

**From:** [Anna Bird \(Hywel Dda UHB – Strategic Partnerships\)](#)  
**To:** [Heather Hinkin \(Hywel Dda UHB - Assistant Director People Management\)](#)  
**Cc:** [Helen Sullivan \(Hywel Dda UHB - Head of Partnerships, Diversity and Inclusion\)](#)  
**Subject:** RE: EHRC consultation on their Code of Practice following the Supreme Court ruling  
**Date:** 04 June 2025 08:45:22  
**Attachments:** [image001.png](#)  
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[image006.png](#)  
[image007.png](#)

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Thank you for sharing with the staff side leads

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**From:** Heather Hinkin (Hywel Dda UHB - Assistant Director People Management)  
<Heather.Hinkin@wales.nhs.uk>  
**Sent:** 04 June 2025 08:42  
**To:** Ann Griffiths (Hywel Dda UHB - RCN Trade Union Representative - Ceredigion)  
<Ann.CT.Griffiths@wales.nhs.uk>; Ann Murphy (Hywel Dda UHB - RCN Trade Union Rep -  
Independent Board Member) <Ann.Murphy@wales.nhs.uk>; Anthony Dean (Hywel Dda UHB -  
Estates) <Anthony.Dean@wales.nhs.uk>; [REDACTED] (Hywel Dda UHB - Nurse)  
<[REDACTED]@wales.nhs.uk>; [REDACTED] (Hywel Dda UHB - A&E)  
<[REDACTED]@wales.nhs.uk>  
**Cc:** Anna Bird (Hywel Dda UHB – Strategic Partnerships) <Anna.Bird@wales.nhs.uk>  
**Subject:** FW: EHRC consultation on their Code of Practice following the Supreme Court ruling  
**Importance:** High

Hi All

As per our discussion yesterday I would be grateful if you could review the below and provide comments if you would like to contribute to the consultation using the link to the form provided.

Many thanks  
Regards  
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**From:** Anna Bird (Hywel Dda UHB – Strategic Partnerships) <[Anna.Bird@wales.nhs.uk](mailto:Anna.Bird@wales.nhs.uk)>  
**Sent:** 03 June 2025 17:16  
**To:** Heather Hinkin (Hywel Dda UHB - Assistant Director People Management)  
<[Heather.Hinkin@wales.nhs.uk](mailto:Heather.Hinkin@wales.nhs.uk)>  
**Subject:** EHRC consultation on their Code of Practice following the Supreme Court ruling  
**Importance:** High

Hi Heather

Would you be able to share the following email with Staff Partnership Forum members and invite them to review the consultation and share any comments that they want to feed into an organisational response using the form below.

Thanks, Anna

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**From:** Anna Bird (Hywel Dda UHB – Strategic Partnerships)  
**Sent:** 22 May 2025 15:59

**Subject:** EHRC consultation on their Code of Practice following the Supreme Court ruling

**Importance:** High

Dear colleagues,

I wanted to make you aware that the Equality and Human Rights Commission has opened the consultation on their Code of Practice for services, public functions and associations. The aim of the consultation is to ensure that the changes made to the Code of Practice, as a result of the recent 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. Please note, the EHRC are consulting on changes to their Code of Practice that are in relation to the provision of services so the Health Board response will be as a provider of health care services, not as an employer.

We would be grateful for your contributions to the Health Board response and have developed the following form to capture your feedback:

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

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. It might be helpful to have this window open as you fill in our internal MS Form, which we're using to capture your feedback. 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)

It is an important consultation as consideration needs to be given to whether the explanation for each of the changes is clear and there is the opportunity to comment on whether you think that the Health Board would need to make any changes as a result of the update/changes to EHRC guidance (this could include changes to policies, procedures or practices, the potential impact on our estate and single-sex facilities for patients/service users). Please do disseminate this email to other colleagues in your team to encourage them to contribute to this consultation. Contributions to this consultation must be submitted by **20th June**.

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.

If you have any queries, please don't hesitate to contact myself or the Business, Partnerships and Inclusion team at [inclusion.hdd@wales.nhs.uk](mailto:inclusion.hdd@wales.nhs.uk).

Many thanks  
Anna

Anna Bird Cyfarwyddwr Cynorthwyol - Busnes,	Anna Bird Assistant Director of Business, Partnerships
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Hi/Hi ydyr rhagenwau sydd orau gen I

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My pronouns are she/her

