

**PWYLLGOR DIWYLLIANT, POBL A DATBLYGU SEFYDLIADOL
PEOPLE, ORGANISATIONAL DEVELOPMENT & CULTURE COMMITTEE**

DYDDIAD Y CYFARFOD: DATE OF MEETING:	19 August 2025
TEITL YR ADRODDIAD: TITLE OF REPORT:	Supporting improved health and well-being outcomes of LGBTQ+ people
CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:	Lisa Gostling, Executive Director of Workforce & Organisational Development and Deputy CEO
SWYDDOG ADRODD: REPORTING OFFICER:	Anna Bird Assistant Director Strategic Partnerships Diversity and Inclusion

Pwrpas yr Adroddiad (dewiswch fel yn addas)

Purpose of the Report (select as appropriate)

Er Gwybodaeth/For Information

ADRODDIAD SCAA

SBAR REPORT

Sefyllfa / Situation

With its ambition to make Wales the most LGBTQ+ friendly nation in Europe, Welsh Government launched its LGBTQ+ Action Plan in February 2023. The Action Plan sets out how Welsh Government intend to advance LGBTQ+ equality and inclusion and make a real difference to the life chances, prospects, rights and outcomes for LGBTQ+ people, into the future.

This update for the People, Organisational Development and Culture Committee (PODCC) includes details of how local action is already being taken to advance this work.

Cefndir / Background

LGBTQ+ Action Plan

In the summer of 2020, Welsh Government commissioned a survey to capture the lived experiences of LGBTQ+ people in Wales and held a series of focus groups. In November 2020 an LGBTQ+ External Reference Group was formed, and in January 2021 an Independent LGBTQ+ Expert Panel was established to provide detailed advice on LGBTQ+ equality in Wales. Their report included recommendations for a broad range of policy areas which were used to develop the LGBTQ+ Action Plan.

Welsh Government included LGBTQ+ rights in its Programme of Commitments for 2021 which has led to the development of their first LGBTQ+ Action Plan to demonstrate their clear commitment to respecting, protecting and fulfilling the human rights of all LGBTQ+ people in Wales.

It is widely recognised that LGBTQ+ communities are more likely to experience a range of inequalities or worse outcomes compared with heterosexual and cisgender populations.

LGBTQ+ communities reported experiencing:

- lower life satisfaction levels
- poorer access to healthcare services
- bullying, discrimination and hate crime in school, the workplace or in their communities

- higher-level of substance misuse, including alcohol and smoke
- poorer mental health including loneliness, depression, and suicide

Emerging evidence also suggests:

- LGBTQ+ individuals continue to face significant challenges in accessing healthcare and/or medication
- being at increased risk of violence, abuse, domestic abuse, homelessness, lower rates of employment, social isolation and loneliness

Data from the 2021 Census shows how the population across the three counties have identified their sexual orientation.

County	Bisexual	Gay/Lesbian	Heterosexual/Straight	Did not respond
Ceredigion	2.63%	1.5%	84.70%	10.43%
Pembrokeshire	1.02%	1.07%	89.80%	7.89%
Carmarthenshire	0.96%	1.9%	89.73%	7.92%

Data provided by ONS Census 2021 <https://www.ons.gov.uk/census>

When asked about their gender identity, 91-93% of the population across our three counties identify as being the same sex registered at birth with 7% choosing not to answer the question.

County	Non-Binary	Trans Man	Trans Woman	Different to registered at birth (not specified)
Ceredigion	0.23%	0.06%	0.12%	0.14%
Pembrokeshire	0.04%	0.06%	0.06%	0.12%
Carmarthenshire	0.04%	0.06%	0.06%	0.14%

Data provided by ONS Census 2021 <https://www.ons.gov.uk/census>

On 31 March 2025 the Health Board employed 13,361 staff. Based on self-reported data within the Electronic Staff Record (ESR) system, there were 348 staff who identified as gay / lesbian or bisexual. This accounted for 2.61% of the workforce and an increase of 0.19% compared with 2024 data. The 2021 Census population asked a question on gender identity for the first time, however ESR does not currently record gender identity of our staff.

A link to the full Welsh Government LGBTQ+ Action Plan has been included for information. [LGBTQ Action Plan English purple and green \(gov.wales\)](#)

Stonewall Diversity Champion Programme

Hywel Dda University Health Board has ceased its membership of the Stonewall Diversity Champion Programme following a strategic review. Despite a clear and proactive commitment to LGBTQ+ inclusion, and significant effort to meet the criteria of the Workplace Equality Index, concerns remained regarding inconsistent assessment outcomes, limited transparency in the scoring process, and the lack of meaningful feedback.

Considering the financial pressures the Health Board is experiencing and the limited measurable impact of the programme, the Diversity and Inclusion Team carried out a consultation with members of the Enfys staff network to gauge views on continued membership. Based on the feedback received, and following further consideration, the Health

Board determined that the return on investment did not justify the annual fee (£2,575 + VAT). Consequently, the decision was made not to renew membership for 2024/25.

This change has enabled resources to be redirected to locally led and more responsive initiatives, including the delivery of the LGBTQ+ action plan, support for staff networks, inclusive recruitment and training, and improved visibility through community engagement. The Health Board remains firmly committed to creating and sustaining an inclusive and supportive workplace for all staff.

It should be noted that membership of the Stonewall Diversity Champion Programme is not required in order to submit evidence for assessment and ranking in the Workplace Equality Index.

A portion of the discontinued membership fee has already been reallocated to promotional resources that will further increase the profile of the Enfys staff network and help position the Health Board as an employer of choice. Discussions with the network are ongoing to determine further uses of the remaining funds, including potential support for a face-to-face network session or an LGBTQ+ celebration event in 2025.

Asesiad / Assessment

LGBTQ+ Action Plan

Hywel Dda University Health Board has developed its LGBTQ+ Action Plan 2025–2026 (Appendix 1) through a collaborative approach aimed at improving experiences for LGBTQ+ individuals across its workforce, patient population, and wider community. The Enfys LGBTQ+ Staff Network played a central role in shaping the plan, ensuring that lived experiences and diverse voices were actively included.

The Diversity and Inclusion Team worked closely with stakeholders, including network members and key staff to create a locally focused plan aligned with the Welsh Government’s national LGBTQ+ Action Plan. It sets out priority actions for the year ahead, reflecting the organisation’s commitment to continual improvement both as a healthcare provider and employer.

Governance arrangements have been established to monitor progress, with regular updates presented to the People, Organisational Development and Culture Committee for assurance.

Argymhelliad / Recommendation

The People, Organisational Development & Culture Committee is asked to:

- **NOTE** the update provided on progress against the Health Board’s LGBTQ+ local action plan **ACKNOWLEDGE** that the Health Board are no longer a member of the Stonewall Diversity Champions Programme

Amcanion: (rhaid cwblhau)

Objectives: (must be completed)

Committee ToR Reference: Cyfeirnod Cylch Gorchwyl y Pwyllgor:	2.3 To provide assurance to the Board on the organisation’s ability to create and manage strong, high performance, organisational culture arrangements.
Cyfeirnod Cofrestr Risg Datix a Sgôr Cyfredol: Datix Risk Register Reference and Score:	Not applicable

Parthau Ansawdd: Domains of Quality Quality and Engagement Act (sharepoint.com)	5. Equitable 6. Person-Centred
Galluogwyr Ansawdd: Enablers of Quality: Quality and Engagement Act (sharepoint.com)	6. All Apply
Amcanion Strategol y BIP: UHB Strategic Objectives:	All Strategic Objectives are applicable
Amcanion Cynllunio Planning Objectives	Not Applicable
Amcanion Llesiant BIP: UHB Well-being Objectives: Hyperlink to HDdUHB Well-being Objectives Annual Report 2021-2022	9. All HDdUHB Well-being Objectives apply

Gwybodaeth Ychwanegol: Further Information:	
Ar sail tystiolaeth: Evidence Base:	Welsh Governments LGBTQ+ Action Plan
Rhestr Termiau: Glossary of Terms:	LGBTQ+ (the umbrella term for those who are Lesbian, Gay, Bisexual, Transgender, Queer or questioning)
Partion / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Diwylliant, Pobl a Datblygu Sefydliadol: Parties / Committees consulted prior to People, Organisational Development & Culture Committee:	Not applicable

Effaith: (rhaid cwblhau) Impact: (must be completed)	
Ariannol / Gwerth am Arian: Financial / Service:	Financial planning continues to be one of the key considerations to achieve the actions within the LGBTQ+ Action Plan for employment and service delivery Stonewall Diversity Champion Programme fees are being used to support our workforce in other ways.
Ansawdd / Gofal Claf: Quality / Patient Care:	Services and policies are more inclusive and consider the specific needs of LGBTQ+ Service Users
Gweithlu: Workforce:	Improved recruitment and retention of LGBTQ+ staff. More support and inclusivity of LGBTQ+ staff and service users. Increase in diversity of workforce.

Risg: Risk:	<p>Lack of staff awareness of issues faced by LGBTQ+ people.</p> <p>Lack of funding to achieve some of the actions set out by Welsh Government due to not having a dedicated budget.</p> <p>Many of the actions within Welsh Government's LGBTQ+ action plan are dependent upon other organisations undertaking their actions before Health Boards and Trusts can fulfil their required contribution</p>
Cyfreithiol: Legal:	<p>Breaches in Equality Act 2010 where LGBTQ+ staff and service users may be discriminated against.</p> <p>Non-compliance with the Public Sector Equality Duty.</p>
Enw Da: Reputational:	<p>Could be at risk of reputational damage if unable to provide adequate support for LGBTQ+ individuals and demonstrate progress against the LGBTQ+ Action Plan to achieve the vision of the most LGBTQ+ friendly nation in Europe.</p>
Gyfrinachedd: Privacy:	<p>Procedures will need to be scrutinised around patient and staff information in relation to gender in accordance with legislation.</p>
Cydraddoldeb: Equality:	<p>The LGBTQ+ Action Plan outlines the actions that the Health Board needs to take, to contribute to equity of wellbeing and addressing issues faced by LGBTQ+ individuals.</p> <p>Being an employer of choice and improving the health and well-being for all are Health Board Strategic Equality Objectives.</p>



LGBTQ+ Local Plan

2025 - 2026



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Hywel Dda
University Health Board

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Executive Summary

The Welsh Government has been bold in its intent to make Wales the most LGBTQ+ friendly nation in Europe. In order to provide the foundations for that goal, it has developed the LGBTQ+ Action Plan for Wales, which is intended to help coordinate action by the Welsh Government and other agencies in doing so. The plan sets out an overarching vision to improve the lives of, and outcomes for, LGBTQ+ people in Wales and acts as a framework for LGBTQ+ policy development in this area.

The Welsh Government has set out steps it will take to strengthen equality for LGBTQ+ people, to challenge discrimination, and to create a society where LGBTQ+ people are safe to live and love authentically, openly and freely as themselves. In support of that, and in order to build on the work that has been done to support our LGBTQ+ colleagues and patients during recent years, this Local Action Plan sets out a range of actions which will be taken by Hywel Dda University Health Board.

Introduction

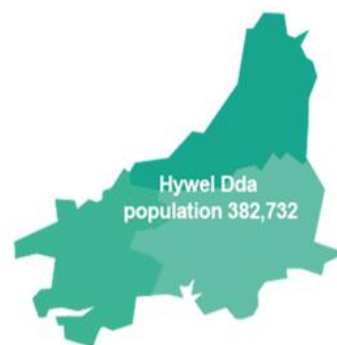
Work has been ongoing for some time to eliminate discrimination and improve the experiences of LGBTQ+ people, including our patients, workforce and local population. Work in this area has included, and been driven by, our LGBTQ+ staff network (Enfys). We have sought to ensure that all voices are heard and that, as an organisation, we learn from the lived experiences of our colleagues, patients, and local communities.

Building on our achievements so far, the 2025 - 2026 LGBTQ+ Local Plan outlines the priority actions for the Health Board for the year ahead. We are committed to working continuously to improve both as a service provider and employer and have set out the actions we will take in to implement our objectives.

To ensure that the Health Board has a robust governance structure in place for this crucial work, regular progress updates are also presented to the People, Organisational Development and Culture Committee for assurance.

Our Population

Hywel Dda University Health Board (the Health Board) is committed to putting people at the heart of everything we do. We serve a population of 382,732 and deliver services across the counties of Carmarthenshire, Ceredigion and Pembrokeshire. Our vision is to create an accessible and inclusive organisational culture and environment for everyone; patients, carers, family members and staff.



Data from the 2021 Census shows how the population across the three counties have identified their sexual orientation.

County	Bisexual	Gay/Lesbian	Heterosexual/Straight	Did not respond
Ceredigion	2.63%	1.5%	84.70%	10.43%
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Data provided by ONS Census 2021 <https://www.ons.gov.uk/census>

Staff

At 31 March 2025 the Health Board employed 13,361 staff. Based on self-reported data within the Electronic Staff Record system, there were 348 staff who identified as gay / lesbian or bisexual. This accounted for 2.61% of our workforce and an increase of 0.19% compared with 2024 data. Overall, 79.22% of our employees have recorded their sexual orientation as heterosexual / straight.

Compared to 2024, workforce information data on 31 March 2025 showed:

- The percentage of staff identifying as heterosexual or straight has increased by 1.93%
- The percentage of staff choosing not to disclose this information has decreased by 0.78%.
- Those staff whose records are not recorded on ESR has fallen by 1.4% to 7.67%.
- Of a total 56,682 applications submitted for vacancies 2.70% of candidates identified themselves as lesbian, gay or bisexual (LGB) whilst 2.90% chose not to disclose their sexual orientation at the time of application. 3.60% of those offered employment identified as LGB were offered employment.

RED – significantly behind schedule/high risk area AMBER – behind schedule, but no issues GREEN – in progress & on target BLUE – complete & compliant

Hywel Dda – Local Action Plan					
Local Action	Primary Action Number (LGBTQ+ action plan)	By When	Lead Person / Team	Outcomes	Progress
Identification of a Health Board Lead Executive for equality and human rights, including LGBTQ+ .		Complete		Lisa Gostling, Director of Workforce and OD and Deputy Chief Executive of the Health Board is the appointed Executive Lead Champion. A governance structure is in place to ensure LGBTQ+ matters receive due consideration at Board level.	BLUE
Identification of an Independent Member for equality and human rights, including LGBTQ+		Complete		Anna Lewis, Independent Member is the appointed champion. A governance structure is in place to ensure LGBTQ+ matters receive due consideration at Board level.	BLUE
EqlA and EHIA are carried out for all new developments, service change and policies to eliminate bias and mitigate against any negative impacts that may be identified.	5	Ongoing	Diversity and Inclusion team	The Health Board meets the requirements placed upon it by the Equality Act through the Public Sector Equality Duty and Socio-economic Duty. Decisions are assessed and due regard is given to the impacts on those with protected characteristics and actions to mitigate against negative impacts are identified.	GREEN

				The LGBTQ+ community are involved in the design of Health Board services and have a voice in strategic decisions.	
Update EqIA training and guidance for staff in carrying out an EqIA.	5	Ongoing	Diversity and Inclusion team	Staff are aware of when EqIA need to be carried out and are confident in the process. Templates and guidance documents are readily available to all staff on the Diversity and Inclusion teams SharePoint page.	
Public engagement and consultation activity is supported by the Diversity and Inclusion team to ensure participation and representation from all protected characteristics.	5	Ongoing	Diversity and Inclusion team	The Diversity and Inclusion Team support engagement and consultation carried out by the Health Board and all protected characteristics and marginalised communities are encouraged to have a say in services delivered by the Health Board. Enfys network members have had the opportunity to comment on: <ul style="list-style-type: none"> • HDUHB CSP consultation • HDUHB PPH MIU consultation 	
The Enfys Staff Network is a key stakeholder and members are encouraged to participate in consultations, engagement activity and inform service change and development.	5	Ongoing	Chair Enfys Staff Network	The Enfys Staff Network is a thriving, active network where members participate in consultations, engagement and helping to shape inclusive Health Board Services. Enfys network members have had the opportunity to comment on: <ul style="list-style-type: none"> • EHRC code of conduct July 2025 	

				<ul style="list-style-type: none"> • WVG disabled peoples rights plan July 2025 	
The Enfys Staff Network is a forum to share views and experiences, provide peer support and influence change.	18	Ongoing	Chair Enfys Staff Network	<p>Network members feel supported in the workplace and able to share their experiences and provide peer support to others.</p> <p>Enfys network members were offered the opportunity to share their stories of what life is really like for a LGBTQ+ staff member in HDdUHB during a Enfys session where both the Health Boards CEO and Chair attended.</p>	
Establish links with wider LGBTQ+ networks within the Hywel Dda area.	18	Ongoing	Chair Enfys Staff Network	The Enfys Staff Network will be fully engaged with other LGBTQ+ staff networks across NHS Wales and seek opportunities for collaboration and mutual support.	
Establish links for joint working with other NHS Wales LGBTQ+ staff networks.	18	Ongoing	Chair Enfys Staff Network	<p>The Enfys Staff Network will be fully engaged with other LGBTQ+ staff networks across NHS Wales and seek opportunities for collaboration and mutual support.</p> <p>Efforts have been made to collate a contact register of all LGBTQ+ staff networks across NHS Wales. The Equality Leadership Group (ELG) is also promoting this work.</p>	
The Health Board will continue to work with LGBTQ+ communities and the Enfys Staff Network to develop messaging on key themes, topics or issues and celebration of	5, 18	Ongoing	Diversity and Inclusion team	Support is visible for staff and patients by sharing messages regarding key themes, topics and issues and by celebrating key events throughout the year.	

key dates throughout the year to support LGBTQ+ communities, patients and staff.					
The Health Board is visible and continues to support and participate in a range of Pride events.	5, 18	Ongoing	Diversity and Inclusion team	The Health Board will attend local Pride events and Pride Cymru, to show support and engage with LGBTQ+ communities on their experiences of using NHS services and promoting the Health Board as an employer of choice. HDdUHB have been represented at Pride Cymru and Swansea pride during 2025. Plans are in place to attend Carmarthen Pride in August 2025. Unfortunately, Pembrokeshire and Aberystwyth Pride were cancelled during 2025.	
Visible support for LGBTQ+ communities can be seen across the Health Board by raising flags during key dates throughout the year, availability of rainbow lanyards for staff ID badges and the inclusion of pronouns on staff ID badges.	18	Ongoing	Diversity and Inclusion team	LGBTQ+ communities, staff and patients see evidence of the support shown for LGBTQ+ communities and people can be their true selves when using Health Board services and as members of staff. The Health Board is seen as an employer of choice.	
Each month the Health Board will contact people who have used Health Board services, to ask them for feedback on their experience.	18	Ongoing	Patient Experience team	Within Civica the real-time dashboards can provide high-level results at a glance with real time response rates and recommendation scores. This evidence can be used as a guage of	

				the experiences of service users who are LGBTQ+.	
The Community Development Outreach Team have links with the LGBTQ+ community and are able to provide feedback on people's experience of accessing health care services.	5, 18	Ongoing	Community Development Outreach team	This information can feed into service development and reviews and inform equality impact assessments. Where there are health harming behaviours, referrals can be made to support services, e.g. smoking cessation.	
Further work to listen to the voices of those who are seldom heard, including ethnic minority groups, bisexual communities regarding their experiences to improve health services	18	Ongoing	Diversity and Inclusion team	The LGBTQ+ community are involved in the design of Health Board services and have a voice in strategic decisions.	
Colleagues from sexual health services and maternity services regularly attend public events such as Pride, to engage with LGBTQ+ communities and, when appropriate, support access and referral to services.	18, 22	Ongoing	Sexual Health	Services that are available are promoted and barriers to health and wellbeing are removed.	
The Diversity and Inclusion Team deliver a range of intersectional equalities training within the Health Board including as part of the corporate induction, managers training and bespoke sessions.	18, 43	Ongoing	Diversity and Inclusion team	Ensuring staff have the training, knowledge and understanding to support LGBTQ+ patients, their families/carers as well as other colleagues that they work with. The Diversity and Inclusion team are in the process of sourcing specific training on 'Sex',	

				'Gender' and 'Trans' as these topics had been highlighted as key themes following the EHRC code of conduct consultation after the Supreme Court ruling on the definition of sex as a protected characteristic of the Equality Act 2010.	
Remain members of the Pride in Veterans Standard (PiVS), a programme developed by Fighting with Pride, open to any organisation that provides Veterans support or services who are committed to being inclusive and welcoming to LGBT+ Veterans, serving personnel and their families.	18, 43	Ongoing	Strategic Partnerships, Diversity and Inclusion	<p>Ensure all staff, volunteers and members have an awareness of the different challenges faced by LGBT+ people, in particular, those who were impacted by the Armed Forces "gay ban".</p> <p>Have a clear understanding of the needs of LGBT+ Veterans and tailor support to meet their specific needs.</p> <p>Understand that for some LGBT+ Veterans, their experiences have impacted their mental health, so ensure any support in this area is tailored to meet their specific needs.</p> <p>Promote inclusion, dignity and respect for LGBT+ people.</p> <p>Recognise the different groups in the LGBT+ community and understand their needs may be different.</p>	
Liaise with relevant clinical teams to review available services and procedures for LGBTQ+ persons (SLT Trans Voice Therapy, Cancer	19, 22	Ongoing	Diversity and Inclusion team	Continue to promote the services that are available and remove barriers to health and wellbeing.	

Screening Services, Sexual Health Services, Maternity Services, CAMHS)					
Ensure that gender neutral and inclusive language is used within Health Board policies	18, 19	Ongoing	Diversity and Inclusion team	Through the new policy development and review process and completion of Equality Impact Assessment, policy owners will be supported to ensure that gender neutral and inclusive language is used within policies.	

Welsh Government LGBTQ+ Action Plan - Health				
Action	Activities	Outcome	Timeline	Action owners
5. Involve LGBTQ+ Communities in designing public services	<p>Public bodies in Wales include LGBTQ+ people in service design by default, in line with the Public Sector Equality Duty (PSED) and Strategic Equality Duty (SED).</p> <p>Review Welsh Public Sector Equality Duty (PSED) regulations and reporting.</p>	LGBTQ+ communities feel included in public life in Wales. The review of Welsh PSED regulations takes account of, and includes LGBTQ+ people and needs	Ongoing	<p>WG Equality and Human Rights Division</p> <p>Local Authorities</p> <p>WLGA</p> <p>Public bodies</p>
18. Understand and improve the experience of LGBTQ+ people in the health and social care sectors	<p>18.1 Training and workplace</p> <p>Undertake a review of existing training for NHS Wales staff on inclusive healthcare practices, identifying and addressing any gaps.</p> <p>Work with partners including the NHS Wales Partnership Forum to understand the experience of LGBTQ+ staff in the NHS workplace. Take any appropriate action (including development of training) as a result.</p> <p>Work with Social Care Wales to design, roll-out and evaluate the impact of specific training for staff in social care setting.</p>	LGBTQ+ people feel safe, respected, and understood when using health and social care services. LGBTQ+ people feel safe, respected, and understood in care homes.	Ongoing and Long Term	<p>NHS Wales organisations</p> <p>Health Inspectorate Wales</p> <p>Care Inspectorate Wales</p> <p>ADSS Cymru</p> <p>Citizen Voice Body (CVB)</p> <p>Equality Staff networks</p> <p>MoU on Banning Conversion Therapy</p>

	<p>18.2 Inspection</p> <p>Health Inspectorate Wales (HIW) to consider LGBTQ+ service users and patients in their review of inspection methodology in line with the 6 domains of Quality (specifically 'equitable').</p> <p>As part of inspection, Care Inspectorate Wales (CIW) to consider the extent to which people receiving care and support, including LGBTQ+ individuals, are treated with respect and sensitivity, having regard to any relevant protected characteristics.</p> <p>18.3 Complaints</p> <p>Encourage health bodies to record equality data, where possible, to ascertain whether LGBTQ+ people are raising complaints about their care. They should review the data and report to their equality and diversity and Equality and Safety committees.</p> <p>Consider the needs of LGBTQ+ people of all ages in the process of reviewing codes of practice and statutory guidance under the Social Services and Well-being (Wales) Act 2014 and Regulation and Inspection of Social Care Wales Act 2016.</p>		<p>WG Health and Social Services Group</p> <p>WG Quality & Nursing Directorate</p> <p>WG Population Health Team</p> <p>WG Social Services & Integration Team</p> <p>WG Equality, Race and Disability Evidence Unit/Knowledge and Analytical Services</p>
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	<p>18.4 Outcomes and experiences</p> <p>Through a review of existing research and evidence, identify the barriers facing LGBTQ+ people accessing health and social care, including any experiences of anti-LGBTQ+ attitudes, and the impact these barriers have on people’s behaviours in maintaining their health and wellbeing. This includes, for instance, cancer screening and sexual health provisions. Share the results of the research reviews with the NHS Health Inequalities Group and ADSS Cymru to look into implementation.</p> <p>In the context of healthcare and social care, review evidence concerning the impact of certain behaviours (e.g., substance misuse behaviour, tobacco use, sexual health, and mental health) that may disproportionately affect LGBTQ+ individuals. Use the review to identify best pathways to commission services.</p>			
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<p>19. Ensure maternity and fertility services are accessible and straightforward to use for LGBTQ+ people</p>	<p>Review and improve fertility referral pathways and services for LGBTQ+ people.</p> <p>Identify, review, and improve access for IVF, including financial costs for LGBTQ+ people. WHSSC fertility guidance – open for public consultation in Nov/Dec 2022 – to make reference to female assigned at birth and male assigned at birth and patients on an NHS funded pathway for gender reassignment and include information on how they access fertility preservation.</p>	<p>Single sex families can access fertility treatment equally. Trans people have timely access to gamete storage that does not unduly delay a medical transition.</p>	<p>Long Term</p>	<p>Welsh Government Health and Social Services Group</p> <p>WG Quality and Nursing Team</p>
<p>20. Ensure the development of the new mental health strategy takes account of LGBTQ+ people</p>	<p>Identify and consider the needs of LGBTQ+ people, refugees and people seeking asylum as part of engagement work to develop the Strategy. Develop actions to reduce inequalities in access and outcomes from mental health services.</p>	<p>LGBTQ+ people are confident that mental health services meet their needs.</p>	<p>Long Term</p>	<p>Welsh Government Health and Social Services Group</p> <p>WG Quality and Nursing Team</p>
<p>21. Publish and act on a new HIV Action Plan</p>	<p>Publish a draft HIV Action Plan for Wales and open consultation.</p> <p>Review responses and publish a revised HIV Action Plan for Wales which includes a focus on prevention, late diagnosis, education, equitable service provision, and removal of stigma.</p> <p>Establish an oversight group to monitor delivery of the actions within our HIV Plan.</p>	<p>People living with HIV feel satisfied with their quality of life and quality of care. Reduce cases of late diagnosis. Wales meets the target of zero new HIV transmissions by 2030.</p>	<p>Ongoing</p>	<p>Welsh Government Health and Social Services Group</p> <p>Public Health Wales (PHW)</p> <p>Health boards</p> <p>WG</p> <p>Health Protection</p>

<p>22. Overcome barriers to LGBTQ+ people accessing sexual health services</p>	<p>Raise awareness, through targeted campaigns, with LGBTQ+ people of available remote services, including postal testing (see HIV Action Plan for Wales).</p> <p>Increase telemedicine and remote services to cater for people across all areas of Wales that are currently underserved, taking account of people who are digitally excluded.</p>	<p>LGBTQ+ people in all regions of Wales feel they can have easy, private, and confidential access to sexual health service.</p>	<p>Medium Term</p>	<p>Welsh Government Health and Social Services Group</p> <p>WG Health Protection</p> <p>PHW</p> <p>Health boards</p>
<p>43. Provide equalities training that includes the needs of LGBTQ+ people to all public sector organisations</p>	<p>Review Welsh Public Sector Equality Duty (PSED) regulations and reporting, including training.</p> <p>Identify existing resources for training required by public sector organisations in line with the PSED.</p> <p>Identify any gaps in current provision in this area and work with other equalities groups to ensure those gaps are filled.</p> <p>Ensure that intersectional equalities training is devised and delivered to public sector organisations in line with the PSED.</p> <p>Collaborate, where appropriate and relevant, with Wales TUC and Trade Unions to maximise workplace resources and reach.</p>	<p>All public service workers understand LGBTQ+ rights, needs and barriers.</p> <p>Public sector employers understand their legal obligations in relation to equality legislation.</p> <p>Training required under PSED meets LGBTQ+ needs</p>	<p>Medium to Long Term</p>	<p>WG equalities Team – Strategic Equality</p> <p>Local Authorities</p> <p>WLGA</p> <p>Public bodies</p> <p>Wales TUC Trade Unions</p> <p>WG Equality and Human Rights Team</p>