

Reference:	FOI.20141.26
Subject:	Visual impairment
Date of Request:	9 April 2026

Requested:

1. The latest data (year) of the number of individuals with a visual impairment employed in Hywel Da UHB Wales- all sectors.
2. In what sectors of Hywel Da UHB, Wales are persons with a visual impairment employed- in broad categories- ie Management, Clinical , Clerical, domestic
3. The latest (year) data on how many doctors and nurses with a visual impairment employed by Hywel Dda UHB, Wales.

Response:

1. - 3. Hywel Dda University Health Board (UHB) does not hold the information exactly as requested as its Electronic Staff Record (ESR) system does not record visual impairment as a specific disability, it only records sensory impairment.

Where the figure in the table overleaf has been replaced with an asterisk (*), the UHB is unable to provide you with the exact number due to the low number of cases (less than 5), as there is a potential risk of identifying individuals if this was disclosed. The UHB is therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000 (FoIA).

This information is protected by the Data Protection Act 2018 (DPA)/UK General Data Protection Regulations (UK GDPR), as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles of the UK GDPR. This exemption is absolute and therefore, there is no requirement to apply the public interest test.

In reaching this decision, the DPA and UK GDPR define personal data as data that relates to a living individual who can be identified solely from that data or from that data and other information, which is in the possession of the data controller.

The completion of a disability within the ESR system is not a mandatory requirement and the recording of this information is reliant on individuals to complete. Therefore, UHB provides within the table below, the number of staff that have recorded a sensory impairment on the ESR system, by staff group, as at 31 March 2026.

Staff group	Number
Additional Clinical Services	11
Administrative and Clerical	6
Allied Health Professionals/Healthcare Scientists/Professional Scientific and Technical	8
Estates and Ancillary	8
Medical and Dental	*
Nursing and Midwifery (registered)	15