

Reference Number: UHB 272 Version Number: 2	Date of Next Review: 03.03.2029 Previous Trust/LHB Reference Number:
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HEALTHY EATING IN HOSPITAL RESTAURANT AND RETAIL OUTLETS

Policy Statement

To ensure the Health Board delivers its aims, objectives, responsibilities and legal requirements transparently and consistently, we will ensure that staff, visitors and patients are encouraged and supported to eat well, with healthy options widely available, and a significant reduction in the quantity of energy-dense, high fat, high sugar and high salt food and drink products.

Policy Commitment

As part of our responsibility under the national obesity strategy, Healthy Weight: Healthy Wales¹, we will implement strict criteria, as outlined in the Healthy Eating in Hospital Restaurant and Retail Outlets Policy [appendix A] that supports people to achieve and maintain a healthy weight.

The UHB is asked to ensure compliance at all food retail outlets on our sites, requiring a 75:25% split in favour of healthy options, along with the eight standards outlined in the Policy.

This Policy also applies to any existing or new contracts for externally operated food retail outlets, including vending machines, restaurants and cafes. Any retail shops will require a 60:40% split in favour of healthy options.

Compliance is monitored through annual audits. Public Health, Retail Catering, Procurement and Dietetics Teams will work together to ensure nutritional information for all products is available, analysed and reported to the Nutrition & Catering Steering Group.

Note: This Policy document was previously referred to as Healthy Eating Standards for Hospital Restaurant and Retail Outlets.

Supporting Procedures and Written Control Documents

The Healthy Eating in Hospital Restaurant and Retail Outlets Policy outlines the criteria for healthy eating standards in food and drink outlets across the UHB.

Other supporting documents are:

- [Healthy Weight Healthy Wales Strategy & Delivery Plan](#)
- [The Food \(Promotion and Presentation\) \(Wales\) Regulations 2025](#)

Document Title: Healthy Eating in Hospital Restaurant and Retail Outlets	2 of 3	Approval Date: 03/03/2026
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- [Good Food & Movement Framework and Implementation Plan](#)
- [Welsh Government Vending Guidance \(2012\)](#)
- [Wellbeing of Future Generations Report \(2025\)](#)
- [Prevention of Ill Health - Obesity \(Senedd Cymru October 2025\)](#)
- [Equality and Health Impact Assessment \(updated 2026\) \[appendix B\]](#)
- [Annual Report of the Director of Public Health](#)

Scope

This Policy applies to the provision of food and drink sold to our staff, visitors and patients, through UHB-run and externally contracted outlets.

[Equality & Health Impact Assessment \(EHIA\)](#)

Part 1 - Equality Impact Assessment (EQIA)

An Equality Impact Assessment (EqIA) has been completed and this found there to be a positive impact. Key actions have been identified and these can be found in the attached Equality Health Impact Assessment (2025).

[Equality & Health Impact Assessment \(EHIA\)](#)

Part 2 - Health Impact Assessment (HIA)

As above.

Policy Approved by

Quality Committee

Group with authority to approve procedures written to explain how this policy will be implemented

Nutrition & Catering Steering Group

Accountable Executive or Clinical Board Director

Executive Director Public Health

Author

Senior Public Health Practitioner

Disclaimer

If the review date of this document has passed please ensure that the version you are using is the most up to date either by contacting the document author or the [Governance Directorate](#).

Summary of reviews/amendments

Document Title: Healthy Eating in Hospital Restaurant and Retail Outlets	3 of 3	Approval Date: 03/03/2026
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Version Number	Date Review Approved	Date Published	Summary of Amendments
1			<i>New document</i>
2	Approved by Quality Committee on 03/03/2026	09/03/2026	<i>This is a revised document reflecting the change to a Policy</i> <i>Please note: Original Standards were approved by QSE in February 2025.</i>

REFERENCES

1. Welsh Government. Healthy weight strategy: Healthy Weight Healthy Wales. Available at: <https://gov.wales/healthy-weight-strategy-healthy-weight-healthy-wales> [accessed 2 February 2026].



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Caerdydd a'r Fro
Cardiff and Vale
University Health Board



Bwrdd Iechyd Prifysgol Caerdydd a'r Fro
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Cardiff and Vale University Health Board
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Healthy Eating in Hospital Restaurant and Retail Outlets Policy



Date of issue: December 2014

Updated: November 2019, October 2021, September 2023, December 2024 and February 2026

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FOREWORD

Cardiff and Vale University Health Board (UHB) is committed to improving the health and wellbeing of our staff as well as our local population. Cardiff and Vale UHB formally adopted the Healthy Eating Standards for Restaurant and Retail Outlets in December 2015 to improve the food offer for staff, visitors and patients attending our hospital sites, with a view to adopting it as a formal policy in 2026. The policy applies to all Cardiff and Vale UHB-run and externally provided restaurant and retail outlets, ensuring that all staff and visitors have easy access to healthy, affordable and nutritious food, and that those utilising these services are both educated and encouraged to choose healthier food and drink options. Nationally this work has been used as an exemplar for The Healthy Weight: Healthy Wales strategy, where hospitals are viewed as a key setting to alter the way our population is exposed to unhealthy food and drink.

We are continuously improving the availability, range and affordability of healthy options offered at our UHB-provided hospital restaurants, cafes, shops and vending machines in order to make the healthy option the easy option. We hope that you will help us make Cardiff and Vale UHB a healthier place to work and take the opportunity to make positive changes to improve your health.

Claire Beynon

Executive Director of Public Health

BACKGROUND

Being overweight or obese is the leading risk factor for long-term illness and the second greatest cause of preventable cancer¹. Obesity cost the NHS £12.6 billion per year in 2025 and continues to rise². People who are overweight or obese are more likely to develop complications when in hospital, requiring additional treatment and bed days³.

However, in our current environment our food provision has developed in a way that prioritises convenience over health. Despite widespread knowledge regarding the benefits of maintaining a healthy balanced diet, increasing urbanisation, a more fast-paced way of life and increased production of processed foods, has led to a gradual shift in the dietary habits of the UK population. As a result, individuals are eating less fruit and vegetables, oily fish and dietary fibre, but instead are consuming a greater proportion of energy-rich foods high in fat, salt and sugar⁴.

In Cardiff and Vale of Glamorgan, only 39% of adults report eating the recommended 5 portions of fruit and vegetables a day⁵ and 57% are overweight or obese⁶.

VISION

We are committed to caring for people, taking preventative measures to keep people well and influencing healthier food provision. We have a public duty to act now and ensure the [Wellbeing of Future Generations](#)⁷

As outlined in the [Cardiff and Vale UHB Shaping our Future Wellbeing Strategy](#)⁸, our lifestyle behaviours are influenced by the environment in which we live and work and how able we

feel to make changes. Cardiff and Vale University Health Board (UHB) is one of the largest NHS organisations in the UK, providing healthcare services for over half a million people living in Cardiff and the Vale of Glamorgan. To improve the future health and wellbeing of our population we will create an environment in which individuals have a sense of personal responsibility for their health and are supported to adopt behaviours, which reduce their risk of poor health. Cardiff and Vale UHB has a responsibility to ensure provision of opportunities to access healthy food and drink within the workplace, to positively contribute towards the health and wellbeing of the 17,000 staff it employs, supporting them to be fit and healthy, to offer the best service to patients and reduce staff sickness. As well as our staff, we welcome approximately 200,000 patients and visitors per year onto our sites.

Supporting staff, patients and visitors to make healthier food and drink choices requires strategic co-ordination and the collaboration of Retail Catering Services, Dietetic Services, Procurement and the Public Health Team. A Steering Group was established in 2015 to implement the 'Hospital Restaurants and Retail Catering Outlets Food Standards' and following the latest review in 2026, renamed as the Healthy Eating in Hospital Restaurant and Retail Outlets Policy.

LARGE SCALE CHANGE

Supporting people to change their dietary habits is a gradual process that requires long-term thinking and a shift in the way we procure, sell and prepare food. We recognise this and continue to work collaboratively with our health board colleagues and food industry partners to identify and address changes in the wider system that enable us to make healthier choices more accessible and sustainable. This requires Executive commitment to ensure successful and sustainable implementation.

This Policy drives our ambition to normalise a healthy food environment, changing peoples' expectation of restaurant and retail food provision on hospital sites to one that represents and promotes wellbeing. As part of our commitment to the national obesity strategy, [Healthy Weight: Healthy Wales](#)⁹, we will continue to implement strict criteria that support people to achieve and maintain a healthy weight.








SCOPE

The Policy will ensure that staff, visitors and patients are encouraged and supported to eat well, with healthy* options widely available, and a significant reduction in the quantity of energy-dense, high fat, high sugar and high salt food and drink products.

All Restaurant & Café Outlets




Due to the demand on our UHB services for treating people with obesity related illness and rise in the number of patients with type 2 diabetes, a preventative approach to reducing the impact of a poor diet is now more important than ever. Therefore, the UHB commits to implementing a robust policy to enforce the following criteria:

*Food and drink products are classified 'healthy' in accordance with the Food Standards Agency Traffic light system. See page 10.

	<p>A minimum of 75% of the quantity and range of items available for customers to purchase within each product category must be classed as healthier.</p>
	<p>Only healthier food and drink items can be promoted, e.g. at till point, in special offers/meal deals, in window displays and via other promotional activities. Products that are not classed as 'healthier' cannot be promoted.</p>
	<p>A healthier hot meal must be available for purchase as the cheapest hot meal option available and promoted as such, for example, the 'deal of the day'.</p>
	<p>Whole fresh fruit must be available for purchase at all meal times, that it is cheaper for the customer to purchase than the majority of confectionary items, and that it is included as an option in all meal deals.</p>
	<p>The nutritional information of all products to be displayed to the customer, as per the FSA traffic light system¹⁰.</p>
	<p>Free drinking water is readily available to all restaurant/cafe users and location of drinking water highlighted to customers at till point.</p>
	<p>Salt must not be provided at tables – sachets must be available at service counter only.</p>

External Retail Shop Provision

In recognition of the current challenges to provide a healthy and sustainable retail model and to attract high quality suppliers, we will be implementing the following criteria for all retail shops:

	A minimum of 60% of the quantity and range of items available for customers to purchase within each product category must be classed as healthier.
	All non-UHB outlets will be required to participate in a network/nominate a 'Champion' to discuss progress and opportunities to improve the healthy retail food environment. The above criteria will be included in all future contacts/lease agreements with external suppliers.
	All vending machines must comply with the 75/25% split in favour of healthy options. Branding must support health promoting messages. All existing and new vending contracts must agree to the above as outlined in contractual agreements. This is to be reviewed in line with any government legislation to improve the retail offer vending.

These standards do not apply to inpatient food provision, which must currently comply with the Welsh Government [All Wales Nutrition and Catering Standards for Food and Fluid Provision for Hospital Inpatients \(2011\)](#)¹¹.

COMPLIANCE WITH THE POLICY

In order for food and drinks to be classified as healthier and included within the 75% range they must not have high levels of fat, saturated fat and/or sugar as defined by FSA. The audit process will measure compliance within the following categories, see Table 1 below.

Restaurant/café/ shop/vending Outlets	Product Category	Examples	Criteria
	Hot food	Hot meals, cooked puddings, microwavable ready meals, etc.	Must NOT be high in fat, saturated fat or sugar as defined in table 2
	Cold food	Sandwiches, salads, cold pasties/sausage rolls, cereals, etc.	
	Snacks and confectionery	Crisps, sweets, nuts/seeds, cereal bars, fresh fruit, fruit pots, cakes, biscuits, ice cream, etc.	Must NOT be high in fat, saturated fat or sugar as defined in table 2, unless fat or sugar is naturally occurring in the product.
	Drinks	Hot chocolate, coffee drinks (e.g. lattes, cappuccinos), flavoured water, carbonated drinks, fruit juice/juice drinks, milk-based drinks, etc.	<ol style="list-style-type: none"> 1. Must NOT be high in fat, saturated fat or sugar 2. Must NOT contain any 'added sugars', except for the following products provided there is no more than 5% 'added sugars' and the dairy based drinks are based on skimmed, 1% or semi-skimmed milk: <ul style="list-style-type: none"> - Flavoured milk - Milk based drinks, e.g. iced coffee drinks - Yoghurt drinks - Dairy smoothies

Restaurant/café/ shop/vending Outlets	Product Category	Examples	Criteria
			<p>3. No carbonated drinks are permitted except:</p> <ul style="list-style-type: none"> - Carbonated water - Carbonated pure fruit and vegetable juices - Pure fruit and vegetable juices diluted with carbonated water.
Retail outlets / Convenience Store	Groceries	<p>Chilled/fresh foods: cheese, spreads, fresh milk, deserts, etc.</p> <p>Ready meals: fresh/frozen pre-packaged lasagnes, pizzas, burgers etc.</p> <p>Perishable foods: bread, eggs, flour, etc.</p> <p>Non-perishable foods: pasta, rice, tinned vegetables, tinned/packet soups, jam, pasta/curry sauce, etc.</p>	Must NOT be high in fat, saturated fat or sugar as defined in table 2

Table 1: Criteria for 'healthier' food and drink products by category

MONITORING THE POLICY

Products will be audited based on the Food Standards Agency guidance for [determining whether products are low \(green\), medium \(amber\) or high \(red\)](#) (table 2)¹².

The information needed is the amount of fat, saturated fat and total sugar per 100g.

If the portion/serving size of the product is more than 100g or 150 ml, you will also need:

- Amounts of fat, saturates, (total) sugars and salt **per portion** (can be calculated using per 100g/ml information and portion size).
- Criteria for red (HIGH), amber (MEDIUM) and green (LOW) as set out below.

Table 2: Criteria for 100g of food

<i>Colour Code</i>	<i>Low</i>	<i>Medium</i>	<i>High per 100g</i>	<i>High per portion</i>
<i>Fat</i>	$\leq 3.0\text{g}/100\text{g}$	$> 3.0\text{g to } \leq 17.5\text{g}/100\text{g}$	$> 17.5\text{g}/100\text{g}$	$> 21\text{g}/\text{portion}$
<i>Saturates</i>	$\leq 1.5\text{g}/100\text{g}$	$> 1.5\text{g to } \leq 5.0\text{g}/100\text{g}$	$> 5.0\text{g}/100\text{g}$	$> 6.0\text{g}/\text{portion}$
<i>Total Sugars</i>	$\leq 5.0\text{g}/100\text{g}$	$> 5.0\text{g to } \leq 22.5\text{g} /100\text{g}$	$> 22.5\text{g}/100\text{g}$	$> 27\text{g}/\text{portion}$
<i>Salt</i>	$\leq 0.3\text{g}/100\text{g}$	$> 0.3\text{g to } \leq 1.5\text{g}/100\text{g}$	$> 1.5\text{g}/100\text{g}$	$> 1.8\text{g}/\text{portion}$

Table 3: Criteria for drinks (per 100ml)

Note: Portion size criteria apply to portions/serving sizes greater than 150ml

Colour Code	Low	Medium	High per 100g	High per portion
<i>Fat</i>	≤ 1.5g/100ml	> 1.5g to ≤ 8.75g/100ml	> 8.75g/100ml	>10.5
<i>Saturates</i>	≤ 0.75g/100ml	> 0.75g to ≤ 2.5g/100ml	> 2.5g/100ml	> 3g/portion
<i>Total Sugars</i>	≤ 2.5g/100ml	> 2.5g to ≤ 11.25g/100ml	> 11.25g/100ml	> 13.5g/portion
<i>Salt</i>	≤ 0.3g/100ml	>0.3g to ≤0.75g/100ml	> 0.75g/100ml	> 0.9g/portion

Exceptions

Processed products containing natural fats or sugars, directly pertaining from foods known to have health benefits, including fruit, vegetables, nuts and seeds are exempt unless they have added sugar or fat.

Added sugars: sugars from fruit will not be taken into account when assessing sugar levels, unless the product has added sugar (or a sugar derivative including honey, glucose syrup, etc.) as an ingredient. For example, a product containing dried fruit may exceed the bought-in product specification for sugar, however if they have no added sugar then the product is acceptable. Acceptability will be determined by the ingredients list, which will reference any “added sugar”.

Added sugars: fats from nuts and seeds are not taken into account when assessing fat content, unless the product has added fat from an additional ingredient. For instance, if a cereal bar contains nuts and seeds and no additional vegetable oil or other fat source it will be acceptable.

EVALUATION AND GOVERNANCE

The Healthy Eating in Hospital Restaurant and Retail Outlets Steering Group oversees the implementation of the Policy and monitors compliance.

- The Steering Group reports into the UHB Nutrition and Catering Steering Group, 4 times per year.
- In addition to audit data, we collect feedback from customers using surveys.
- Sales data is reviewed by the Steering Group and used to inform healthier product selection and monitor sales.
- Nutrition training and regular updates on the Policy are offered for catering staff to increase knowledge of the importance of healthier food provision and support implementation of the policy.
 - All outlets (restaurants, cafes, retail outlets and vending machines) across the UHB will be audited on an annual basis.
 - Regular spot checks will also be carried out throughout the year to support the audit process and maintain the requirements of the Policy
- Audit results will be calculated and fed back to:
 - Healthy Eating in Hospital Restaurant & Retail Outlets Policy Steering Group
 - Nutrition and Catering Steering Group
 - Cardiff & Vale Public Health Team monthly performance management meetings
 - Capital & Estates performance meetings and Operational Service Board

SUSTAINABILITY

The Healthy Eating in Hospital Restaurant and Retail Outlets Steering Group is committed to supporting the Health Board's aim to reduce its carbon footprint by identifying measures to promote plant-based products, reduce food waste, avoid unnecessary use of plastics and offer more sustainable food choices.

References:

1. Public Health Wales (2018) *The Case for Action on Obesity in Wales*. Available at: <https://phw.nhs.wales/topics/overweight-and-obesity/the-case-for-action-on-obesity-in-wales/> [accessed on 4th February 2026]
2. Nesta (July 2025) *The Economic and Productivity Costs of Obesity and Overweight in the UK*. Available at: [The economic and productivity costs of obesity and overweight in the UK .pdf](#) [Accessed on 4th February 2026]
3. Public Health Wales (2018) *The Case for Action on Obesity in Wales*. Available at: <https://phw.nhs.wales/topics/overweight-and-obesity/the-case-for-action-on-obesity-in-wales/> [accessed on 4th February 2026]
4. World Health Organisation (2020) *Healthy Diet*. Available at: [Healthy diet \(who.int\)](#) [accessed 4th February 2026].
5. StatsWales. *Adult lifestyle by health board* [updated July 2023] Available at: [Adult lifestyles by local authority and health board, 2020-21 onwards \(gov.wales\)](#) [accessed 4th February 2026].
6. StatsWales. *Adult lifestyle by health board* [updated July 2023] Available at: [Adult lifestyles by local authority and health board, 2020-21 onwards \(gov.wales\)](#) [accessed 4th February 2026].
7. Future Generations Commissioner for Wales. *Well-being of Future Generations (Wales) Act 2015*. Available at: [Well-being of Future Generations \(Wales\) Act 2015 – The Future Generations Commissioner for Wales](#) [accessed 4th February 2026].
8. Cardiff and Vale UHB. *Shaping Our Future Wellbeing: Cardiff And Vale University Health Board Strategy to 2035*. Living Well, Caring Well, Working Together. Available at: [SHAPING-OUR-FUTURE-WELLBEING-STRATEGY_FINAL.pdf \(shapingourfuturewellbeing.com\)](#) [accessed 4th February 2026].
9. Welsh Government. *Healthy weight strategy: Healthy Weight Healthy Wales*. Available at: <https://gov.wales/healthy-weight-strategy-healthy-weight-healthy-wales> [accessed 4th February 2026].
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11. European Commission. *Food information to consumers – legislation*. EC: 2016. Available at: https://ec.europa.eu/food/safety/labelling-and-nutrition/food-information-consumers-legislation_en [accessed 4th February 2026].
12. Welsh Government. *All Wales Nutrition and Catering Standards for Food and Fluid Provision for Hospital Inpatients*. WG:2011. Available at: [All Wales Catering and Nutrition Standards for Food and Fluid Provision for Hospital Inpatients: \(nhs.wales\)](#) [accessed 4th February 2026].
13. Food Standards Agency. *Guide to creating a front of pack (FoP) nutrition label for pre-packed products sold through retail outlets*. FSA: 2016. Available at: https://www.food.gov.uk/sites/default/files/media/document/fop-guidance_0.pdf [accessed 4th February 2026]

Equality & Health Impact Assessment for Healthy Eating in Hospital Restaurants and Retail Outlets Policy

1.	For service change, provide the title of the Project Outline Document or Business Case and Reference Number	Healthy Eating in Hospital Restaurants and Retail Outlets Policy
2.	Name of Clinical Board / Corporate Directorate and title of lead member of staff, including contact details	<p>Cardiff and Vale University Health Board Public Health Team</p> <p>Rachel Sanderson Public Health Practitioner, Rachel.sanderson@wales.nhs.uk</p> <p>Helen Griffith, Senior Public Health Practitioner helen.griffith5@wales.nhs.uk</p> <p>Rhianon Urquhart Principal Health Promotion Specialist, Cardiff and Vale Public Health Team; rhianon.urquhart@wales.nhs.uk</p>
3.	<p>Objectives of strategy/ policy/ plan/ procedure/ service</p> <p>Policies and Procedures - Home (sharepoint.com)</p>	<p>Cardiff and Vale UHB has a statutory responsibility to improve health and prevent ill-health in the local population.</p> <p>The purpose of this policy is to ensure that all staff and visitors have easy access to healthy, affordable, nutritious food at all Cardiff and Vale UHB hospital restaurants and retail outlets. It is also to ensure that staff, visitors, and patients utilising these services are both educated about and encouraged to choose healthy food and drink options.</p>

		<p>The objectives of the Policy are: -</p> <ol style="list-style-type: none"> 1) There are a greater proportion of healthy options available for purchase at Cardiff and Vale UHB provided restaurants and retail catering outlets than other options 2) The healthy options available for purchase at Cardiff and Vale UHB provided restaurants and retail catering outlets are more visible than other options 3) The fat and sugar content of all hot and cold meals served at Cardiff and Vale UHB provided restaurants and retail catering outlets are displayed to the customer through traffic light labelling 4) At all Cardiff and Vale UHB provided restaurants and retail catering outlets, only healthy options are promoted in any marketing campaigns and materials. 5) All Cardiff and Vale UHB provided hospital restaurant and café users are able to purchase healthy food options if they wish, and that there are affordable options available 6) All external retail outlets on Cardiff and Vale UHB sites are providing a greater proportion of healthy options available for purchase for staff, patients and visitors. 7) All vending machines on Cardiff and Vale UHB sites will provide 75% healthier options <p>The policy states that all restaurant and retail outlets offering food and drink across Cardiff and Vale UHB hospital sites should be working towards a target of offering at least 75% healthier (low in fat, sugar and salt) food and drink options to their customers.</p> <p>The implementation of mandatory policy across UHB hospital sites will secure the UHB's position as a leader in delivering healthcare without harm.</p> <p>The full Healthy Eating in Hospital Restaurants and Retail Outlets Policy can be viewed in the appendix.</p>
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4.	<p>Evidence and background information considered. For example</p> <ul style="list-style-type: none"> • population data • staff and service user's data, as applicable 	<p>Being overweight or obese is the leading risk factor for long-term illness and second greatest cause of preventable cancer¹. The cost to the UK NHS of overweight and obesity was £12.6 billion per year in 2025 and continues to rise². People who are overweight or obese are more likely to develop complications</p>
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- needs assessment
- engagement and involvement findings
- research
- good practice guidelines
- participant knowledge
- list of stakeholders and how stakeholders have engaged in the development stages
- comments from those involved in the design and development stages

[Public Health Wales Observatory](#)

[Cardiff and Vale of Glamorgan Population Needs Assessment - Cardiff & Vale Integrated Health & Social Care Partnership \(cvihsc.co.uk\)](#)

[CAVUHB - Home \(sharepoint.com\)](#)

when in hospital, requiring additional treatment and bed days at a cost to the Health Board³. Twenty-one percent of adults are living with obesity and are more likely to develop conditions such as type 2 diabetes⁴.

One in 15 people aged over 17 and living in Cardiff and the Vale of Glamorgan have already been diagnosed with type 2 diabetes⁵. If current trends continue, around 1 in 11 adults in Wales could be living with diabetes by 2035⁶.

In Cardiff and Vale UHB, preventing and reducing obesity is one of the top 3 priorities for preventing ill health and reducing the strain on our NHS services. The *Good Food and Movement Framework*, our local framework to encourage and engage regional partners, including the public sector, aims to improve the availability of good food across public sector sites. Cardiff and Vale UHB are leading the way locally by taking a systems approach to ensuring that our hospital sites present a healthier food environment to staff, patients and visitors through this policy.

You can view the Good Food and Movement Framework and Implementation plan [here](#)

The policy reflects the [Cardiff and Vale UHB Shaping our Future Wellbeing Strategy](#), where the vision outlines that *'Everyone should have the best possible opportunity to live a healthy and fulfilling life - where the unfair differences in health outcomes, which impact on life expectancy, are reduced.'*⁷

From the Cardiff and Vale UHB strategy *'Shaping our Future Wellbeing'* we also know that in 2022/23 there were over 17,000 health board staff, 147,449 people attended the emergency department, 71,394 planned hospital procedures and we provided 669,346 outpatient appointments, all of which we, as a health board, have a responsibility for delivering healthcare without harm, through the promotion of healthier food and drinks across our sites.

The Good Food and Movement Framework, along with the policy aligns with the recently published *Healthy Weight, Healthy Wales Delivery Plan*⁸, where action 12 notes that Welsh Government will *'consult on options to improve the healthy food offer in public sector settings, including within NHS settings.'* This will include looking at procurement guidance to support the provision of a healthy food offer

across different settings. This guidance would directly support objectives of the Healthy Eating in Hospital Restaurants and Retail Outlets Policy and availability and access of healthy, nutritious food at hospital settings.

In parallel to this, healthy food environments are also receiving more focus as a national priority. Following two consultations in 2022 and 2024, Welsh Government are implementing the *Food (Promotion and Presentation) Welsh Regulations*⁹. The regulations come into effect in March 2026 and aim to make the healthier option the easier option by:-

- 1. Restricting volume price promotions of high fat, salt and sugar (HFSS) products, which can encourage over consumption.*
- 2. Restricting the placement of HFSS food and drink products at key selling locations, which can lead to impulse purchases of HFSS products.*

Staff Engagement

The Cardiff and Vale UHB Public Health Team are based at the two main hospital sites- UHW and UHL- on a monthly basis. This regular presence enables the team to build strong relationships and gain a deeper understanding of the day-to-day operations of the catering departments, including the opportunities and challenges they face in implementing the policy. It also provides an ongoing channel for feedback and insights from the catering teams, ensuring their perspectives are embedded in continuous improvement efforts. In addition, this approach helps the Public Health Team maintain close relationships with external retail providers operating within the hospital sites.

There is a steering group for the Healthy Eating in Hospital Restaurant and Retail Outlets Policy, which brings together representatives from the catering teams, the Public Health Team, dietetics, and procurement. The group works collaboratively to identify and address any challenges in implementing the policy across the different hospital sites. Through this forum, the dietetics team has also delivered *Nutrition Skills for Life* training to catering staff, supporting them to better understand the healthier food options promoted by the policy and how these principles can be applied within their menus and food offerings.

		<p>List of Stakeholders Public Health Team Catering Teams – Head of Retail Catering Services, Senior Retail Manager, Retail Supervisors Dietetics – staff dietician, patient dietician Procurement Customers – staff, patients and visitors</p>
5.	Who will be affected by the strategy/ policy/ plan/ procedure/ service	All users of UHB provided hospital restaurants, cafes and retail outlets will be affected. This will in the main be Cardiff and Vale hospital staff and visitors and the many thousands of people that visit the UHB hospital sites annually.

6. EQIA / How will the strategy, policy, plan, procedure and/or service impact on people?

Questions in this section relate to the impact on people based on their 'protected characteristics'. Specific alignment with the 7 goals of the Well-being of Future Generations (Wales) Act 2015 is included against the relevant sections.

How will the strategy, policy, plan, procedure and/or service impact on? -	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate. Refer to where the mitigation is included in the document, as appropriate
<p>6.1 Age For most purposes, the main categories are:</p> <ul style="list-style-type: none"> • under 18; • between 18 and 65; and • over 65 	<p>The policy will ensure greater availability of healthy food and drink at all UHB sites, which will make a positive contribution to the diets of people of all ages, and help them to develop good eating habits, regardless of their age. Overall, the Policy will have a</p>		

How will the strategy, policy, plan, procedure and/or service impact on? -	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate. Refer to where the mitigation is included in the document, as appropriate
	neutral impact on people due to their age.		
<p>6.2 Persons with a disability as defined in the Equality Act 2010 Those with physical impairments, learning disability, sensory loss or impairment, mental health conditions, long-term medical conditions such as diabetes</p>	<p>The policy will ensure greater availability of healthy food and drink at all UHB sites, which can make a positive impact on the diet of people with disabilities and support them to develop good eating habits, regardless of their disability or impairment. Many conditions are exacerbated by poor diet and unhealthy food choices.</p>		
<p>6.3 People of different genders: Consider men, women, people undergoing gender reassignment</p> <p>NB Gender-reassignment is anyone who proposes to, starts, is going through or who has completed a process to change his or her gender with or without going through any medical procedures. Sometimes referred to as Trans or Transgender</p> <p>Stonewall</p>	<p>Gender Reassignment A neutral impact is expected, as the policy will ensure greater availability of healthy food and drink at all UHB sites, which will make a positive contribution to the diet of people with gender reassignment and help them to develop good eating habits, regardless of gender reassignment.</p> <p>The policy will ensure greater availability of healthy food and</p>		

How will the strategy, policy, plan, procedure and/or service impact on? -	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate. Refer to where the mitigation is included in the document, as appropriate
Gender Identity Research & Education Society – Improving the Lives of Trans People (gires.org.uk)	<p>drink at all UHB sites, which will make a positive contribution to the diet of men and women and help them to develop good eating habits, regardless of gender. The policy will have a neutral impact on gender overall.</p>		
<p>6.4 People who are married or who have a civil partner.</p>	<p>A neutral impact is anticipated, as the policy will ensure a greater availability of healthy food and drink options across all UHB sites. This will contribute positively to people’s diets and support the development of healthy eating habits, regardless of marital or civil partnership status.</p>		
<p>6.5 Women who are expecting a baby, who are on a break from work after having a baby, or who are breastfeeding. They are protected for 26 weeks after having a baby whether they are on maternity leave.</p>	<p>The impact is expected to be positive, recognising the importance of a healthy and balanced diet for both mother and baby during pregnancy and after birth. The policy will ensure a greater availability of healthy food and drink options across all UHB sites, supporting improved dietary choices and the development of healthy eating habits for all individuals, regardless of whether</p>		

How will the strategy, policy, plan, procedure and/or service impact on? -	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate. Refer to where the mitigation is included in the document, as appropriate
	they are pregnant or have recently given birth.		
<p>6.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers, gypsies/travellers, migrant workers</p> <p>The Runnymede Trust</p>	<p>A neutral impact is anticipated, as the policy will ensure a greater availability of healthy food and drink options across all UHB sites, supporting the development of healthy eating habits regardless of racial or cultural background.</p> <p>The availability and provision of culturally appropriate foods will continue to be monitored to ensure that suitable, healthier options are offered to meet the needs of the diverse population accessing hospital sites.</p>	<p>Ensure that the appropriateness of the food offer, with relation to religion and culture, is a standing agenda item for the Healthy Eating in Hospital Restaurant and Retail Outlets Steering Group.</p>	
<p>6.7 People with a religion or belief or with no religion or belief.</p> <p>The term 'religion' includes a religious or philosophical belief</p>	<p>A neutral impact is anticipated, as the policy will ensure a greater availability of healthy food and drink options across all UHB sites, making a positive contribution to people's diets and supporting the development of healthy eating habits, regardless of religion, belief, or non-belief.</p>	<p>Ensure that the appropriateness of the food offer, with relation to religion and culture, is monitored and reviewed regularly by the Healthy Eating in Hospital Restaurant and Retail Outlets Steering Group.</p>	
<p>6.8 People who are attracted to other people of:</p>	<p>A neutral impact is anticipated, as the policy will ensure a greater availability of healthy food and</p>		

How will the strategy, policy, plan, procedure and/or service impact on? -	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate. Refer to where the mitigation is included in the document, as appropriate
<ul style="list-style-type: none"> the opposite sex (heterosexual); the same sex (lesbian or gay); both sexes (bisexual) <p>Stonewal</p>	<p>drink options across all UHB sites, making a positive contribution to people's diets and supporting the development of healthy eating habits, regardless of sexual orientation.</p>		
<p>6.9 People who communicate using the Welsh language in terms of correspondence, information leaflets, or service plans and design</p> <p>Well-being Goal – A Wales of vibrant culture and thriving Welsh language</p>	<p>The current marketing and promotional materials are only displayed in English. This includes menus, the Aroma café app and any meal deal offers/promotional.</p>	<p>Support the retail and catering department with developing a consistent approach to translation and availability of materials in the Welsh language. As a Healthy Eating in Hospital Restaurant and Retail Outlets Steering Group, we aim to collaborate to ensure there is a budget for translation and advice for using the Welsh language.</p>	
<p>6.10 People according to their income related group: Consider people on low income, economically inactive, unemployed/workless, people who are unable to work due to ill-health</p>	<p>The impact is anticipated as positive as the UHB hospital settings provide services to all sectors of the population, including those on low incomes and individuals who are unemployed. Through the policy, we promote nutritious and affordable food options, ensuring</p>		

How will the strategy, policy, plan, procedure and/or service impact on? -	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate. Refer to where the mitigation is included in the document, as appropriate
	<p>a range of suitable choices are available for people across all income levels. An example of this is <i>Wellbeing Wednesday</i>, which aims to provide a nutritionally balanced hot meal option for staff at both hospital sites each week. This initiative supports equitable access to healthy food for all staff, recognising the wide range of roles and income levels across the UHB workforce.</p>		
<p>6.11 People according to where they live: Consider people living in areas known to exhibit poor economic and/or health indicators, people unable to access services and facilities</p>	<p>Currently, visitors and staff at the UHW site have more options when it comes to healthier choices, compared to those attending the UHL site.</p>	<p>As a Healthy Eating in Hospital Restaurant and Retail Outlets Steering Group we aim to support the UHL catering staff to ensure there are a range of healthier and suitable options for the customer base.</p>	
<p>6.12 Consider any other groups and risk factors relevant to this strategy, policy, plan, procedure and/or service</p>			

HIA / How will the strategy, policy, plan, procedure and/or service impact on the health and well-being of our population and help address inequalities in health?

Questions in this section relate to the impact on the overall health of individual people and on the impact on our population. Specific alignment with the 7 goals of the Well-being of Future Generations (Wales) Act 2015 is included against the relevant sections.

<p>How will the strategy, policy, plan, procedure and/or service impact on? -</p>	<p>Potential positive and/or negative impacts and any groups affected</p>	<p>Recommendations for improvement/ mitigation</p>	<p>Action taken by Clinical Board / Corporate Directorate Refer to where the mitigation is included in the document, as appropriate</p>
<p>7.1 People being able to access the service offered: Consider access for those living in areas of deprivation and/or those experiencing health inequalities</p>	<p>Everyone working or visiting the hospital sites can access the healthier range of food options in a variety of retail and restaurant outlets across the settings. The availability and provision of culturally appropriate foods will continue to be monitored to ensure that suitable, healthier options are offered to meet the needs of the diverse population accessing hospital sites and these populations are not disproportionately impacted.</p> <p>There is availability of more affordable options across the outlets to ensure that those on varying incomes can access the healthier options available.</p>		
<p>7.2 People being able to improve /maintain healthy lifestyles: Consider the impact on healthy lifestyles, including healthy</p>	<p>The policy ensures that all staff and visitors have easy access to healthy, affordable, and nutritious food across all Cardiff and Vale UHB hospital restaurants and</p>	<p>Retail and catering staff to be regularly offered training in Nutrition Skills for Life.</p>	

How will the strategy, policy, plan, procedure and/or service impact on? -	Potential positive and/or negative impacts and any groups affected	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate Refer to where the mitigation is included in the document, as appropriate
<p>eating, being active, no smoking /smoking cessation, reducing the harm caused by alcohol and /or non-prescribed drugs plus access to services that support disease prevention (e.g., immunisation and vaccination, falls prevention). Also consider the impact on access to supportive services including smoking cessation services, weight management services etc.</p> <p>Creating healthier places spaces.pdf (wales.nhs.uk)</p>	<p>retail outlets. They are designed to make the healthy option the easy option by promoting and supporting healthier eating behaviours. In addition, the policy aims to educate and encourage staff, visitors, and patients to make informed food and drink choices that support their overall wellbeing.</p> <p>Through this approach, the UHB sets an exemplar as a health board committed to prevention, promoting good health, and reducing the risk of further ill-health.</p>		
<p>7.3 People in terms of their income and employment status: Consider the impact on the availability and accessibility of work, paid/ unpaid employment, wage levels, job security, working conditions</p>	<p>The policy is likely to have a positive impact on people in terms of their income and employment status. For example, the Policy will enable healthy food to be made available to staff and visitors, dependent on opening hours for shift workers.</p> <p>The policy also ensures a healthy option is available that is also low cost, such as Wellbeing Wednesday.</p>		
<p>7.4 People in terms of their use of the physical environment:</p>	<p>Everyone working or visiting the hospital sites can access the healthier range of food options in</p>		

How will the strategy, policy, plan, procedure and/or service impact on? -	Potential positive and/or negative impacts and any groups affected	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate Refer to where the mitigation is included in the document, as appropriate
Consider the impact on the availability and accessibility of transport, healthy food, leisure activities, green spaces; of the design of the built environment on the physical and mental health of patients, staff, and visitors; on air quality, exposure to pollutants; safety of neighbourhoods, exposure to crime; road safety and preventing injuries/accidents; quality and safety of play areas and open spaces	a variety of retail and restaurant outlets across the settings.		
7.5 People in terms of social and community influences on their health: Consider the impact on family organisation and roles; social support and social networks; neighbourliness and sense of belonging; social isolation; peer pressure; community identity; cultural and spiritual ethos	The Healthy Eating in Restaurant and Retail Outlet Steering Group will continue to develop regular staff, patient and visitor surveys on the healthy food offerings across the sites to ensure the food offer is suitable and appropriate to them.		

How will the strategy, policy, plan, procedure and/or service impact on? -	Potential positive and/or negative impacts and any groups affected	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate Refer to where the mitigation is included in the document, as appropriate
<p>7.6 People in terms of macro-economic, environmental and sustainability factors: Consider the impact of government policies; gross domestic product; economic development; biological diversity; climate</p>	<p>Procurement is part of the Healthy Eating in Hospital Restaurant and Retail Outlets Steering Group. As a group we discuss procurement opportunities when contracts are ending, to encourage opportunities for more sustainable and healthier options.</p>	<p>We will be guided by the new 2025 updates on 'The Social Partnership and Public Procurement (Wales) Act' (2023)</p>	

Please answer question 8.1 following the completion of the EHIA and complete the action plan

<p>8.1 Please summaries the potential positive and/or negative impacts of the strategy, policy, plan, or service</p>	<p>The implementation of the Healthy Eating in Hospital Restaurant and Retail Outlets Policy is expected to have a broadly positive or neutral impact across all protected groups. The main benefits relate to improved access to healthier, affordable food options across UHB sites, supporting wellbeing for all.</p> <p>Positive impacts include:</p> <ul style="list-style-type: none"> • Improved healthier food options for all age groups, pregnant people, and disabled people. • Enhanced equity for staff on lower incomes through affordable healthy meal initiatives. <p>Neutral impacts:</p> <ul style="list-style-type: none"> • No groups are expected to be excluded or negatively targeted. • Gender, gender reassignment, marital status, race, religion, and sexual orientation groups will benefit equally from improved availability of healthy food. <p>Potential barriers and inequalities identified:</p> <ul style="list-style-type: none"> • Menus and promotional materials are currently available only in English, creating accessibility issues for Welsh speakers and some ethnic minority groups.
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- Cultural or religious food needs must be monitored to ensure appropriate healthier options are provided.
- Disabled people may face accessibility barriers if information is not provided in suitable formats.
- There is variation between sites (UHW has more healthy options than UHL), which may lead to unequal access.

Action Plan for Mitigation / Improvement and Implementation

	Action	Lead	Timescale	Action taken by Clinical Board / Corporate Directorate
8.2 What are the key actions identified as a result of completing the EHIA?	<p>Ensure that the appropriateness of the food offer, with relation to religion and culture, is monitored and reviewed regularly by the steering group and further action taken when needed.</p> <p>To continue to undertake surveys and feedback from staff, visitors and patients from all sites, to ensure that the food offer is appropriate.</p> <p>Support the retail and catering department with developing a consistent approach to translation and availability of materials in the Welsh language. As a steering group, we can collaborate to ensure there is a budget for translation and advice for using the Welsh language.</p>	Senior Health Promotion Specialist	Ongoing – to be reviewed at the Healthy Eating in Hospital Restaurant and Retail Outlets Steering Group. (next date 22/04/2026)	

	Action	Lead	Timescale	Action taken by Clinical Board / Corporate Directorate
<p>8.3 Is a more comprehensive Equalities Impact Assessment or Health Impact Assessment required?</p> <p>This means thinking about relevance and proportionality to the Equality Act and asking: is the impact significant enough that a more formal and full consultation is required?</p>	No			

	Action	Lead	Timescale	Action taken by Clinical Board / Corporate Directorate
<p>8.4 What are the next steps?</p> <p>Some suggestions: -</p> <ul style="list-style-type: none"> • Decide whether the strategy, policy, plan, procedure and/or service proposal: <ul style="list-style-type: none"> ○ continues unchanged as there are no significant negative impacts ○ adjusts to account for the negative impacts ○ continues despite potential for adverse impact or missed opportunities to advance equality (set out the justifications for doing so) ○ stops. • Have your strategy, policy, plan, procedure and/or service proposal approved • Publish your report of this impact assessment • Monitor and review 	<p>Embed Policy documentation to ensure compliance against the agreed criteria.</p> <p>Recommendation is for Policy to continue as unchanged, as no significant negative impacts have been identified.</p>	<p>Senior Health Promotion Specialist</p>	<p>Compliance reviewed following next audits (December 2026)</p>	

References

- ¹ Public Health Wales (2018) *The Case for Action on Obesity in Wales*. Available at: <https://phw.nhs.wales/topics/overweight-and-obesity/the-case-for-action-on-obesity-in-wales/> [accessed on 4th February 2026]
- ² Nesta (July 2025) *The Economic and Productivity Costs of Obesity and Overweight in the UK* Available at: [The economic and productivity costs of obesity and overweight in the UK .pdf](#) [Accessed on 4th February 2026]
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- ⁵ StatsWales, *Disease registers by local health board, cluster and GP practice* [Accessed on 4th February 2026]
- ⁶ Public Health Wales (2023) *Public Health Wales Observatory*. Available at: [Diabetes prevalence – trends, risk factors, and 10-year projection - Public Health Wales](#) [Accessed on 9th February 2026]
- ⁷ Cardiff and Vale UHB. *Shaping Our Future Wellbeing: Cardiff And Vale University Health Board Strategy to 2035. Living Well, Caring Well, Working Together*. Available at: [SHAPING-OUR-FUTURE-WELLBEING-STRATEGY_FINAL.pdf \(shapingourfuturewellbeing.com\)](#) [accessed 4th February 2026].
- ⁸ Welsh Government. *Healthy weight strategy: Healthy Weight Healthy Wales*. Available at: <https://gov.wales/healthy-weight-strategy-healthy-weight-healthy-wales> [accessed 4th February 2026].
- ⁹ Welsh Government, 2025. *Restricting the Promotion of High Fat, Salt and Sugar Foods: Implementation Guidance*. Available at: [Restricting the promotion of high fat, salt and sugar foods: implementation guidance | GOV.WALES](#) [Accessed on 9th February 2026]