

Reference:	FOI.17920.25
Subject:	Pride month
Date of Request:	28 July 2025

Requested:

This is an information request relating to Pride month 2025

Please include the following information:

1. Whether any events have been organised for Pride month. If so please provide the date, start and end time, and title/topic of the event
2. Whether any LGBT themed merchandise has been purchased for Pride month. i.e. since the beginning of the 2025/26 financial year. If so please provide me with information on what has been purchased and the cost
3. Whether the organisation have sponsored any Pride events. If so which events and please provide details of the nature of the sponsorship (particularly the financial value)

Response:

Hywel Dda University Health Board (UHB) is unable to provide you with all of the information requested, as it is estimated that the cost of answering your request would exceed the “appropriate limit” as stated in the Freedom of Information Act 2000 (Appropriate Limit and Fees) Regulations 2004. The “appropriate limit” represents the estimated cost of one person spending 18 hours (or 2½ working days) in determining whether the UHB holds the information, and locating, retrieving and extracting the information.

To provide you with the information requested, the UHB would be required to contact all its teams and services across the UHB, to identify whether they have undertaken any such events and to identify if they hold any information relating to Pride month that may fulfil your request, as this is not recorded centrally.

The UHB can confirm that it has one hundred and forty-seven (147) services and teams listed on its website. Therefore, contacting each of these services and requesting a search of systems would exceed the 18 hours stipulated within the Freedom of Information Act 2000 (FoIA). Based on the number of teams that would need to be contacted and the subsequent number of staff members within each team, conducting a search would far exceed the ‘appropriate limit’, costing the UHB the following:

147 @ 15 minutes per item = 36.75 hours
36.75 hours @ £25 per hour = £918.75

The UHB is therefore applying an exemption under Section 12 of the FoIA, which provides an exemption from a public authority’s obligation to comply with a request for information where the cost of compliance is estimated to exceed the appropriate limit.

However, under Section 16 of the FoIA, we are required as a public authority, to provide advice and assistance so far as it is reasonable to individuals who have made a request under the FoIA, which can include assisting a requestor to further refine their request.

Unfortunately, the UHB is unable to provide advice on how you can refine your request further. This is due to the UHB still requiring a manual trawl of all employee computer systems to identify any information relating to your request. However, the UHB has approached the main teams that would arrange or be involved in such events, and therefore provides the information held by its Charities, Communications, Diversity and Inclusion, Finance and Workforce and Organisational Development teams below.

1. The UHB can confirm that it has not identified any events that have been organised for Pride month, 1 to 30 June 2025.
2. The UHB can confirm that no Lesbian, Gay, Bisexual, Transgender and Queer or Questioning (LGBTQ+) themed merchandise has been purchased, since the beginning of the 2025/26 financial year to the date of your request.
3. The UHB can confirm that it will be attending Carmarthen Pride on 30 August 2025 and paying a 'stall fee' of £20.00. No other sponsorship has taken place during the 2025/26 financial year.