

[REDACTED]

From:
Sent:
To:

[REDACTED]
12 April 2024 08:59

Subject:

[REDACTED]
FW: All Nations Centre future bookings

Hi all

FYI re the All Nations Centre as an unsuitable venue for us to book in the future please see the email string below for an explanation.

Many thanks

[REDACTED]

From

[REDACTED]
Sent: Thursday, April 11, 2024 12:36 PM

[REDACTED]

Subject: FW: All Nations Centre

Hi all,

At last week's DBG where Procurement reps attended, it was highlighted that the All Nation's Centre was no longer a venue that HEIW were able to use and that this had been in place for a while.

Having scoped as to why this is the case please see the below email for clarification.

Apologies for not having circulated last week's DBG minutes yet, I was on leave Weds-Fri last week but will get these out asap.

Best wishes,

Fro

Sent: Tuesday, December 5, 2023 10:22 AM

Subject: All Nations Centre

Hi all

National Trade Union reps have asked us to stop using the All Nations Centre due to the Centre's stance on conversion therapy and a recent letter they signed and sent (with others) to the WG objecting to the WG's plan to ban CT in Wales. The LGBTQ+ network in C&VUHB have been making strong representations also.

We have alerted TUS that we may need to continue to use it short term as we undertake a lot of engagement and there may be pre-booked events that would incur cost, but that we would plan to stop using them going forward. The Execs are in support of that approach.

I'd be grateful if you could communicate this with relevant key staff and review any bookings already made to see if they can be cancelled without cost. We are not planning on any communication with the Centre.

Thanks in anticipation

Kind regards Cofion cynnes

From:
Sent:
To:

14 March 2024 13:23

Subject:

RE: ITV Wales conversion therapy story

The more I hear, the more I think there needn't be a problem.

█ has shared a letter which was sent in response to the UK government consultation, not from ANC but from a large umbrella body called the Evangelical Alliance. ANC may be a member of it, I'm not sure, but the claim is that they were party to the letter. Actually it's said they were signatories but that isn't true – it was only signed by the director of the alliance.

From:

Sent: 13 March 2024 10:39

To:

Subject: RE: ITV Wales conversion therapy story

It went out on Friday apparently although briefly, not sure if there was any mention of us. Expecting some sort of response as the SLT were meeting yesterday and we still have no guidance, should we attend All Nations events from a professional point etc

Will feedback as soon as we get anything from management team

Dymuniadau Gorau / Best Wishes █
#helo fy enw i ydy ... #hello my name is █

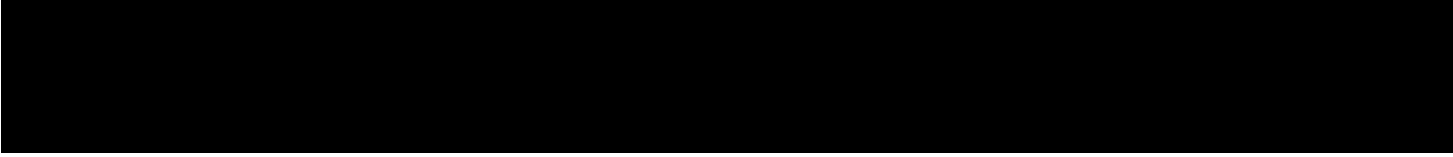
From:

Sent: Tuesday, March 12, 2024 12:14 PM

To:

Subject: RE: ITV Wales conversion therapy story

Do we know what came of this? The email trail was from Friday – did it go out then? I gather there was nothing on yesterday's news.



Subject: ITV Wales conversion therapy story

Hello,

We're running a piece today about the All Nations Centre in Cardiff, who've been accused of opposing legislation to ban conversion therapy.

As a result, BAPO **The British Association of Prosthetists and Orthotists** have decided to move their conference taking place today to a hotel in Cardiff Bay.

They've issued a statement outlining why:

<https://www.bapo.com/2024/02/12/bapo-regional-conference-cardiff-venue-change/>

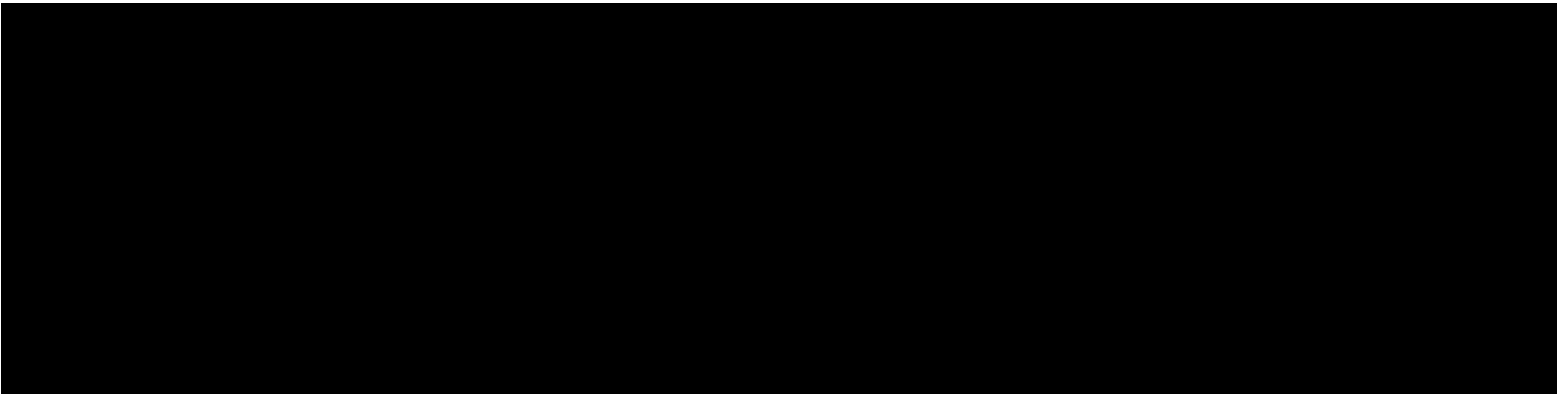
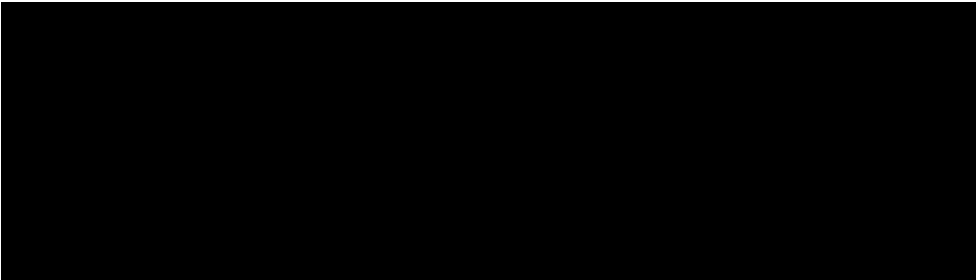

We've heard that the National Palliative and End of Life Care Programme, operated by NHS Wales, have also chosen to move their conference elsewhere for the same reason.

Are you able to confirm this and issue a statement accordingly?

It's for the evening news, Wales at Six tonight. We'd ideally require a statement by 1400.

I'm cc'ing in the relevant Welsh Government press office as I'm not sure who would answer this.

Thanks,



[REDACTED]

Sent: 09 February 2024 09:38
Subject: Fw: All Nations Centre

Circulated as requested - Please read the below .

[REDACTED]

From: [REDACTED]
Sent: Friday, February 9, 2024 09:35
To: [REDACTED]
Subject: FW: All Nations Centre

Hi [REDACTED]

Please can you circulate?

Thanks

[REDACTED]

From: [REDACTED]
Sent: 09 February 2024 09:33
To: [REDACTED]
Subject: Fw: All Nations Centre

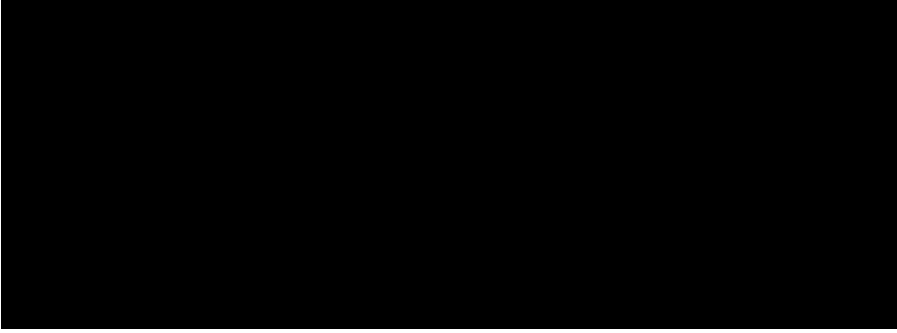
Good Morning All

Following the public stance and allegations of discrimination by the All Nations Centre regarding members of the LGBTQ+ community the Health Board has made the decision not to use the centre and will be issuing a directive to all colleagues not to hire the centre.

A Cardiff and Vale University Health Board spokesperson said:

"As an inclusive employer we uphold the Equality Act and have taken the decision to no longer attend venues that do not promote inclusion and diversity and is free from discrimination of all people. This is also in line with the organisation's values and behaviour."

Many thanks,



[REDACTED]

Sent: 29 November 2023 13:27

To: a [REDACTED]

Subject: All Nations Centre

WARNING: This email originated from outside of NHS Wales. Do not open links or attachments unless you know the content is

Dear committee members,

Please see below the response from [REDACTED] who is the managing director at the All Nations Centre.

[REDACTED]

Please note that I am not usually in the office on Tuesdays and will respond to emails on my return

Please visit [Stroke Hub Wales - Research Innovation Education](#)

GDPR - Please note that if you do not wish to continue to receive notifications about Stroke Hub Wales or stroke education in Wales in general including the Welsh Stroke Conference then please let me know and I will remove you from our mailing list, thank you

Sent: Tuesday, November 28, 2023 2:12 PM

Subject: FW: All Nations Centre

WARNING: This email originated from outside Cardiff Metropolitan University's Mail System. Do not reply, click links or open attachments unless you recognise the sender and know the content is safe.

RHYBUDD: Mae'r e-bost hwn yn tarddu o du allan i System Bost y Brifysgol. Peidiwch ag ateb, clicio dolenni nac agor atodiadau oni bai eich bod yn adnabod yr anfonwr ac yn gwybod bod y cynnwys yn ddiogel.

Dear [REDACTED]

Many thanks for your email and bringing some things to our attention. [REDACTED] has forwarded it to me to look into and provide assistance.

I'm unaware of any boycott from Cardiff and Vale nor the news article you refer to in closing.

I did check though, and can confirm that ministers of All Nations Church (who own the conferencing business and venue) did sign an open letter during the consultation process regarding the ban on conversion therapy.

It seems the main concern was that whilst many of the abhorrent practices of conversion therapy we would all agree are wrong, the definition was so broad as to be meaningless.

This left open the possibility for Christians and other faiths to be in breach of the law just for exercising their right to practice their religion.

I believe this proposal is back in consultation and was not included in the Kings speech. I expect largely due to some of these issues raised, as well as others from faith and non-faith groups.

As you note [REDACTED] we all have opinions on matters around us and to share them during a consultation seems the appropriate time and place.

I would suggest this is democracy at work so I would be concerned if a company, owned by a church was being discriminated against and 'boycotted' for sharing it's concerns through the due process offered to it.

Other than that, I'm not too sure what else to inform you of.

I hope that is helpful though, and that we can continue to welcome all your delegates warmly.

Kind Regards,

[REDACTED]
[REDACTED]
[REDACTED] Date: 27 November 2023 at 11:48:03 GMT

To [REDACTED]

Subject: All Nations Centre

Hi [REDACTED]

I hope you don't mind me getting in contact about a sensitive issue that we have only recently been made aware of relating to the All Nations Centre.

One of the senior clinicians in Cardiff forwarded a recent email thread from within his department about the response of the LGBTQ+ community to the issue regarding the responses from several institutions last year about the support to opposing the banning of conversion therapy. We are led to believe that staff at Cardiff and Vale are now boycotting events at ANC.

We appreciate that as ANC is a religious institution that it holds an opinion, as do we all, on matters around us. However, with the conference needing to ensure we are respectful of the opinions of our delegates too we need to be fully informed.

It has led us to need to contact you to understand the situation from the side of ANC, because with it being such a sensitive issue, we need to be aware, if asked by potential delegates, what the position is. We also need to know whether it is still an issue and how would it affect the Welsh Stroke Conference next June. Was there a formal response from the ANC after the news article last year?

Many thanks

[REDACTED]

Please note that I am not usually in the office on Tuesdays and will respond to emails on my return

Please visit [Stroke Hub Wales - Research Innovation Education](#)

GDPR - Please note that if you do not wish to continue to receive notifications about Stroke Hub Wales or stroke education in Wales in general including the

Welsh Stroke Conference then please let me know and I will remove you from our mailing list, thank you



Stroke Hub
Wales Hwb
Strôc
Cymru

 www.stroke.wales

 [@StrokeHubWales](https://twitter.com/StrokeHubWales)

[Redacted]

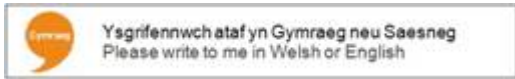
Sent: 22 November 2023 17:27

To: [Redacted]

Subject: RE: ALL NATIONS CENTRE

Same here. I will need to read the articles and would like an update from the ANC to have a fully considered response.

[Redacted]



[Redacted]

Sent: 22 November 2023 16:33

T [Redacted]

Subject: Re: ALL NATIONS CENTRE

The article is from February 2022. I think an up to date position from ANC is needed to aid our decision.

I'll consider the situation in more detail prior to giving an opinion.

Thanks,

[Redacted]

Sent from [Outlook for Android](#)

From [REDACTED]
Sent: Wednesday, November 22, 2023 4:18:35 PM
To: [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Subject: Re: ALL NATIONS CENTRE

I think my issue is twofold:

1. This is a sensitive topic and will be something that many attendees will feel emotive about. I have already had one colleague advise she would not attend if the conference were at All Nations based upon this. Hence the reason for raising - whatever our personal views, what will the potential attendees decide?
2. Conversion therapy intends to "treat" people who are not heterosexual due to a stance that this is not correct. We are a conference that in part are promoting the individualisation of care and ensuring we support that person in becoming the best version of the new them. These two positions clash in my opinion.

I have asked [REDACTED] to make contact with [REDACTED] (from All Nations) to understand her position, and ask if there is a response from the All Nation's Centre on this situation.

I do think we need to be careful about how we proceed and I don't think a rash decision is warranted.

[REDACTED]

From [REDACTED]
Sent: 22 November 2023 13:50

Subject: ALL NATIONS CENTRE

Apologies if I sound insensitive, but WSC does not sit with CAV. So, do we have to follow what the health board decided?

I am only interested in CPD and not politics, so I support going ahead with our booking.

Kind Regards,

[REDACTED]

From [REDACTED]

Sent: 22 November 2023 13:36

Subject: Fwd: BOYCOTT ALL NATIONS CENTRE

Importance: High

Hello all,

It is with some disappointment that I must write to you in relation to some information that I have received via [REDACTED]. I have copied the original email for ease below:

20 November 2023:

Morning all,

Our LGBT+ members raised major concerns about the HB holding events at the All Nations Centre given it took part in an open letter with (20 other institutions) condemning the ban on conversion therapy.

<https://cardiffjournalism.co.uk/thecardiffian/2022/02/18/church-leaders-object-to-ban-on-conversion-therapy-for-gay-people/>

[Everything you need to know about conversion therapy | Stonewall](#)

[Conversion therapy ban moves forward in Wales | GOV.WALES](#)

Our LGBT+ members brought this to our attention and requested our support to boycott any events or training being held at this venue. After a Staff Side discussion, I wrote to the HB's Equity, Diversity and Inclusion lead (Mitch) on behalf of Staff Side, and this was his reply.

"We have taken the decision not to host our autumn equity and inclusion event there and are currently seeking alternate venues. I think further organisational discussion is required about our position"

I am awaiting a further update. In the meantime, **we stand in solidarity with our LGBT+ members and will not attend events or training being held at this venue.**

Thank you for your continuing support

The links are important to read and I would suggest reading them to be fully informed. The summary though is that All Nations Church were one of the 20 institutions supporting the opposition to the government's move to ban conversion therapy. Conversion therapy is not something I think is appropriate and am seeking the committee's views on whether we should be boycotting the All Nations Centre too.

If I could get your views by 1/12/23 we can then make a decision.

Thank you all.

[REDACTED]

[REDACTED]

[REDACTED]

From: [REDACTED]

Sent: 21 November 2023 12:36

To: [REDACTED]
[REDACTED]

Subject: Fw: Fwd: BOYCOTT ALL NATIONS CENTRE

WARNING: This email originated from outside of NHS Wales. Do not open links or attachments unless you know the content is safe.

Please see email trail below from [REDACTED]
Hopefully it won't affect the event next year...

[Sent from Yahoo Mail for iPhone](#)

Begin forwarded message:

On Tuesday, November 21, 2023, 11:31 A [REDACTED]
[REDACTED]

An issue for WSC to grapple with.

Sent from [Outlook for iOS](#)

From: [REDACTED]

<Lesley.Ackerman@wales.nhs.uk>

Sent: 21 November 2023 09:47

To: [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Subject: FW: BOYCOTT ALL NATIONS CENTRE

Dear all
FYI
Thanks

[REDACTED]

From: [REDACTED]

Sent: 21 November 2023 09:36

To: [REDACTED]

Subject: Fw: BOYCOTT ALL NATIONS CENTRE

Hi [REDACTED]

[Everything you need to know about conversion therapy | Stonewall](#)

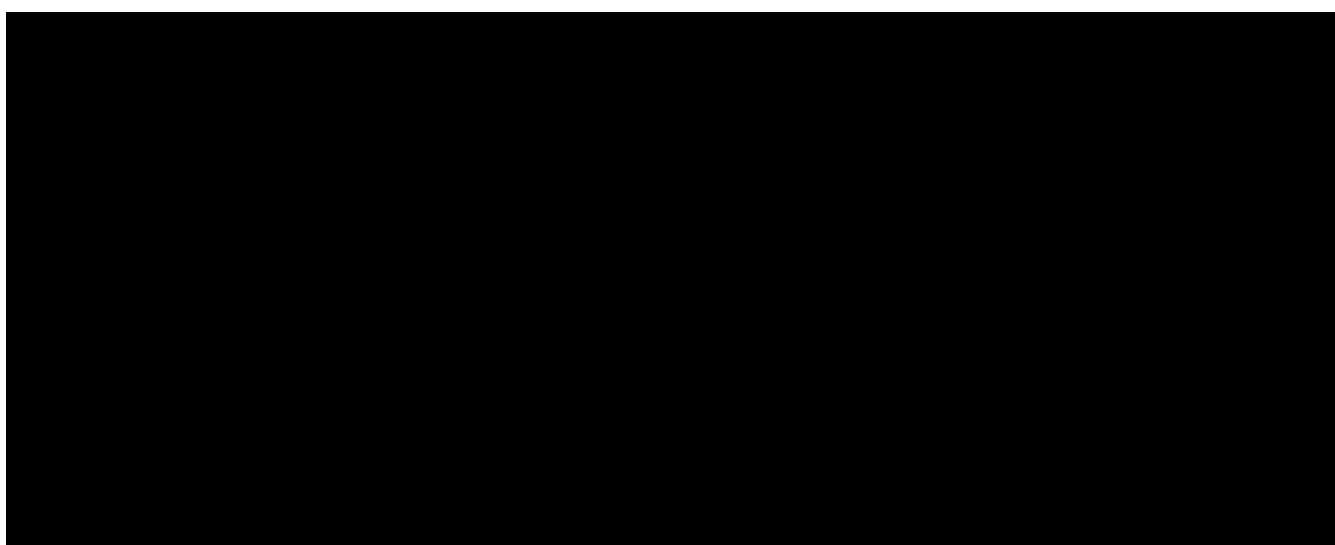
[Conversion therapy ban moves forward in Wales | GOV.WALES](#)

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“We have taken the decision not to host our autumn equity and inclusion event there and are currently seeking alternate venues. I think further organisational discussion is required about our position”

I am awaiting a further update. In the meantime, ***we stand in solidarity with our LGBT+ members and will not attend events or training being held at this venue.***

Thank you for your continuing support.



Confidentiality

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Hysbysiad preifatrwydd: Gellir gweld hysbysiad preifatrwydd Bwrdd Iechyd Prifysgol Caerdydd a'r Fro ar ein gwefan:

(<http://www.cardiffandvaleuhb.wales.nhs.uk/opendoc/325392>)

Mae'r neges hon yn gyfrinachol. Os nad chi yw'r derbynnydd y bwriedid y neges ar ei gyfer, byddwch mor garedig â rhoi gwybod i'r anfonydd yn ddi-oed. Dylid ystyried unrhyw ddatganiadau neu sylwadau a wneir uchod yn rhai personol, ac nid o angenrhaid yn rhai o eiddo Bwrdd Iechyd Prifysgol Caerdydd a'r Fro, nac unrhyw ran gyfansoddol ohoni na chorff cysylltiedig. Mae cyfathrebu drwy e-bost yn amodol l fonitro; am fwy o wybodaeth.

<http://www.wales.nhs.uk/sitesplus/864/cymraeg>

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Cofiwch fod yn ymwybodol ei bod yn bosibl y bydd disgwyl i Bwrdd Iechyd Prifysgol Caerdydd a'r Fro roi cyhoeddusrwydd i gynnwys unrhyw ebost neu ohebiaeth a dderbynnir, yn unol ag amodau'r Ddeddf Rhyddid Gwybodaeth 2000. I gael mwy o wybodaeth am Ryddid Gwybodaeth, cofiwch gyfeirio at wefan Bwrdd Iechyd Prifysgol Caerdydd a'r Fro <http://www.wales.nhs.uk/sitesplus/864/cymraeg>



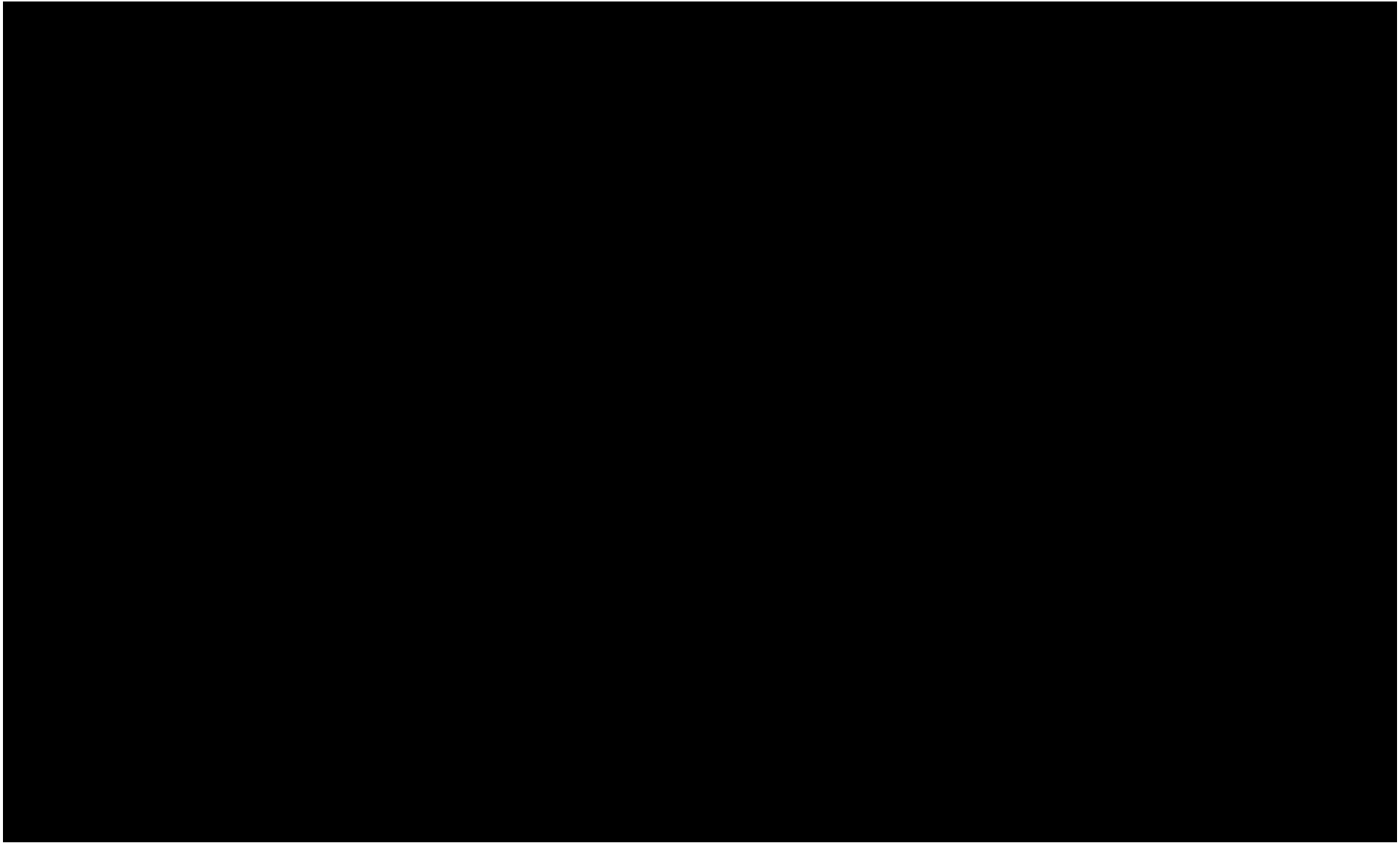
GIG
CYMRU
NHS
WALES

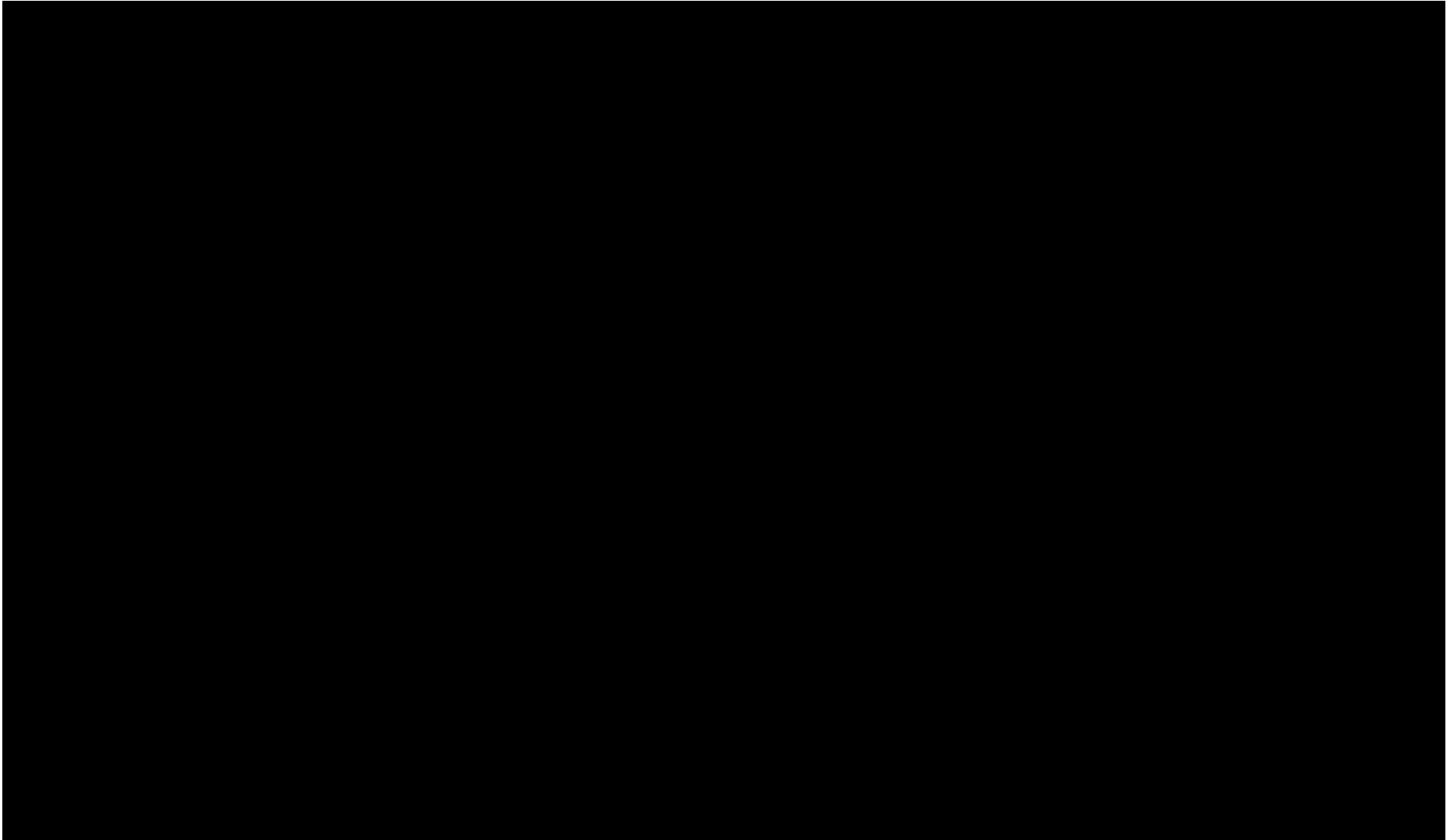
Bwrdd Iechyd Prifysgol
Aneurin Bevan
University Health Board

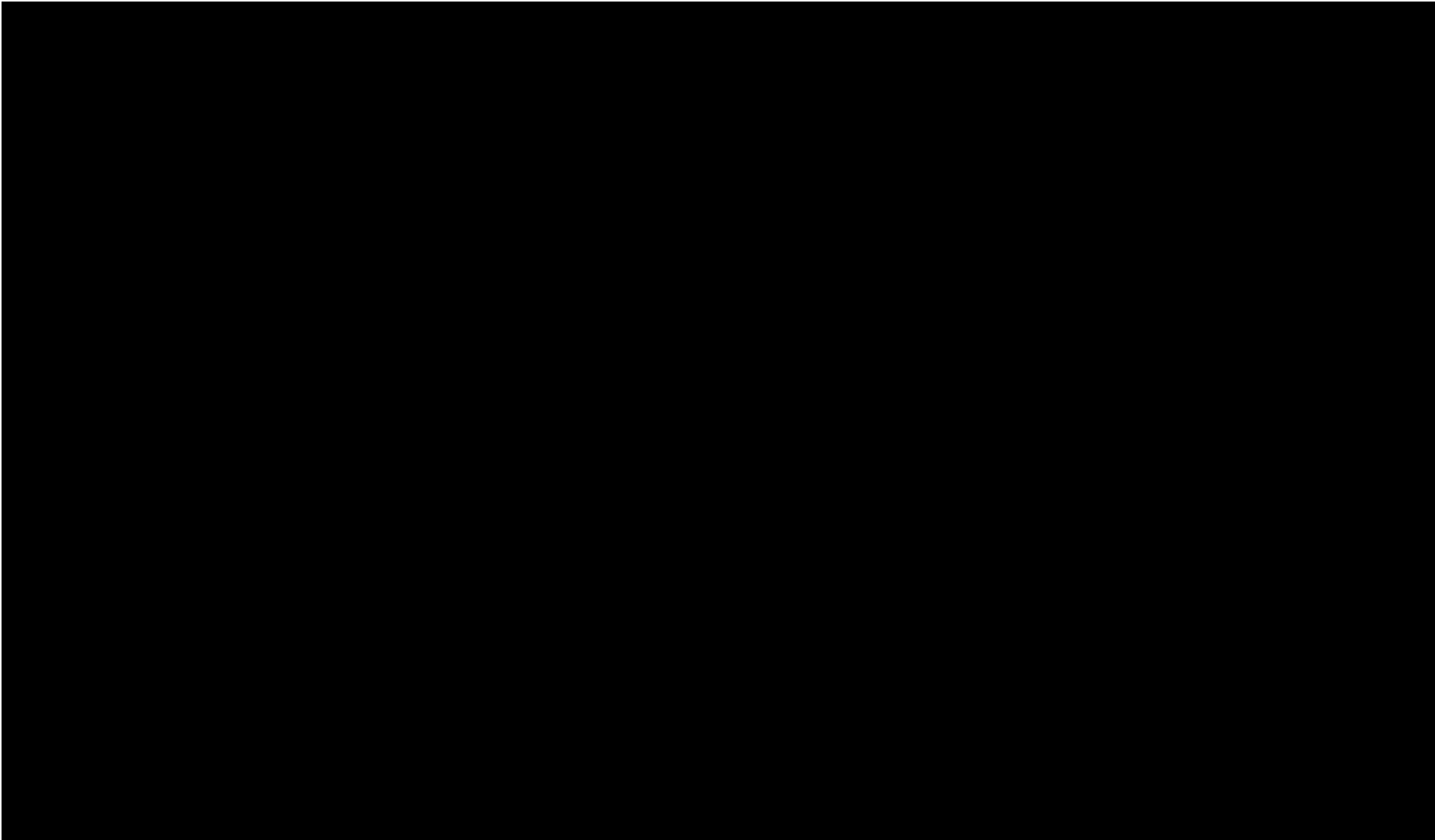
Equality Leadership Group

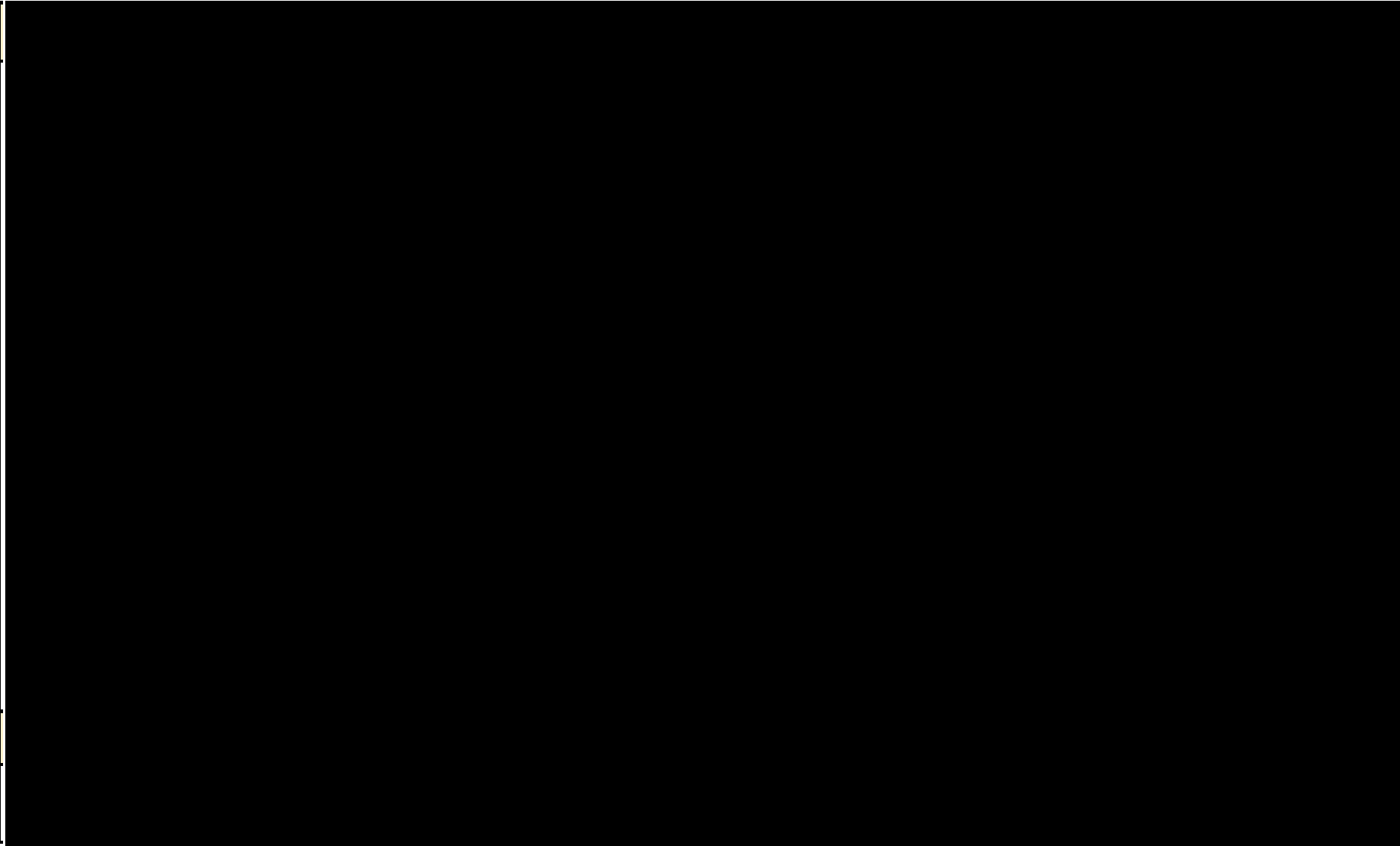
**NHS Wales Equality Leadership Group
Thursday 23 November 2023
Via Microsoft Teams**

Attendance	Apologies	nce

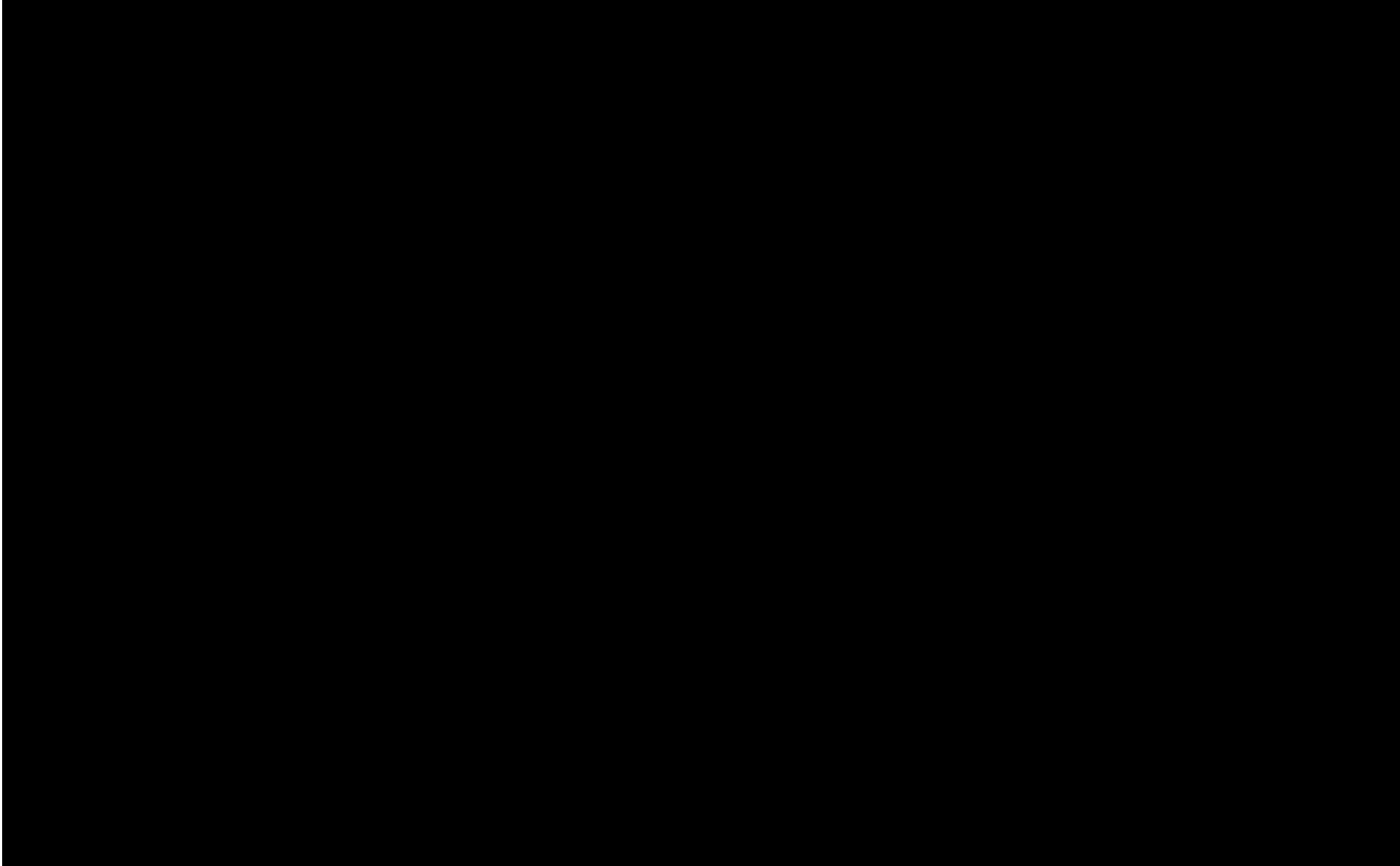












10.	
Any Other Business.	<ul style="list-style-type: none"> ██████████ shared news article regarding the All National Centre in Cardiff opposing the ban on conversion therapy. ██████████ to discuss within their organisation and make an informed decision on whether to continue to book the centre Church leaders object to ban on 'conversion therapy' for gay people - The Cardiff Journalism (cardiffjournalism.co.uk) Action: ALL <div style="background-color: black; width: 100%; height: 100%; min-height: 100px;"></div>
Next meeting	
The next meeting is due to take place on: Thursday 9 January 2024 10am-1pm	