

Reference:	FOI.6313.21
Subject:	Stonewall
Date of Request:	24 June 2021

Requested:

Further to your organisation's membership of the Stonewall Diversity Champions programme given the controversy about this organisation I believe it would be in the public interest to provide further transparency on the implications of this membership.

Therefore please advise:

1. What advice, if any, you have been asked to follow as part of the Stonewall Diversity Champions programme.
2. What advice, if any, you have implemented as a result or intend to implement.
3. Also please provide copies of correspondence between yourselves and Stonewall regarding the Diversity Champions programme.

Response:

1. Hywel Dda University Health Board (UHB) confirms that over the previous year, the only advice that has been sought, is to receive an overview of the marking criteria and timescales for this year's Workplace Equality Index submission.

Additionally, any advice received by the UHB is based on Stonewall's assessment of the UHB's evidence against the themes within the Workplace Equality Index, highlighting further steps which could be taken to demonstrate diversity champion status in action.

2. The UHB confirms that the feedback and advice received from Stonewall can be used to inform future actions. Specifically, the UHB has expanded its programme of diversity and inclusion training and now offers training to our external suppliers and partners. The Diversity and Inclusion Team promotes the optional use of pronouns and Stonewall logo on email signatures, with the option to have pronouns on staff identification badges, enabling staff to demonstrate allyship and respect for LGBTQ+ communities.

The UHB also considers how the policies that are being developed or reviewed can be re-worded to be more inclusive.

3. As this information is already within the public domain, the UHB has applied an Exemption under Section 21 of the Freedom of Information Act 2000 (FoIA), as the information is accessible by another means. The UHB has answered a similar Freedom of Information request, FOI/5333/21, which is available on our disclosure log.

For ease of reference please click on the attached link which will take you directly to the UHB's disclosure log webpage:

<https://hduhb.nhs.wales/about-us/governance-arrangements/freedom-of-information/disclosure-log/>