



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

<b>DYDDIAD Y CYFARFOD: DATE OF MEETING:</b>	19 June 2023
<b>TEITL YR ADRODDIAD: TITLE OF REPORT:</b>	Supporting improved health and well-being outcomes of LGBTQ+ people
<b>CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:</b>	Lisa Gostling, Director of Workforce & Organisational Development
<b>SWYDDOG ADRODD: REPORTING OFFICER:</b>	Helen Sullivan, Head of Partnerships, Diversity and Inclusion

**Pwrpas yr Adroddiad (dewiswch fel yn addas)**

**Purpose of the Report (select as appropriate)**

Er Sicrwydd/For Assurance

**ADRODDIAD SCAA  
SBAR REPORT**

**Sefyllfa / Situation**

As part of 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 & Culture Committee (PODCC) includes an overview of the requirements placed upon Hywel Dda University Health Board (HDdUHB) within the Welsh Government Action Plan and how local action is already being taken to advance this work.

This report also provides an overview of the work which is being undertaken as part of the commitment to implementing its Strategic Equality Objectives. The Health Board has continued to work towards fulfilling its role as a Stonewall Diversity Champion, making improvements as an employer in its ranking on the Workforce Equality Index (WEI).

**Cefndir / Background**

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 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.

Even before the COVID-19 pandemic, we knew LGBTQ+ communities were more likely to experience a range of inequalities or worse outcomes compared with heterosexual and cisgender populations. In particular, those 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 smoking
- poorer mental health including loneliness, depression, and suicide

Emerging evidence also suggests:

- LGBTQ+ people may have faced barriers in being unable to access healthcare services or medication as a result of the pandemic
- being at increased risk of violence, abuse, domestic abuse, homelessness, lower rates of employment, social isolation and loneliness

The LGBTQ+ Action Plan published by Welsh Government in February 2020<sup>3</sup> aims to:

- strengthen equality and human rights
- make Wales a safer place
- make Wales a Nation of Sanctuary for LGBTQ+ migrants
- improve healthcare outcomes
- ensure education in Wales is inclusive
- improve inclusion and participation in all areas of life
- listen to, and work with, our LGBTQ+ communities
- defend and promote the rights of trans and non-binary people

A link to the full Welsh Government LGBTQ+ Action Plan has been included for information.

[LGBTQ Action Plan English purple and green \(gov.wales\)](#)

HDdUHB has been an official Stonewall Diversity Champion for a number of years. Stonewall Cymru state that the benefits of being a member of the Diversity Champion Programme are:

- Access to good practice guides and resources
- Advice and support from our expert team
- Assistance with your Workplace Equality Index submission
- Priority discounted access to learning opportunities and events
- Stonewall Diversity Champion branding to show your commitment to LGBTQ+ inclusion

Improving inclusivity and representation of LGBTQ+ staff within the workforce allows staff to positively influence the Health Board's policies and strategic plans to ensure that the services it provides are appropriate for LGBTQ+ service users. It makes the organisation attractive to all those who come into contact with the Health Board, for example stakeholders and partner organisations as well as prospective employees.

Each year the Health Board agrees to be assessed and ranked in comparison to other employers who are also Diversity Champions. This results in a placement on the Stonewall WEI which can be viewed by prospective employees and used to promote the Health Board as an LGBTQ+ friendly organisation.

Within the HDdUHB area, data obtained from Stonewall tells us that approximately 7% of the population are LGBTQ+. Staff data from the Electronic Staff Record tells us that at least 2% of the workforce are LGBTQ+ with a further 28% of staff choosing not to report their sexuality, and

70% stating that they are heterosexual or straight. Information gathered from the 2021 Census on Gender identity within the Hywel Dda counties is shown in the tables below.

### ***Gender identity, 2021, local authorities in HDd Counties***

County	Gender identity the same as their sex registered at birth	Gender identity different to their sex registered at birth but no specific identity given	A trans woman	A trans man	Non-binary	Another gender identity	Not answered
Carmarthenshire	93.21	0.14	0.06	0.06	0.04	0.02	6.48
Pembrokeshire	93.41	0.12	0.06	0.06	0.04	0.03	6.28
Cardigan	91.02	0.14	0.12	0.10	0.23	0.11	8.29

### ***Gender identity, 2021, local authorities in HDd Counties***

County	Straight / heterosexual	Gay/ lesbian	bisexual	pansexual	asexual	queer	Another sexual orientation	No answered
Carmarthenshire	89.73	1.19	0.96	0.13	0.05	0.01	0.01	7.92
Pembrokeshire	89.90	1.07	1.02	0.15	0.05	0.01	0.01	7.89
Cardigan	84.70	1.53	2.63	0.37	0.23	0.08	0.03	10.43

## **Asesiad / Assessment**

### **LGBTQ+ Action Plan**

The Welsh Government LGBTQ+ Action Plan does not provide exact timelines for the actions that are set out, but instead provides guidance on actions which should be achieved in the short, medium or long term.

The Action Plan sets out a collection of themes, visions and the actions needed to achieve them. These are:

- A) Human Rights and Recognition - we will strengthen equality and human rights.
- B) Safety and Freedom from Discrimination: we will make Wales a safer place for all LGBTQ+ people.
- C) A Nation of Sanctuary for Asylum Seekers and Refugees: we will make Wales a Nation of Sanctuary for LGBTQ+ migrants.
- D) Healthcare, Social Care and Welfare: we will improve healthcare outcomes for all LGBTQ+ people.
- E) Inclusive Education: we will provide LGBTQ+ inclusive education across Wales
- F) Communities, Private and Family Life: we will improve inclusion and participation for LGBTQ+ people in all areas of life.

- G) Participation in Welsh Life, Culture and Sport: we will improve inclusion and participation for LGBTQ+ people in all areas of life.
- H) Inclusive Workplaces: we will improve inclusion and participation for LGBTQ+ people in all areas of life.
- I) Impact of Covid-19

The following actions, number 18-25, are laid out in Section D and relate to improving healthcare outcomes for all LGBTQ+ people:

- Understand and improve the experience of LGBTQ+ people in the health and social care sectors.
- Ensure maternity and fertility services are accessible and straightforward to use for LGBTQ+ people.
- Ensure the development of the new mental health strategy takes account of LGBTQ+ people.
- Publish and act on a new HIV Action Plan.
- Overcome barriers to LGBTQ+ people accessing sexual health services.
- Review the Gender Identity Development pathway for young people in Wales.
- Continue to develop the Wales Gender Service.
- Improve the data recording and change processes for maintaining trans, non-binary and intersex people's medical records.

A detailed list of actions for public bodies, including health boards has been provided in Appendix 1 and includes a desktop assessment of local action that is being taken and highlights areas which will require further development and discussion.

It is noted that a number of the actions include co-dependencies and in order to progress some elements actions are required by other partner organisations. Furthermore, the Health Board awaits further information from Welsh Government on any formal reporting procedures. The Diversity and Inclusion Team will work with the members of the ENFYS Staff Network and other key members of staff to develop a local action plan for the Health Board, and a workshop has been planned for 21 June 2023 to progress this. The local action plan will set out how the Health Board will contribute to the achievement of the overall actions as presented in Welsh Government's LGBTQ+ Action Plan. Updates will be provided to PODCC and other relevant committees for assurance as and when required.

### **Stonewall Diversity Champion**

Each year a detailed assessment is undertaken by Stonewall Cymru to judge the progress made in terms of the Workplace Equality Index (WEI) Criteria. For 2021-2022, the Health Board ranked 194, with a score of 62.5 out of 200 and were awarded the Silver Award. For 2022-2023 the Health Board scored 82 out of 200 and was ranked 105<sup>th</sup> place on the index. However, despite significantly increasing our ranking position the Health Board was only awarded the Bronze Award. While the Health Board's overall score and ranking improved this may have been partly due to the fact that a number of organisations (including 2 health boards) have chosen to leave the Stonewall Diversity Champions Programme and therefore, fewer organisations were placed on the Workplace Equality Index.

The drop from a Silver to a Bronze Award was disappointing as the Health Board's WEI working group had been liaising with the Stonewall account manager to identify actions that would help to address areas of the previous year's submission which required further development. Together with the Enfys staff network, the WEI working group had implemented a significant number of actions, including:

- A detailed review of the ENFYs LGBTQ+ Staff Network was undertaken in January 2022 resulting in a calendar of events to include more social events, tailored training and advice sessions and promotional events in addition to the formal quarterly network meetings.
- Links have been made with the Wellbeing Champions Network who support and promote the health and wellbeing of LGBTQ+ staff.
- Dyfed Drug and Alcohol Service delivered an information and advice session to ENFYs Network members and have offered further confidential advice sessions.
- Strategic Partnership, Diversity and Inclusion team staff and ENFYs Network members were present at Pride events at Carmarthen, Llandovery, Llanelli and Swansea. These events have drawn members together from across the Health Board and provided an opportunity for further networking with other organisations, as well as an opportunity to promote of the staff network.
- Transgender awareness training sessions were arranged for staff across the Health Board throughout the year, and further training sessions were held during NHS Wales Virtual Pride Week in August 2022.
- Monitoring of a Workforce Positive Actions Plan which included a section on specific LGBTQ+ actions.
- Chief Executive and other members of the Executive team supporting Pride events and the Communications Team promoting video recordings showing Executive support.
- Provision of professional advice on policy development to ensure that the needs of LGBTQ+ individuals are considered and policy wording is appropriate.

In addition to the specific actions above, the Health Board continues to support its diverse workforce in a variety of ways that are independent of the Diversity Champions Programme, including:

- Creation and support of a variety of staff networks which recognise intersectionality
- Attendance at community events including Pride and Sparkle
- Delivery of whole organisation staff training and awareness raising, as well as targeted training including bespoke sessions for clinical teams
- Promoting inclusive recruitment

The Strategic Partnership, Diversity and Inclusion Team are working with Stonewall who are undertaking a review of the Index to ensure the criteria and marking scheme reflects actions which are achievable across organisational sectors, especially in areas where gender diversity is more limited. Enfy's LGBTQ+ staff network members are supportive of the Health Board renewing its membership of the Stonewall Diversity Champion programme. Whilst participation in the index is free, and not linked to the Diversity Champion programme membership fee, the main benefit of the Diversity Champion membership is that it enables the Health Board to demonstrate its commitment to an inclusive workforce where all LGBTQ+ staff are free to be themselves.

#### Argymhelliad / Recommendation

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

- Note and take assurance from the overview of the LGBTQ+ Action Plan launched by Welsh Government
- Note and take assurance from the update provided on the Stonewall Diversity Champion programme.

<b>Amcanion: (rhaid cwblhau)</b> <b>Objectives: (must be completed)</b>	
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 <a href="#">Quality and Engagement Act (sharepoint.com)</a>	5. Equitable 6. Person-Centred Choose an item. Choose an item.
Galluogwyr Ansawdd: Enablers of Quality: <a href="#">Quality and Engagement Act (sharepoint.com)</a>	6. All Apply Choose an item. Choose an item. Choose an item.
Amcanion Strategol y BIP: UHB Strategic Objectives:	All Strategic Objectives are applicable Choose an item. Choose an item. Choose an item.
Amcanion Cynllunio Planning Objectives	All Planning Objectives Apply Choose an item. Choose an item. Choose an item.
Amcanion Llesiant BIP: UHB Well-being Objectives: <a href="#">Hyperlink to HDdUHB Well-being Objectives Annual Report 2021-2022</a>	9. All HDdUHB Well-being Objectives apply Choose an item. Choose an item. Choose an item.

<b>Gwybodaeth Ychwanegol:</b> <b>Further Information:</b>	
Ar sail tystiolaeth: Evidence Base:	Welsh Governments LGBTQ+ Action Plan
Rhestr Termiau: Glossary of Terms:	Contained within the body of the report.
Partïon / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Diwylliant, Pobl a Datblygu Sefydliadol: Parties / Committees consulted prior to People, Organisational Development & Culture Committee:	ENFYs Staff Network

<b>Effaith: (rhaid cwblhau)</b> <b>Impact: (must be completed)</b>	
<b>Ariannol / Gwerth am Arian:</b> <b>Financial / Service:</b>	Financial planning will be one of the key considerations when the health board develops its own LGBTQ+ Action Plan for employment and service delivery

<b>Ansawdd / Gofal Claf: Quality / Patient Care:</b>	Services and policies are more inclusive and consider the specific needs of LGBTQ+ Service Users
<b>Gweithlu: Workforce:</b>	Improved recruitment and retention of LGBTQ+ staff. More support and inclusivity of LGBTQ+ staff and service users. Increase in diversity of workforce.
<b>Risg: Risk:</b>	<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 are dependent upon other organisations undertaking their actions before Health Boards and Trusts can fulfil its required contribution</p>
<b>Cyfreithiol: Legal:</b>	<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>
<b>Enw Da: Reputational:</b>	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.
<b>Gyfrinachedd: Privacy:</b>	Procedures will need to be scrutinised around patient and staff information in relation to gender in accordance with legislation.
<b>Cydraddoldeb: Equality:</b>	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.



Extract from Welsh Government LGBTQ+ Action Plan - [LGBTQ Action Plan English purple and green \(gov.wales\)](#)

**Actions which are specific to Public bodies/ Local Health Boards**

Action	Activities	Outcome	Timeline	Action Owners	Hywel Dda Local Update – May 2023
<b>5. Involve LGBTQ+ Communities in designing public services</b>	<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>	<p>Already achieved through the current PSED and the Health Board's Equality Impact Assessments (EIA) and EHIA processes.</p> <p>Await WG review of the PSED and any changes to regulations and reporting.</p>
<b>18. Understand and improve the experience of LGBTQ+ people in the health and social care sectors</b>	<p><b>18.1 Training and workplace</b></p> <ul style="list-style-type: none"> <li>Undertake a review of existing training for NHS Wales staff on inclusive healthcare practices, identifying and addressing any gaps.</li> <li>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.</li> </ul>	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>	Annual workplace survey conducted as part of the Stonewall Diversity Index provides a snapshot of the experiences of LGBTQ+ staff in the workplace.



	<ul style="list-style-type: none"> <li>Work with Social Care Wales to design, roll-out and evaluate the impact of specific training for staff in social care setting.</li> </ul> <p><b>18.2 Inspection</b></p> <ul style="list-style-type: none"> <li>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').</li> <li>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.</li> </ul> <p><b>18.3 Complaints</b></p> <ul style="list-style-type: none"> <li>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.</li> <li>In the context of social care, improve the reporting of</li> </ul>			<p>Equality Staff networks</p> <p>MoU on Banning Conversion Therapy</p> <p>WG Health and Social Services Group</p> <p>WG Quality &amp; Nursing Directorate</p> <p>WG Population Health Team</p> <p>WG Social Services &amp; Integration Team</p> <p>WG Equality, Race and Disability Evidence Unit/Knowledge and Analytical Services</p>	<p>This action is being led by HIW and CIW.</p> <p>Discussions are on-going with the Patient Experience Team to identify how equality data is recorded and can be used to inform reports for the Patient Experience Committee and within</p>
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	<p>concerns and complaints by service users and recording follow-up action, engaging with the new independent Citizen Voice Body (CVB), advocacy providers, and local authorities.</p> <ul style="list-style-type: none"> <li>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 .</li> </ul> <p><b>18.4 Outcomes and experiences</b></p> <ul style="list-style-type: none"> <li>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.</li> <li>In the context of healthcare and social care, review evidence</li> </ul>				<p>annual Strategic Equality Plan reports.</p> <p>The Community Development Outreach Team have links with the LGBTQ+ community and are able to provide feedback on lived experiences from patients' experience of accessing health care services. This information can feed into service developments and reviews and inform EIAs.</p>
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	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.				
<b>19. Ensure maternity and fertility services are accessible and straightforward to use for LGBTQ+ people</b>	<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>	Single sex families can access fertility treatment equally. Trans people have timely access to gamete storage that does not unduly delay a medical transition.	Long Term	<p>Welsh Government Health and Social Services Group</p> <p>WG Quality and Nursing Team</p>	This is an area of work which will require review and local action through a multi-professional group involving Clinical and Nursing colleagues.
<b>20. Ensure the development of the new mental health strategy takes account of LGBTQ+ people</b>	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.	LGBTQ+ people are confident that mental health services meet their needs.	Long Term	<p>Welsh Government Health and Social Services Group</p> <p>WG Quality and Nursing Team</p>	This is an area of work which will require review and local action through a multi-professional group involving Nursing and Mental Health services once the new mental health strategy is

					published by Welsh Government.
<b>21. Publish and act on a new HIV Action Plan</b>	<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>	Ongoing	<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>Welsh Government published its HIV Action Plan for Wales for consultation in 2022. The plan aims to reach the target of zero new HIV transmissions by 2030, to tackle late diagnosis in Wales and HIV-related stigma and improve the quality of life of people living with HIV. When the strategy is published there will be a need for further review and consideration of local actions in conjunction with the Public Health team.</p>
<b>22. Overcome barriers to LGBTQ+ people accessing sexual health services</b>	<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>	Medium Term	<p>Welsh Government Health and Social Services Group</p> <p>WG Health Protection</p> <p>PHW</p> <p>Health boards</p>	<p>This is an area of work which will require review and local action in conjunction with sexual health services.</p> <p>Work has been on-going in the development of a new information leaflet and LGBTQ+ people have been involved in helping to shape this.</p>

<b>23. Review the Gender Identity Development pathway for young people in Wales</b>	<p>Ensure young people and stakeholders in Wales are engaged in the consultation on an interim service specification.</p> <p>Consider options for the development of a service in Wales. This will include engagement with young people, service users and stakeholders.</p>	<p>Trans Children and Young people in Wales can access services closer to where they live. Health services for trans children and young people are focused on clinical need and based on clinical evidence.</p>	Long Term	<p>Welsh Government Health and Social Services Group</p> <p>Welsh Gender Service</p> <p>Welsh Health Special Services Commissioners</p>	This action is being led by Welsh Government and other Health partners.
<b>24. Continue to develop the Wales Gender Service</b>	<p>Further reduce waiting times for the Welsh Gender Service and Local gender teams.</p> <p>Enable GPs to initiate hormone therapy as part of the adult pathway.</p> <p>Understand the needs of non-binary people accessing the Welsh Gender Service.</p>	<p>Service users across Wales can access gender identity services in a timelier way and closer to home. Non-binary people are confident that the Welsh Gender Service meets their healthcare needs. In line with Action 18, Activity 18.4 of this Plan, the overall health outcomes and experiences of trans and non-binary people will be considered.</p>	Long Term	<p>Welsh Government Health and Social Services Group</p> <p>Welsh Gender Service</p>	This action is being led by Welsh Government and other Health partners.
<b>25. Improve the data recording and change processes for</b>	Engage with expert panels and stakeholder groups to understand the needs of trans, non-binary and intersex people in relation to	Improved access to healthcare services and reduced risk of exclusion.	Long Term	Welsh Government Health and Social Services Group	This action is being led by Welsh Government and other Health partners.

<b>maintaining trans, non-binary and intersex people's medical records</b>	<p>demographic and clinical data recording.</p> <p>Apply these findings to improve the patient information of NHS sex-specific services (e.g., cervical, breast and prostate cancer screening).</p> <p>A broader review of the use of sex and gender markers to ensure that a change of details is carried through to other NHS demographic systems.</p> <p>Examine options for amending or developing digital services to achieve the above policy aims linked to greater inclusion of trans, non-binary, and intersex citizens.</p>	Communication from NHS reflect the needs of trans and non-binary people.			
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## Inclusive Workplaces

Action	Activities	Outcome	Timeline	Action Owners	Hywel Dda Local Update – May 2023
<b>43. Provide equalities training that includes the needs of LGBTQ+ people to all public sector organisations</b>	<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</p>	<p>All public service workers understand LGBTQ+ rights, needs and barriers.</p> <p>Public sector employers understand their legal obligations in</p>	Medium to Long Term	<p>WG equalities Team – Strategic Equality</p> <p>Local Authorities</p> <p>WLGA</p> <p>Public bodies</p>	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.

	<p>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>relation to equality legislation.</p> <p>Training required under PSED meets LGBTQ+ needs</p>		<p>Wales TUC Trade Unions</p> <p>WG Equality and Human Rights Team</p>	
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