

## Integrated Impact Assessment

### Llais Dress Code (replacing HR079 All-Wales NHS Dress Code)

Please complete the table and state whether the following groups will be positively or negatively impacted by the proposal or that it will have no impact at all.

Protected Characteristics	None	Positive	Negative	Assessment
Age		X		<p>Generally, there is limited research as to whether dress codes in the workplace are a barrier to productivity or whether they foster a sense of belonging.</p> <p>We have had recent feedback from older people within our organisation that they would prefer crewneck sweatshirts rather than hooded ones. We are working on procuring this style so we can increase our people's comfort.</p> <p>Some <a href="#">research</a> shows that for Generation Z (those born between 1997 and 2012) choosing what to wear for work on a daily basis causes stress, compounded by issues like budget (See <i>Socio-Economic</i>) and judgement from employers.</p>

Disability		X		<p>The current policy (HR079) has strict guidance as to what is and is not acceptable within the workplace.</p> <p>Whilst this may be appropriate in a hospital setting, Llais is not required to adhere to those codes of practice outside of site visits.</p> <p>The proposed policy removes these restrictions and empowers our people to choose what they wear in the workplace. This should allow more flexibility for those who may require specific garments or styles of clothing that accommodate their health conditions.</p> <p>We recognise that people need to wear practical and comfortable clothing to suit their individual needs, whether due to a physical health condition or for sensory reasons and would provide reasonable adjustments for any Llais branded attire our people may choose to wear as part of our workplace activities.</p> <p>There is a request that people do not use overwhelming amounts of perfume or aftershave when in the workplace. This takes into consideration different individual's needs and potential sensory issues e.g., hyperosmia, contribution to overwhelm etc.</p>
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				<p>The proposed policy also ensures that our people know we will not tolerate discrimination or disrespect towards anyone within this characteristic who utilises this policy to feel more comfortable at work.</p>
Gender Reassignment		X		<p>As part of this assessment, under this characteristic we are also including gender identity, gender expression and people who identify as non-binary.</p> <p>The proposed policy ensures that our people know we will not tolerate discrimination or disrespect towards anyone who may wish to use their clothing or appearance for self-expression.</p> <p>This includes individuals who choose to use clothing and other attire to express their gender identity and/or as part of their transition.</p> <p>If individuals wish to wear Llais branded clothing, they can choose the size and fit of their choice. We are working on increasing the styles, fit and sizing options available for greater inclusion.</p> <p>The proposed policy maintains gender neutral language and does not contain subjective or gendered examples.</p>
Marriage/Civil Partnership	X			<p>No impacts have been identified for this characteristic within this assessment; however, this will be revisited at the next policy review.</p>

Pregnancy/Maternity		X		By replacing HR079 with the proposed policy, it removes the burden on people who are pregnant or who have recently been pregnant to seek permission to wear clothing or attire that is more comfortable for them.
Race		X		<p>The current dress code makes no reference to protective hairstyles, only that long hair should be tied back and appear 'neat'.</p> <p>We understand that 'neatness' in relation to hair is subjective and has been used to disempower people from wearing their natural hair or hair in protective hairstyles because it has been deemed '<a href="#">unprofessional</a>.'</p> <p>The proposed policy explicitly ensures that people who may wish to wear their natural hair or use protective hairstyles are able to do so without the fear of being disciplined.</p> <p>The policy contains a section on respecting cultural differences and ensuring context and nuance can change expectations on considering attire depending on activities our people are undertaking.</p>
Religion/belief		X		The current dress code makes little reference to religion or belief other than to state any 'deviation' from the code due to religion or belief would be assessed at a 'local level'.

			<p>We know that Muslim women face <a href="#">higher levels of discrimination</a> due to religious or cultural dress in the workplace. The proposed policy removes this language and once again is explicit in ensuring that our people understand that we will not tolerate any discrimination against any individual who chooses to wear religious attire.</p> <p>The proposed policy removes the ban on jewellery styles and single piercings in the ears/covered facial piercings which may have been restrictive on individuals who have multiple piercings due to traditions, rituals etc.</p>
Sex		X	<p>Llais recognises that not everyone identifies within the binary categories. As an inclusive organisation our assessment considers anyone who may identify as female, present as female as part of their gender identity, and people who were assigned female at birth.</p> <p>The assessment is inclusive of those who identify as male, present as male as part of their gender identity and people who were assigned male at birth</p> <p>The proposed policy as a direct replacement to HR079 is likely to benefit people who are experiencing the symptoms of perimenopause and menopause.</p>

				<p>By removing the limitations of the previous policy, the proposed replacement allows people to choose clothing and attire that is comfortable for them and can be adjusted to suit their requirements e.g., layers for better temperature regulation, loose clothing etc.</p> <p>Neither policy mandates 'gender' specific clothing, attire or accessories that may be more likely to be worn by one sex over another.</p>
Sexual Orientation	X			No impacts have been identified for this characteristic within this assessment; however, this will be revisited at the next policy review.
Wales-specific considerations				
Health	X			There is limited opportunity for this policy to reduce wider health inequalities, however, we recognise that a more relaxed dress code may increase comfort and reduce stress in a range of characteristics within this assessment who make up part of our workforce.
Socio-Economic		X		<p>HR079 references an expected standard of uniform that may be exclusionary to people who are experiencing socio-economic disadvantage and unable to procure uniform or other items of clothing that are able to 'withstand rigorous laundering' due to cost.</p> <p>The proposed policy removes this requirement, allowing people to wear what makes them comfortable, and</p>

				reducing the expectation that people need to purchase specific items of clothing for the workplace.
Well-being of Future Generations  <i>i</i> If your proposal/project uses the 5 ways of working/helps to meet the 7 well-being goals include them here.		X		<p>This policy considers long-term impacts, particularly when making considerations for our aging workforce and our future workforce.</p> <p>This policy may contribute to a 'More equal' Wales that encourages our people to fulfil their potential no matter their background or circumstances by allowing a more flexible approach to dress in the workplace.</p>
Welsh Language		X		<p>The Dress Code specifically encourages people to wear their laith Gwaith badges to ensure that people know that they are welcome to communicate with them in Welsh should they want to.</p> <p>This is a positive step, in line with the Welsh Language Standards, and we hope that this may also trigger more internal conversations via the medium of Welsh for those who are learning too.</p> <p>We are currently looking to procure a single Llais/laith Gwaith lanyard option for our people to avoid them having to wear multiple separate lanyards to demonstrate they can speak Welsh.</p>

				<p>There are no negative impacts on the Welsh language that we need to mitigate.</p> <p>The policy will be available bilingually.</p>
Additional considerations				
Carers/Care-Experienced or those with caring responsibilities		X		<p>The <a href="#">‘Co producing with unpaid carers’</a> toolkit highlights the power imbalance that certain ‘corporate’ styles can perpetuate when trying to engage with different people.</p> <p>Many third sector organisations use a more casual dress code in advice settings to lower the likelihood of real or perceived barriers stopping people from accessing advocacy services or advice.</p> <p>We know that carers or people with caring responsibilities are more likely to work reduced or part time hours. Over 25% of our staff are carers or have caring responsibilities. See <i>Socio-Economic</i>.</p>
<p>Digital Inclusion/Exclusion</p> <p> Please include details of any of the Digital Inclusion Charter pledges that your proposal/project will help progress.</p>	X			<p>No impacts have been identified for this characteristic within this assessment; however, this will be revisited at the next policy review.</p>

Rurality	X			No impacts have been identified for this characteristic within this assessment, however, this will be revisited at the next policy review.

### Overall Assessment of the impacts on particular groups

**Summary:**

Llais currently operates using HR079 'All-Wales NHS Dress Code'. This has not been updated by the NHS since September 2011.

The proposed 'Llais Dress Code' would replace the 'All-Wales NHS Dress Code' and will be used to protect people not unfairly target them.

The proposed policy demonstrates Llais' commitment to being an anti-racist and equitable organisation by explicitly stating the unspoken rules that form our workplace, so our people know what we will and will not tolerate.

The assessment considers a range of ways in which the changes to this dress code may impact on different groups and for many this means a positive impact on their workplace experiences.

**Update 13.03.2025** – following feedback from Tim Arwain, it should be noted that there are [positive impacts](#) on people's wellbeing when they are able to dress in ways that work for them. These include feeling more comfortable, positive and productive, and increased innovation.

**Consultation:**

**Updated 22.01.2026-** following consultation the policy has been updated to provide clarity on what may be deemed offensive in terms of graphics, images and tattoos. There is now a section on political attire to ensure our stance is clear whilst our people are undertaking Llais activities. An additional section on respecting cultural differences has been included to help our people understand there is nuance and context that could change expectations of how they dress for various activities. Finally, a short section on reasonable adjustments to provide clarity on what our people need to do if they are unsure of any attire that may be required as part of an adjustment has been added.

**Updated 03.02.2026-** clarity added to scope to include board members and to outline we understand physical and mental health conditions may contribute to upkeep of personal hygiene. No further comments from Exec team received.

**Additional resources/evidence:**

[Employment: Code of Practice | EHRC](#)

[Dress code guidance](#)

[Inclusive Employers](#)

**What action has been/will be taken to mitigate any potential negative impact(s) on particular groups?**

No negative impacts have been identified on any particular group as part of this assessment.

**Welsh Language**

See *Welsh Language* above.

**Outcome**

This assessment is compliant with our duties under our Compliance Notice.

**Data Protection**

**Outcome**

No Data Protection Impact Assessment is required for this policy.

**Document considered by Carys Hedd-Paschalis (People and Organisational Development Manager and Charysse Harper (Head of Equity, Diversity, Inclusion and Wellbeing) on 11 February 2025. This document accompanied the proposed policy to Tim Arwain.**