

## **VIVA Engage Communication:**

### **Equality and Human Rights Commission Code of Practice Consultation 2025**

The Equality and Human Rights Commission has opened a consultation on their Code of Practice for services, public functions and associations following a recent Supreme Court ruling that the definition of sex in the Equality Act 2010 should be interpreted as biological sex only. This means that for the purposes of the Equality Act 2010, a person's legal sex is the one that was recorded at their birth.

The aim of the consultation is to ensure that the changes made to the Code of Practice, as a result of the Supreme Court ruling, are accurate, accessible and provide clarity on the Health Board's duties, as a public body and provider of health care services, under the Equality Act.

If you would like to contribute to the Health Board response, you can access the consultation page for the Code of Practice on services, public functions, and associations via the link below. This will open in a new window, allowing you to review the information and the questions being asked as part of the consultation. There is no requirement to answer every question—please focus on the areas most relevant to your work.

[www.equalityhumanrights.com/equality/equality-act-2010/codes-practice/code-practice-services-public-functions-and-associations](http://www.equalityhumanrights.com/equality/equality-act-2010/codes-practice/code-practice-services-public-functions-and-associations)

To ensure your feedback is included in the Health Board's response, please complete the following form:

[Equality and Human Rights Commission Code of Practice Consultation 2025](#)

Your contribution to this consultation must be submitted by **20th June**.

If you have any queries, please contact the Business, Partnerships and Inclusion team at **[inclusion.hdd@wales.nhs.uk](mailto:inclusion.hdd@wales.nhs.uk)**.

Please note that all responses submitted via the MS Forms link will contribute to the Health Board's organisational submission. If you wish to respond as an individual citizen, please visit the main consultation page and select the online survey option.