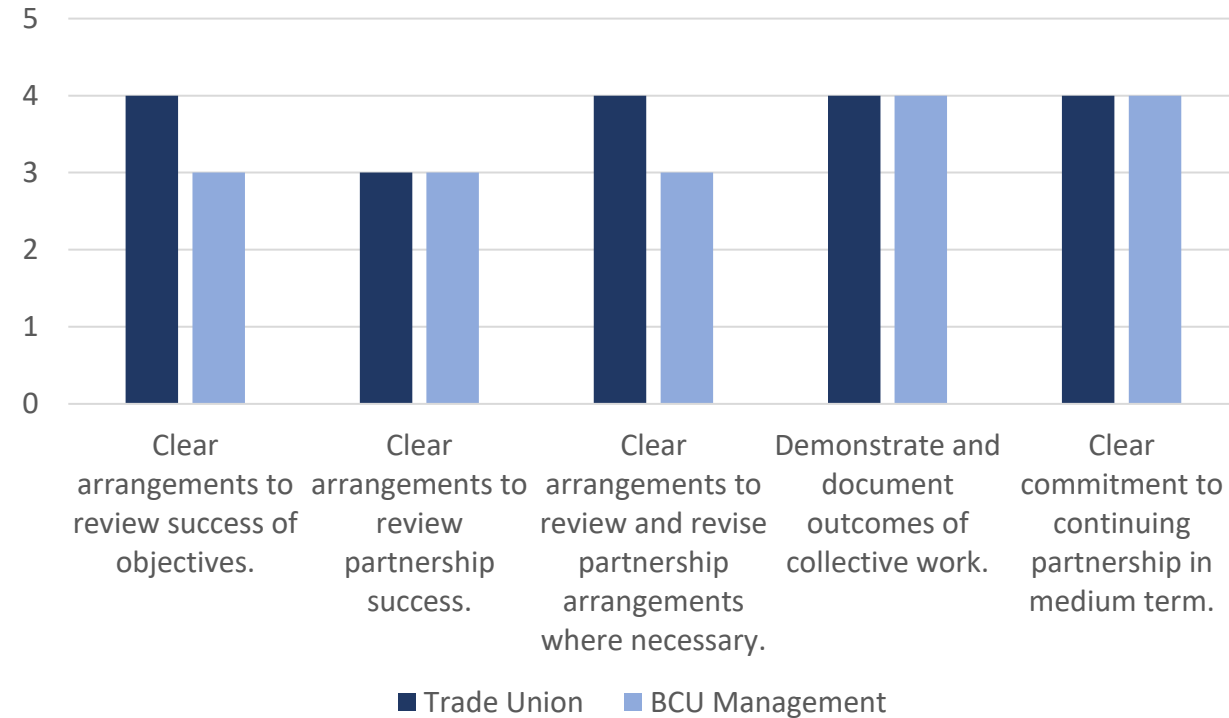
Partnership working arrangements are poor.

Partnership working arrangements are insufficiently clear and robust.

Arrangements for collaborative working are reasonably clear and robust.

Clear and robust arrangements lead to collaborative action.

6. Reviewing Success



Monitoring is poor in most respects or not at all.

The partnership could improve how it monitors and learns from its performance.

The partnership monitors, measures and learns from its performance reasonably well.

The partnership monitors, measures and learns from its performance very well.