

From: [REDACTED] (Hywel Dda UHB - Corporate Governance Administrator)
To: Helen Sullivan (Hywel Dda UHB - Head of Partnerships, Diversity and Inclusion)
Cc: Corporate Correspondence (Hywel Dda UHB - Generic Account); Anna Bird (Hywel Dda UHB – Strategic Partnerships); Lisa Gostling (Hywel Dda UHB - Director of Workforce & OD/Deputy CEO); Eiddan Harries (Hywel Dda UHB - Senior Diversity and Inclusion Officer)
Subject: RE: Code of Practice consultation
Date: 15 May 2025 10:28:42
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)

Hi Helen

Thank-you for bringing to our attention. Once the consultation launches, I will formally log and allocate a reference.

Kind regards

[REDACTED]

From: Corporate Correspondence (Hywel Dda UHB - Generic Account)
<Corporate.Correspondence.HDD@wales.nhs.uk>
Sent: 15 May 2025 10:06
To: Helen Sullivan (Hywel Dda UHB - Head of Partnerships, Diversity and Inclusion)
<Helen.Sullivan@wales.nhs.uk>; Anna Bird (Hywel Dda UHB – Strategic Partnerships)
<Anna.Bird@wales.nhs.uk>; Lisa Gostling (Hywel Dda UHB - Director of Workforce & OD/Deputy CEO)
<Lisa.Gostling@wales.nhs.uk>; Eiddan Harries (Hywel Dda UHB - Senior Diversity and Inclusion Officer)
<Eiddan.Harries@wales.nhs.uk>; Corporate Correspondence (Hywel Dda UHB - Generic Account)
<Corporate.Correspondence.HDD@wales.nhs.uk>
Cc: [REDACTED] (Hywel Dda UHB - Corporate Governance Administrator)
[REDACTED]@wales.nhs.uk
Subject: RE: Code of Practice consultation

Hi Helen

I have copied [REDACTED] into this, she coordinates the HB's consultation responses.

[REDACTED] – are you able to link in with Helen please

Thanks

Katie Jenner

Senior Corporate Information Officer/Uwch Swyddog Gwybodaeth Corfforaethol

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Bwrdd Iechyd Prifysgol Hywel Dda yw enw gweithredol Bwrdd Iechyd Lleol Hywel Dda / Hywel Dda University Health Board is the operational name of Hywel Dda Local Health Board

From: Helen Sullivan (Hywel Dda UHB - Head of Partnerships, Diversity and Inclusion)

<Helen.Sullivan@wales.nhs.uk>

Sent: 14 May 2025 17:04

To: Anna Bird (Hywel Dda UHB – Strategic Partnerships) <Anna.Bird@wales.nhs.uk>; Lisa Gostling (Hywel Dda UHB - Director of Workforce & OD/Deputy CEO) <Lisa.Gostling@wales.nhs.uk>; Eiddan Harries (Hywel Dda UHB - Senior Diversity and Inclusion Officer) <Eiddan.Harries@wales.nhs.uk>; Corporate Correspondence (Hywel Dda UHB - Generic Account) <Corporate.Correspondence.HDD@wales.nhs.uk>

Subject: FW: Code of Practice consultation

Hi all,

The EHRC have just announced that their interim guidance following the Supreme Court ruling on the definition of sex as it applies to the Equality Act will be consulted on from 19th May. Initially the consultation was to be for two weeks but, the EHRC realise what an important topic this is and the number of interested parties so have extended the consultation to the 30th June. I would like to suggest that, when the consultation opens, the EDI team take the lead on coordinating the draft Health Board response.

Many thanks

Helen

From: Equality and Human Rights Commission <email@communication.equalityhumanrights.com>

Sent: 14 May 2025 16:50

To: Helen Sullivan (Hywel Dda UHB - Head of Partnerships, Diversity and Inclusion)

<Helen.Sullivan@wales.nhs.uk>

Subject: Code of Practice consultation

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Code of Practice consultation - update

on arrangements

Wednesday 14 May 2025

On 25 April, we announced that we would undertake a public consultation on updates made to our statutory Code of Practice for services, public functions and associations, following the Supreme Court's judgment in *For Women Scotland v Scottish Ministers*.

In light of the level of public interest, as well as representations from stakeholders in Parliament and civil society, the consultation period has been extended.

The following arrangements have now been confirmed:

- The consultation will aim to launch 19 May and close on 30 June 2025.
- The consultation will focus on sections of the Code of Practice that required updating following the Supreme Court's judgment. A draft of the full Code of Practice was consulted on between October 2024 and January 2025.
- The consultation will seek views on whether these updates clearly articulate the practical implications of the judgment and enable those who will use the Code to understand, and comply with, the Equality Act 2010. The Supreme Court made the legal position on the definition of sex clear, so we are not seeking views on those legal aspects.
- While the consultation is running, we will hold Q&A sessions with stakeholders representing affected protected characteristic groups. These meetings aim to answer questions on our understanding of the Supreme Court's judgment, the consultation process, where views are being sought and what can and cannot be changed in the draft Code of Practice. Participants will still need to submit a consultation response. We will also meet with governments from across Britain and hold informative briefings for Parliamentarians.
- We will review responses received as part of the consultation and make necessary amendments to the Code of Practice. It will then be submitted to the Minister for Women and Equalities for approval and laying in Parliament.

Further information on the consultation and how it can be completed will follow when it launches.

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