

Reference:	FOI.21062.26
Subject:	Gender neutral terminology guidance
Date of Request:	16 July 2026

Requested:

1. Please disclose the following for your policy for amending policies to reflect "gender neutral terminology" ie removal of sex based language from trust policies. :
 - a. board or management policy papers and related minutes on the decision to replace sex-based language
 - b. the reasons for making the change and objections considered
 - c. the research considered in making the decision
 - d. the policy or operational instructions on removing sex-based language.

Response:

Hywel Dda University Health Board (UHB) does not hold the information requested as it has not adopted a specific policy to remove or replace sex-based language within its policies.

However, the UHB confirms that as part of its standard policy development process and in adherence to the 190 - Written Control Documentation Policy, all written control documents are subject to a local Equality Impact Assessment (EqIA) being undertaken, which are quality assured by the Diversity and Inclusion Team. This includes consideration of inclusive and accessible language to help ensure policies do not disadvantage or exclude individuals or groups with protected characteristics.

For ease of reference, a link to the 190 - Written Control Documentation Policy has been provided overleaf:

hduhb.nhs.wales/about-us/governance-arrangements/policies-and-written-control-documents/policies/written-control-documentation-policy/?ts=1785757387650