

Reference:	FOI.14816.24
Subject:	Transgender inclusion policies
Date of Request:	8 July 2024

Requested:

1. What policies does Hywel Dda University Health Board follow with respect to gender reassignment discrimination per the Equality Act 2010? Please send a copy of these policies or indicate where they can be found online.
2. What policies does Hywel Dda University Health Board follow with respect to the placement of transgender people on hospital wards specifically, particularly with single sex wards? Please send a copy of these policies or indicate where they can be found online.
3. Has Hywel Dda University Health Board carried out any Equality Impact Assessments with policies identified under (1) and (2)? Please send a copy of any such assessment or indicate where it can be found online.

Response:

1. Hywel Dda University Health Board (UHB) has applied an exemption under Section 21 of the Freedom of Information Act 2000 (FoIA), as the information requested is accessible by another means. The following policies are available on the UHB's website:
 - Policy 133 – Equality, Diversity, and Inclusion Policy
 - Policy 350 – Supporting Transgender Staff Policy

For ease of reference, please click on the link provided below, which will take you directly to the policies and written control documents webpage:

[Policies and written control documents - Hywel Dda University Health Board \(nhs.wales\)](https://www.nhs.uk/healthboard/hywel-dda-university-health-board/policies-and-written-control-documents)

2. The UHB confirms that it does not have a policy specifically centred around the placement of transgender people on hospital wards. Please see policies referred to in question 1.
3. The UHB confirms that Equality Impact Assessments have been undertaken and are available with the policies identified in question 1 and can be accessed via the link provided above.