

**From:** Redacted s40(2) (Redacted s40(2)) <Redacted s40(2)@wales.nhs.uk>  
**Sent:** 27 May 2025 13:35  
**To:** Redacted S40 (Redacted S40) <Redacted s40(2)@wales.nhs.uk>  
**Subject:** Impact Assessment - Sex and Gender data

Dear all,

Thank you for your time and continued engagement.

We are very grateful to those who were able to attend the engagement session on 22-May; we really appreciate your participation, and the valuable insights shared. For those who couldn't make it, we have attached a copy of the presentation slides.

We now invite you to complete the Impact Assessment, which will remain open until 24th June, through this link: <https://forms.office.com/e/0kSx8DtR49> or by scanning the QR code:

Your feedback is incredibly important to us. We strongly encourage everyone to take part and share their honest views. This assessment is a key step in ensuring that the model we are developing is safe and respectful. Your input will help shape the final proposal and ensure it meets the needs of all stakeholders.

Thank you once again for your time and contributions.

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**From:** Redacted s40(2) (Redacted s40(2)) <Redacted s40(2)@wales.nhs.uk>  
**Sent:** 28 May 2025 17:06  
**To:** Redacted s40(2) (Redacted s40(2)) <Redacted s40(2)@wales.nhs.uk>  
**Subject:** RE: Impact Assessment - Sex and Gender data

Prynhawn da,

I hope this email finds you well.

During our recent engagement session, I overlooked mentioning an important point regarding the model. Specifically, when discussing the "Gender identity", we are proposing that this data item would be **optional** for the following reasons:

1. Babies cannot be assigned a gender identity, and the same applies to some children.
2. Certain individuals with developmental or mental health issues may have difficulty interpreting the question.
3. Some individuals do not identify with a gender.

As well, gender identity *should not* be assumed.

Whilst we propose that “Gender Identity” is an optional field, for the reasons stated, we appreciate that it may be required as a mandatory piece of information for some use cases. The proposed model is intended to provide flexibility and allow for specific systems to mandate its collection where necessary, allowing individual implementations to align with their unique requirements and objectives. For example, if a Sexual health clinic required that this information be provided, this could be achieved through implementation in its respective systems.

We ask that you please consider this when completing the impact assessment:

<https://forms.office.com/e/0kSx8DtR49>

Thank you again for your participation.  
Diolch!

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